

CONFIDENTIAL RECORD SHEET

REGISTRATION SERVICE
BOY SCOUTS OF AMERICA

Date 5/10/90

Social Security Number _____

Full name CHARLES J. BAKER
(No initials if you can possibly get full name)

Address _____

City SHIRLEY MILLS State ME ZIP 04485

Date of birth 10/39 (This is important and should be exact.)

Approximate age _____ (To be used ONLY when date of birth is not known.)

Religion CATHOLIC Nationality AMERICAN

Occupation SCHOOL TEACHER -- K THROUGH 3RD GRADE

Education UNIVERSITY OF MAINE?

Weight 230-240 Height 5'10"-11" Race WHITE

Color of hair DARK BROWN Color of eyes BROWN?

Outstanding characteristics or interests HUNTING AND FISHING.

Married or single SINGLE Children -0-
(Number, ages, and names, if possible)

Spouse's name NONE

Scouting connections:

| Unit No. | City | State | Position | Date registered | Date resigned |
|---------------------|-------------------------|-------|--|-----------------|----------------------|
| Troop 118 | Shirley Mills | ME | Scoutmaster | 9/30/87 | 5/11/90 -- Suspended |
| Troop 120 | Greenville | ME | Scoutmaster | 10/31/83 | 9/30/87 |
| Troop 62 | Wellington | ME | SM, SC, MC | 10/31/80 | 10/31/83 |
| Special Recognition | Order of Arrow (Virgil) | | Scoutmaster Award of Merit; Training Award; Scoutmaster Key. | | |

Suspended or denied registration for following reasons: SEE BACK PAGE

***** Troop 117 Guilford ME SM, ASST. SM. 10/31/68 10/31/72

SPECIFY THE FACTS THAT LEAD YOU TO RECOMMEND DENIAL OF REGISTRATION, AND LIST ATTACHED SUPPORTING DOCUMENTS (STATE ONLY KNOWN FACTS, NOT RUMOR, CONJECTURE, OR SPECULATION):



NOTED

CONFIDENTIAL AUG 23 1990
MAY 16 1990 JOSEPH L ANGLIM
F. STARON

Signed Kenneth E. Liberty
Scout Executive
KENNETH E. LIBERTY
Council KATAHDIN, #216

Had a visit from 2 people on 5/8/90, one of whom indicated a child abuse investigation was being conducted on Charles Baker on one (or more) complaints by parents of a student(s) in his classroom that "inappropriate touching" had taken place at school. Supposedly the student rubbed Baker's back and he rubbed their's. (No direct sexual contact or touching has been reported). Investigation was incomplete on that date but it was continuing that week.

A similar charge had been made about 5 years ago but lack of hard evidence prevented prosecution at that time. Asked me to hold up my actions until end of week, but felt we definitely should suspend him.

On Thursday, 5/10/90, had a call from a parent asking if she should allow their Webelos boys to go on a scheduled hike on Monday with Baker, since he had been suspended with pay from teaching (K-3rd grade), pending an investigation for alleged child abuse. I said no.

By School Board

Then learned he had a camping trip scheduled for this weekend (5/11 - 5/13, 1990). Based on his suspension by the school committee, I wrote the standard letter of suspension and sent it by registered mail late afternoon, May 10. Also talked to head of the sponsor, Fire Chief, Charles Crossmund, to tell him of my action. He said he would call on Baker with his Assistant Chief, (a scouter) and notify Baker that he can't go camping this weekend, as planned. I explained that other adults could take the boys but not Baker. (Incidentally, Crossmund feels Baker is innocent of the charges.) Shirley Mills is a small town of 250 people and everyone is aware of everyone's business. Baker is a hometown man and, of course, will probably see nothing wrong in what he has done.

Kenneth E. Liberty
Scout Executive

DETCH

August 24, 1990

Mr. Kenneth E. Liberty
Scout Executive
Katahdin Area Council, No. 216

PERSONAL AND CONFIDENTIAL

SUBJECT: CHARLES S. BAKER

Dear Ken:

Thank you for the detailed information sent concerning the above Scouter. This case has been reviewed with our attorney and is now on our permanent Ineligible Volunteer File.

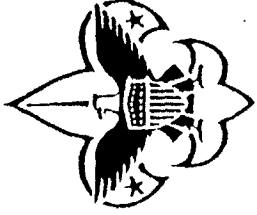
Sincerely,

Paul Ernst, Director
Registration Service

eko

cc: Northeast Region

ADMITTED TO FILE
AUG 24 1990
ERIN O'RILEY



BOY SCOUTS OF AMERICA

Northeast Region
P.O. Box 350
Dayton, New Jersey 08810-0350
Telephone: (201) 821-6500
Fax: (201) 821-0810

July 20, 1990

Mr. Charles S. Baker
[REDACTED]
Shirley Mills, Maine 04485

Dear Mr. Baker:

I acknowledge receipt of your letter of July 5, 1990 to Mr. Rudy Flythe, Regional Director.

Your request for a delay of review by the Regional Review Committee is granted.

It will be necessary for you to write once again to the Northeast Regional Office if and when you decide you want the Regional Review Committee to review your membership denial.

Sincerely,

CHARLES D. BALL
Assistant Regional Director

1240Hrp

bcc: P. Ernst, S108
K. Liberty, SE, Katanadin Area Council
Regional Review Committee

July 17, 1990

SUBJECT: CHARLES S. BAKER - KATAHDIN AREA COUNCIL
From: Paul Ernst, S108
To: Charles Ball, Northeast Region

Thanks for the material you recently sent concerning the above named individual.

I feel the letter is correct which you are going to send Mr. Baker. It gives all the facts and indicates he should request another review which I agree is necessary, if he wants one at a later time.

Please send me a copy of the letter once it has been mailed.

jf

PLEASE TO FILE
JUL 17 1990
ERIN ORILEY



BOY SCOUTS OF AMERICA

Northeast Region
P.O. Box 350
Dayton, New Jersey 08810-0350
Telephone: (201) 821-6500
Fax: (201) 821-0810

July 12, 1990

TO: PAUL I. ERNST
FROM: CHARLES D. BALL
SUBJECT: CHARLES S. BAKER, KATAHDIN AREA COUNCIL

See attached letter from Charles S. Baker to Rudy Flythe and my suggested reply.

Please let me know if you concur with my letter. I will hold letter for your answer.

1240H/2rp

LAIRD-
THE FILE
R. B. STAY



BOY SCOUTS OF AMERICA

Northeast Region
P.O. Box 350
Dayton, New Jersey 08810-0350
Telephone: (201) 821-6500
Fax: (201) 821-0810

July , 1990

Mr. Charles S. Baker
[REDACTED]

Shirley Mills, Maine 04485

Dear Mr. Baker:

I acknowledge receipt of your letter of July 5, 1990 to Mr.- Rudy Flythe, Regional Director.

Your request for a delay of review by the Regional Review Committee is granted.

It will be necessary for you to write once again to the Northeast Regional Office if and when you decide you want the Regional Review Committee to review your membership denial.

Sincerely,

CHARLES D. BALL
Assistant Regional Director

1240Hrp

Charles S. Baker

Shirley Mills, Maine 04485

July 5, 1990

Rudoff Flythe

Regional Director, Northeast Region, B.S.A.

Dayton, New Jersey 08810

Dear Mr. Flythe:

At this time I am requesting an abeyance pursuant to a review as regards certain action taken by the B.S.A. on May 10, 1990. It has been my intention to write you much sooner concerning this request and furnish information per procedures of review.

This is truly a very conflicting situation because I am not acquainted, as yet, as to what circumstance promoted the action of May 10, 1990 by the B.S.A. Are the B.S.A. charges prompted by the State Police investigation or are the charges being levied strictly by an envious individual? If, and when it finally becomes necessary, I am perfectly capable of explaining this statement.

You certainly have it in your files that my stewardship as Scout Master was revoked upon this aforesaid date. For reference please note the attached copy. As a Scout Master for 17 years of my 24½ years of scouting service I have been imbued with the truthful sincerity of the program and made an equal effort to pass this on to all the boys and adults that I have come in contact with over this period of time.

I have a distinct love and fondness for these children whether they be Boy Scouts or whether they be students at the Shirley School where I am employed as a Principal and Teacher. My combined experiences have totaled 24 years. Please let me explain herewith that it is a fondness and love but without the sordidness and degeneracy otherwise connected with child abuse. An investigation was launched by the Maine State Police at least 57 days ago. Whether it still continues or whether it has been finalized as of this writing, I do not know.

RECEIVED

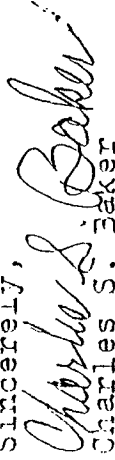
JUL 10 1990

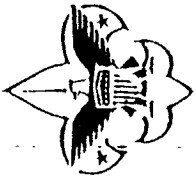
I have never been approached by anyone except my own Superintendent of Schools who suggested I take an immediate administrative leave of absence. Because of the intimidation concerning these unwarranted charges it has left me completely distraught, even my own M.T.A. Counsel seems to be at a standstill. I have become more and more dismayed as I see my proud Shirley Troop in bewildered disarray because of circumstances visited upon them and myself. Circumstances which neither of us are capable of comprehending. Two summer camping trips have already been cancelled and now some of my Scouts are threatening to quit unless they make a scheduled trip to Nova Scotia that was arranged over a year ago. This comprises an invitation by a Troop from 2nd Col Harbor, Dartmouth, Nova Scotia who had invited us for seven days of camping.

I would certainly like to reorganize that trip and am requesting, at this writing, that you or anyone else who has charges to bring against me would do so immediately or reinstate me so that this would be possible.

Until I am finally cognizant of charges coming from any source and any incidents pertaining to such charges, there is nothing more I can do but request that a review of circumstances be put into abeyance until such time as I am fully knowledgeable as to what further procedure would be legally proper.

Sincerely,


Charles S. Baker



KATAHDIN AREA COUNCIL BOY SCOUTS OF AMERICA, INC.

BOY SCOUTS OF AMERICA

302 North Main Street • Brewer, Maine 04412-2690 • 207-989-7836

216

May 21, 1990

Mr. Charles S. Baker

██████████
Shirley, ME 04485

Dear Charlie Baker,

This is in answer to your note and your Veteran application for 25 years of service.

I note that your 25 years is not effective until October of 1990. Since your membership has been terminated effective May 10, 1990, you will be short five months for the 25 years.

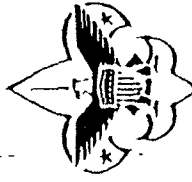
Since this is a National Award and will be issued from the National Office, there is no way in which they will recognize the 25 years at this time.

I deeply regret this action and the circumstances which have brought it about as I'm sure you always "have given 110% or more to the Boy Scout Program."

Yours truly,

Kenneth E. Liberty
Scout Executive

KEL/dmj



BOY SCOUTS OF AMERICA

KATAHDIN AREA COUNCIL BOY SCOUTS OF AMERICA, INC.

302 North Main Street • Brewer, Maine 04412-2690 • 207-989-7836

May 10, 1990

Mr. Charles S. Baker

[REDACTED]

Shirley Mills, ME 04485

Dear Mr. Baker:

After careful review, we have decided that your registration with the Boy Scouts of America should be suspended. We are, therefore, compelled to request that you sever any relations you may have with the Boy Scouts of America. A refund of your registration fee is enclosed.

You should understand that B.S.A. membership registration is a privilege and is not automatically granted to everyone who applies. We reserve the right to suspend registration whenever there is a concern that an individual may not measure up to the high standards of membership the B.S.A. seeks to provide for American youth.

If you wish to have this decision reviewed, please write to the Northeast Region, B.S.A. within 60 days of the date of this letter, explaining your version of the facts supporting your claim that your registration as a B.S.A. member should be granted or reinstated. The procedures for review are attached.

Sincerely yours,

Kenneth E. Liberty

Kenneth E. Liberty
Scout Executive

KEL/cmj

Enc.

Supported by the voluntary contributors of the United Way of Aroostook and the sustaining members of Katahdin Area Council in one hundred and fifty communities in Aroostook, Hancock, Penobscot, Piscataquis, Waldo and Washington Counties.

The following information is provided should you desire a review by the NORTHEAST Region, BSA, of the decision to deny your registration.

1. Within 60 days, you must request in writing a review of this decision. Your request should be sent to the regional director, NORTHEAST Region, BSA. In your request you may include your version of what occurred in support of your claim that your registration should not have been denied.
2. Upon the receipt of your written request, a committee will be appointed to review the situation.
3. You may attend the review hearing, but it is not adversarial in nature and neither the committee nor you will be represented by legal counsel. If you wish, you may be accompanied by no more than two other individuals if their testimony might assist the committee in discovering the truth and arriving at a correct decision.
4. The committee will review the facts as presented, and may interview any persons whose testimony might assist them in arriving at a correct decision.
5. You will receive a letter setting forth the decision of the committee.
6. If you disagree with the decision of the committee, you may request a review of this decision by the National Council of the Boy Scouts of America.

Troop 118

Shirley, ME 04485

Troop 118 Committee

Shirley, ME 04485

May 18, 1990

Ben M. Love, Chief Scout Executive
BSA National Office

Irving, TX 75038-3096

Dear Mr. Love:

We are writing this letter to show our displeasure at the handling of the suspension of Charles Baker. After 30 years of dedicated service to the Boy Scouts, we feel that a registered letter containing a suspension based on unnamed allegations violates the principles of fair play that the BSA stands for. Sending that letter shows that the following issues concerning Boy Scout policy have not been adequately addressed:

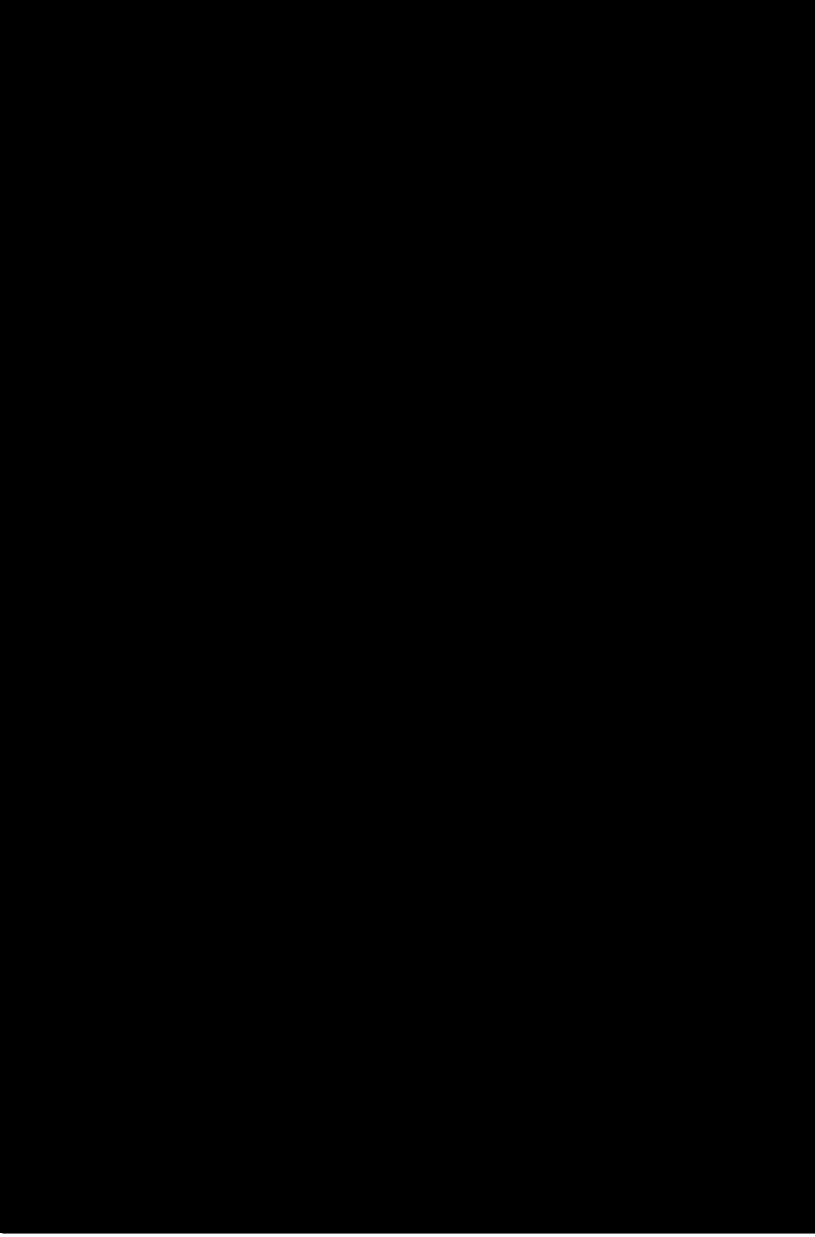
1. The letter states that after "careful review" the decision was made to suspend Charles Baker. Our understanding is that review consists of a decision made by four specified individuals in Boy Scouting. We would like to know if you followed this policy or not. If so, who were the four people and on what did they base their decision? How "careful" could the review have been if the allegations were made on Wednesday and the letter sent on Thursday? Is it appropriate that neither Howard Kessli, District Scout Executive and Mr. Baker's direct supervisor, nor any member of the local Boy Scout Committee were consulted in the review or informed of the decision?
2. The letter implies that it is Boy Scout policy to suspend without letting the person know what the charges are or who made them. If this is so, please explain how it adequately protects Boy Scout leaders from the possibility of abuse due to false allegations.
3. When considering the above, how does Boy Scout policy mirror the Constitution on which it is based and the philosophy that one is innocent until proven guilty.
4. And finally, even though the word suspension was used in the letter, sending back the registration fee makes the decision seem very final. Unless Mr. Baker actively appeals this decision, he will remain out of Boy Scouts. How can BSA justify a policy that assumes guilt before one has even had a chance to address the complaint?

RECEIVED

P 265 024 800

As a group of people that has supported and believed in Boy Scout principles for many, many years, we are sincerely concerned at this latest action which we consider a breach of these principles. We would like to know how the Boy Scouts can defend this lack of due process, assumption of guilt until proven innocent, and hastily prepared "review" that lead to what appears to be termination...all without even notifying Charles Baker face to face. We expect you to address our concerns in a prompt and expedient manner. Your reply will be the first step in planning our subsequent course of action.

Sincerely,
Troop 118 Committee



cc: Ken Liberty
Howard Kessli
Charles Baker

May 25, 1990

Mr. Kenneth E. Liberty
Scout Executive
Katahdin Area Council, No. 216

PERSONAL AND CONFIDENTIAL

SUBJECT: CHARLES J. BAKER

Dear Ken:

I appreciate the material which you recently sent us concerning the above named individual. We would like the outcome of the investigation once it has been completed. If there is to be any legal action, then we would like the outcome of that also, in order to strengthen our file.

The Ineligible Volunteer Record sheet which you completed indicated the middle initial as "J". The registration in our computer indicated it as "S". Could you please help us by giving us the middle name, so that we will have more information for identification.

Please let us know if we may be of any help to you. We want to make certain that we have all the information necessary for this file.

Sincerely,

Paul Ernst, Director
Registration Service

eko

cc: Northeast Region

CONFIDENTIAL
MAY 25 1990
FRIM ORILEY

Had a visit from 2 people on 5/8/90, one of whom indicated a child abuse investigation was being conducted on Charles Baker on one (or more) complaints by parents of a student(s) in his classroom that "inappropriate touching" had taken place at school. Supposedly the student rubbed Baker's back and he rubbed their's. (No direct sexual contact or touching has been reported). Investigation was incomplete on that date but it was continuing that week.

A similar charge had been made about 5 years ago but lack of hard evidence prevented prosecution at that time. Asked me to hold up my actions until end of week, but felt we definitely should suspend him.

On Thursday, 5/10/90, had a call from a parent asking if she should allow their Webelos boys to go on a scheduled hike on Monday with Baker, since he had been suspended with pay from teaching (K-3rd grade) pending an investigation for alleged child abuse. I said no.

By School Board

Then learned he had a camping trip scheduled for this weekend (5/11 - 5/13, 1990). Based on his suspension by the school committee, I wrote the standard letter of suspension and sent it by registered mail late afternoon, May 10. Also talked to head of the sponsor, Fire Chief, Charles Crossmund, to tell him of my action. He said he would call on Baker with his Assistant Chief, (a scouter) and notify Baker that he can't go camping this weekend, as planned. I explained that other adults could take the boys but not Baker. (Incidentally, Crossmund feels Baker is innocent of the charges.) Shirley Mills is a small town of 250 people and everyone is aware of everyone's business. Baker is a hometown man and, of course, will probably see nothing wrong in what he has done.

Kenneth E. Liberty
Scout Executive

Called to IV-Field
Rec'd 5/21/90
from Larry Kelly

CONF005200

NS08

MEMBERSHIP SUPPORT SYSTEM
MEMBER DELETE

05/21/90
09:54:51

CNCL 216 PRG/UNIT S0118 SEQ. 006442

FIRST: CHARLES S

LAST : BAKER

ADDR1: [REDACTED]

ADDR2: SHIRLEY HILLS ME

ADDR3:

ADDR4:

ZIP: 04485

REG STATUS: R ENROLL: 1283 BIRTH: 1039 SEX: M AGENCY: M ADULT/YOUTH: A

POSITION: SM FINDERCODE: 01 PHONE: [REDACTED] BULK: MAG-STATUS: *

REN DAT: 1090

TRANSFER FROM = CNCL: PGM/UNIT: SEQ: TRANSFER DATE:

MAGAZINES

| ---SOURCE--- | | PRICE | SUB | STRT | ---COPIES--- | | ISSUES TO GO | APPEAR | LAST LABEL | EXP | | |
|--------------|-------|-------|------|------|--------------|-------|--------------|--------|------------|-------|---------|------|
| TYPE | CNCL | P/UNT | CODE | TRM | DATE | FIRST | LAST | ORIG | TOTAL | COUNT | PRINTED | DAT |
| B | ----- | ----- | N | 12 | 0189 | 0189 | 1289 | 00 | 000 | 00 | 2810 | 1289 |
| S | ----- | ----- | N | 06 | 0190 | 0190 | 0590 | 03 | 003 | 00 | 2403 | 1190 |

PF2>DELETE PF12>MENU CLR>END

MEMBER DELETED FROM DATABASE SUCCESSFULLY