

CONFIDENTIAL RECORD SHEET

REGISTRATION SERVICE
BOY SCOUTS OF AMERICA

Date 8-29-88

Social Security Number [REDACTED]

Full name Ray B. Toland
(No initials if you can possibly get full name)

Address [REDACTED]

City Reston State Va. ZIP 22091

Date of birth 3-9-46 (This is important and should be exact.)

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

Religion Nationality American

Occupation U.S. Air Force Lt. Col. (Retired 7/31/88)

Education B.S., M.S., PhD (Clarkson University & State University of N.Y.)

Weight 185 Height 6' 2" Race Caucasian

Color of hair Brown Color of eyes

Outstanding characteristics or interests Highly Educated (Physics, Communications)

Married or single Married Children [REDACTED]
(Number, ages, and names, if possible)

Spouse's name

Scouting connections: Natioanl Capital Area Council, Washington D.C.

| Unit No. | City | State | Position | Date registered | Date resigned |
|------------|--------|-------|----------|-----------------|---------------|
| Troop 1531 | Reston | Va. | SM | | |

Special Recognition Eagle Scout., O/A-Vigil., Religious Emblem

Suspended or denied registration for following reasons: Arrested on two counts of Child Sexual Abuse by N.Y. State Police at Tupper Lake, N.Y. * Documentation sent to Northeast Region.

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

APR 28 1989

JOSEPH L. ANGLIM

Signed [Signature]
Scout Executive

Council Otetiana #397 - Rochester, N.Y.

CONFIDENTIAL

SEP 01 1988

F. STARON

CONF027645

May 1, 1989

Mr. James O. Case
Scout Executive
Utahiana Council, No. 397

PERSONAL AND CONFIDENTIAL

SUBJECT: Ray B. Toland

Dear Jim:

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 Confidential File.

Sincerely,

Paul Ernst, Director
Registration Service

eko

cc: Northeast Region

READY TO FILE
MAY 02 1989
ERIN O'RILEY

CONF027646

January 12, 1989

Mr. Paul Davis
Scout Executive
National Capital Area Council, No. 82

PERSONAL AND CONFIDENTIAL

SUBJECT: RAY B TOLAND

Dear Paul:

Thank you for your letter of January 6, concerning the above named individual. I am sorry that I did not answer your question previously.

I believe your statements related to Mr. Toland's suspension and reinstatement are completely accurate. No review should be held until the charges have been resolved by either acquittal or conviction. It would be very difficult to make a decision on a review before you know the final outcome of the action which is in process.

I do not feel there is any need to change your stand on this, since we would back you completely related to this matter.

Let me know if you have need for any other information.

Sincerely,

Paul Ernst, Director
Registration Service

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cc: Northeast Region

READY TO FILE
JAN 12 1989
ERIN ORILEY

CONF027647



**National Capital Area Council
Boy Scouts of America**

9190 Wisconsin Avenue, Bethesda, Maryland [REDACTED]

January 6, 1989

Mr. Paul I. Ernst
Director of Registration
National Office
Boy Scouts of America
1325 Walnut Hill Lane
P.O. Box 152079
Irving, Texas 75015-2079

Dear Paul:

This letter is in response to your inquiry of January 3 regarding Ray B. Toland.

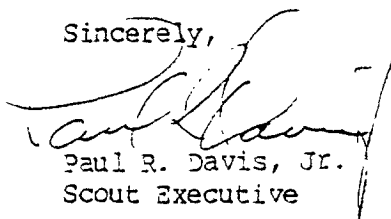
As stated in my letter of October 7, 1988 to Ray B. Toland "No action will be taken to remove this suspension until these charges have been dropped or resolved in a Court of Law." I went on to ask him to "Please forward any statements regarding the resolution of this case to my attention upon receipt from the State of New York, County of Saint Lawrence."

To this date I have not received any communication from Mr. Toland.

However, I do have a question for you. In my letter of October 7, I asked for you to advise me on the validity of my statement concerning Ray B. Toland's reinstatement. Could you please respond at this time?

Thank you for your follow up.

Sincerely,



Paul R. Davis, Jr.
Scout Executive

RD: jbp

cc: Charles D. Ball, Assistant Regional Director, N.E. Region
Carl L. Gell, Legal Counsel, N.C.A.C.
Laurence E. Houghtaling, Director of Field Service, N.C.A.C.
W. Don Ladd, Council President, N.C.A.C.



United Way

Serving the Youth of Washington, D.C., and Seventeen Surrounding Counties of Maryland and Virginia
Member Agency of United Way of the National Capital Area
United Givers Fund: Fredericksburg / Spotsylvania / Stafford • United Way of Frederick County, Inc. • United Way of Calvert County
Danlgren United Givers Fund, Inc. • United Way of Culpeper, Inc. • Marine Corps Development and Education Command United Fund

CONF027648

29
January 3, 1988

Mr. Paul Davis
Scout Executive
National Capital Area Council, No. 32

PERSONAL AND CONFIDENTIAL

SUBJECT: RAY B. TOLAND

Dear Paul:

A Happy New Year to you.

You have been very good about keeping me informed related to this individual. Since I have not heard from you in almost three months, I thought I would follow up and see if anything further has occurred related to the legal action in New York state.

Thanks for your help in completing this file.

Sincerely,

Paul Ernst, Director
Registration Service

je

cc: Northeast Region

READY TO FILE
JAN 03 1989
ERIN O'RILEY

CONF027649



National Capital Area Council
Boy Scouts of America

October 7, 1988

Mr. Ray B. Toland
[REDACTED]

Reston, Virginia 22091

Dear Mr. Toland:

Your letter of September 25, 1988 addressed to W. Don Ladd, President, National Capital Area Council, Boy Scouts of America, has been forwarded to me for response. The packet forwarded included your letter with related affidavits, a statement of your schedule for the period of July 13th-24th, and a letter dated August 14, 1988 from Pete Earley to Stephen L. Buzzell. Content has been carefully reviewed and filed for reference.

Please know that your registration has been suspended subject to the resolution of the charges placed against you. No action will be taken to remove this suspension until these charges have been dropped or resolved in a Court of Law.

The material you have forwarded, while acknowledged, can not influence your request for premature reinstatement of your membership. It would be inappropriate for me to make any comment concerning the charges before this matter has been legally resolved.

Please forward any statements regarding the resolution of this case to my attention upon receipt from the State of New York, County of Saint Lawrence.

Sincerely,

Paul R. Davis, Jr.
Scout Executive

cc: Charles D. Ball, Assistant Regional Director, N.E. Region, B.S.A.
Carl L. Gell, Legal Counsel, National Capital Area Council
Laurence E. Houghtaling, Director of Field Service, N.C.A.C.
W. Don Ladd, Council President, National Capital Area Council

PRD:ald



United Way

Serving the Youth of Washington, D.C., and Seventeen Surrounding Counties of Maryland and Virginia
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United Givers Fund: *Fredricksburg / Spotsylvania / Stafford* • United Way of Frederick County, Inc. • United Way of Calvert County
Danigren United Givers Fund, Inc. • United Way of Culpeper, Inc. • Manne Corps Development and Education Command United Fund

CONF027650



National Capital Area Council
Boy Scouts of America

*Transmitted to Paul Ernst
10-13-88
LTR OK to go
6/14/88
P. Davis*

October 7, 1988

Mr. Paul V. Ernst
Director of Registration
National Office
Boy Scouts of America
P. O. Box 152079
1325 Walnut Hill Lane
Irving, Texas 75015-2079

Dear Paul:

The enclosed letter from Ray B. Toland requesting reinstatement of his registration with the Boy Scouts of America is forwarded for your review. The affidavits and other materials referred to in my letter of October 7, 1988 have not been enclosed. Those affidavits and the letter to the attorney serve to endorse Ray B. Toland's position that he was unjustly charged.

Please advise me on the validity of my statement concerning Ray B. Toland's reinstatement. Your instruction in this regard will certainly be appreciated.

Sincerely,

Paul R. Davis, Jr.
Scout Executive

- cc: Charles D. Ball, Assistant Regional Director, N.E. Region
- Carl W. Gell, Legal Counsel, N.C.A.C.
- Laurence E. Houghtaling, Director of Field Service, N.C.A.C.
- W. Don Ladd, Council President, N.C.A.C.

Enclosure
PRD:ald



Reston, VA 22091
25 September 1988

W. Don Ladd
President, National Capital Area Council, BSA
[REDACTED]
Bethesda, MD 20814-3897

Dear Mr. Ladd:

I acknowledge receipt of your letter to me dated 29 August 1988. It was delivered to me the same day by the Patowomek District Executive. I hereby request reinstatement of my registration with the Boy Scouts of America upon your thorough review of the relevant facts.

You will find that I have been accused of sexual abuse of a sixteen year old, [REDACTED] who is a known liar and trouble maker. The New York State Police, in order to attempt corroboration of the story, added a second charge of similar nature, against one [REDACTED]. The accusations are untrue and unjust.

I believe it is indeed unfortunate that you have decided, without any investigation into the facts, to withdraw my registration with the Boy Scouts. You will find that I have been active for over thirty years in the BSA, from Cub Scouts through Eagle Scout - on staff at Otetiana Council Camp for three years, an Assistant Scoutmaster in College and in the military in Germany - Scoutmaster of a troop in Germany and here in Reston, Virginia, etc. You will also find there has never, in this entire scouting career, been any hint of abuse or misdeed. I invite you to ask any scout or scouter with whom I have been in contact.

The basic facts of this case are:

1 - [REDACTED] was a member of the [REDACTED] Scout Camp Staff, as was I, during this past summer. He was the Trading Post Clerk until he was fired from the position on 23 July 1988. Although he was originally to be sent home on that date, he pleaded with the camp director to remain. He was granted permission, and was demoted to kitchen staff aide. He was dismissed 5 days early from camp, on 14 August 1988, due to staff threats against his person resulting from the cumulative multitude of mischievous activities with which he had been associated - including some which brought injury to other staff members. Prior, on 29 July 1988, he related a story to the Camp Reservation Director, and later the State Police, that I had three times "sexually assaulted" him between 17 and 23 July. This was impossible, as can be seen from my very busy schedule as Camp Program Director, his schedule at the Trading Post, together with periods of my absence from camp - and the majority of the week spent with my wife, relatives, and friends.

2 - About two weeks after [REDACTED] accusation occurred, the

State Police investigator, based on questioning [REDACTED], a CIT member of the camp staff, made a second accusation. This accusation was based on exceedingly flimsy evidence that I made "near sexual contact" during rewrapping of [REDACTED] injured

knee! When I reviewed the camp first aid log book with Dick Trier (Reservation Director) on 18 August, there was a single entry when I rewrapped [REDACTED] knee - he claims there were four times, including on dates, as stated above. I was absent from camp! The way the statement reads is that the Police investigator was leading [REDACTED] in a way to make things "sound fishy."

I invite your thorough investigation into the allegations and pledge my cooperation in in way that I can. In order to assist in your initial process, I am enclosing herewith several documents and sworn affidavits. Any that are not signed I received prior to their being signed - but are accurate and were later signed.

Also, here are a few names, with knowledge of the facts, for your interview and follow-up:

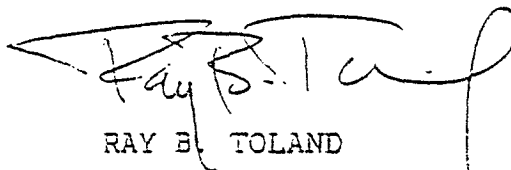
1. Mr. Richard Trier, Reservation Director, Otetiana Council, BSA, Rochester, NY [REDACTED]
2. Mr. Charles Levensgood, Camp Director, Mountaineer Camp, Otetiana Council, BSA, Rochester, NY [REDACTED]
3. Mr. Peter Collinge, Senior Camp Commissioner, Mountaineer Camp, [REDACTED] Rochester, NY 14620 [REDACTED]
4. Mr. William Lawson; and his son, [REDACTED] (who was on the aquatic staff, Camp Mountaineer). William Lawson has worked with me and Troop 1531 in Reston, Va since 1985. He is now the Committee Chairman, and was the troop Scoutmaster prior to me. They reside in Reston, VA [REDACTED]
5. [REDACTED] is the Scoutmaster of [REDACTED]. [REDACTED] resides at [REDACTED] Rochester, NY 14623 His son, [REDACTED] is a peer of [REDACTED] in the troop and also was a member of the Mountaineer Staff this summer. A copy of [REDACTED]'s affidavit is enclosed.
6. Lt. Col. Chaz Holland is a troop 1531 ASM. His son was a CIT at Mountaineer this summer and is the troop SPL. Chaz also has known me for three years both in scouting and as a co-worker in the Defense Communications Agency. They can be contacted at [REDACTED].

7. The Institutional Pastor where troop 1531 meets, Rev. Hugh J. Winston, knows me and my family well. His office number is [REDACTED].

8. Mr. Peter Earley has worked with the troop recently, and knows me well as scoutmaster of his son's troop. Peter accompanied the troop to Mountaineer Camp this year and also had an opportunity to observe the behavior of [REDACTED]. A copy of his letter to my attorney is enclosed.

I shall look forward to your evaluation and subsequent reinstatement of my membership with the Boy Scouts.

Sincerely,



RAY B. TOLAND



National Capital Area Council
Boy Scouts of America

9190 Wisconsin Avenue, Bethesda, Maryland [REDACTED]

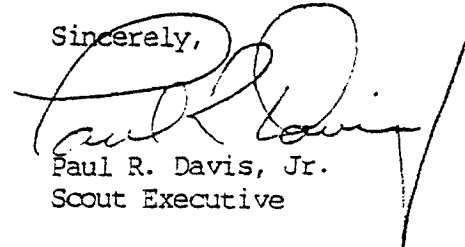
September 26, 1988

Mr. Paul I. Ernst
Director of Registration
Boy Scouts of America
1325 Walnut Hill Lane
P.O. Box 152079
Irving, Texas 75015-2079

Dear Paul:

Herewith enclosed is the Confidential Record Sheet related to Ray B. Toland. It supports the materials which had been forwarded by the Northeast Region. It is my understanding that you have placed him on the restricted list.

Sincerely,



Paul R. Davis, Jr.
Scout Executive

PRD: jbp

Enclosure

cc: David I. Sharp, Northeast Area Director



United Way

Serving the Youth of Washington, D.C., and Seventeen Surrounding Counties of Maryland and Virginia

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United Givers Fund: Fredericksburg / Spotsylvania / Stafford • United Way of Frederick County, Inc. • United Way of Calvert County

Danlgren United Givers Fund, Inc. • United Way of Culpeper, Inc. • Manne Corps Development and Education Command United Fund

CONF027655

CONFIDENTIAL RECORD SHEET
REGISTRATION SERVICE
BOY SCOUTS OF AMERICA

Date 8-29-88

Full name RAY B. TOLAND
(no initials if you can possibly get full name)

Social Security Number [REDACTED]

Address [REDACTED]

City Reston State Virginia ZIP Code 22091

Date of Birth March 9, 1946 (This is important and should be exact.)

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

Religion Protestant Nationality United States Citizen
Attends United Christian Church

Occupation Communications/Defense Comm. Agency/U.S. Army

Education Clarkson University - B.S. (physics); State University of New York, PhD
(physics)

Weight 185 Height 6'2" Race Caucasian

Color of hair Dark Brown Color of eyes _____

Outstanding characteristics or interests _____

Married or single Married Children [REDACTED]
(Number, ages, and names, if possible)

Spouse's name [REDACTED]

Scouting connections:

| Unit No. | City | State | Position | Date registered | Date resigned |
|---------------------|------------------------------|----------|--|-----------------|---------------|
| Troop 1531 | Reston | Virginia | SA - Dec. 1986; SM - Dec. 1987-August 29, 1988 | | |
| Special recognition | <u>Eagle Scout, Vigil OA</u> | | | | |

Suspended or denied registration for following reasons: Allaged Child Sexual Abuse

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

Signed *Paul R. [Signature]*
SCOUT EXECUTIVE

Council National Capital Area

September 16, 1988

Mr. James O. Case
Scout Executive
Otetiana Council, No. 397

PERSONAL AND CONFIDENTIAL

SUBJECT: Ray B. Toland

Dear Jim:

We really appreciate all the material which you collected related to the above named individual. This is most helpful to us and will enable us to refuse registration should an application come from anywhere in the country.

The only thing we would like to have from you is the outcome of the legal action as it takes place. We understand that Mr. Toland was arrested and was to appear in court in August. Did this take place or were the charges dropped at that time? This would then give us the necessary material for our file.

Let us know if we may be of help to you in any other way.

Sincerely,

Paul Ernst, Director
Registration Service

ag

cc: Northeast Region

READY TO FILE

SEP 19 1988

ERIN O'RILEY

CONF027657



cc: Bill LeBlanc
Paul Ernst
9/13/88
yp
RECEIVED
SEP 14 1988

National Capital Area Council
Boy Scouts of America

9190 Wisconsin Avenue, Bethesda, Maryland 20814-3897

August 29, 1988

Mr. Ray B. Toland

[Redacted]

Reston, Virginia 22091

Dear Mr. Toland:

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.

You should understand that BSA 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 BSA seeks to provide for American youth.

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

Sincerely,

W. Don Ladd

W. Don Ladd
Council President

WDL: jop

Enclosure



Serving the Youth of Washington, D.C., and Seventeen Surrounding Counties of Maryland and Virginia
Member Agency of United Way of the National Capital Area
United Givers Fund: Fredericksburg / Spotsylvania / Stafford • United Way of Frederick County, Inc. • United Way of Calvert County
Danigren United Givers Fund, Inc. • United Way of Culpeper, Inc. • Manne Carol Development and Education Command United Fund

CONF027658

APPENDIX C

APPLICANT PROCEDURE FOR REQUESTING REVIEW OF DECISION DENYING REGISTRATION

1. If registration is refused, the applicant may request a review of this decision. This request must be in the form of a written request from the individual which includes his or her version of the facts supporting the claim that registration should not have been denied.
2. Upon receipt of the written request for review, the president of the local council shall appoint a committee to review the situation.
3. The appointed committee should review the facts as presented, and, in addition, may interview any persons whose testimony might assist the committee in discovering the truth and arriving at a correct decision.
4. A confidential report will be given to the applicant setting forth the decision of the committee.
5. The applicant may—if he or she does not agree with the decision—request a review from the regional director by submitting a written request for such a review within 30 days of the receipt of the local council decision.
6. If the regional review does not satisfy the applicant, he or she may ask for further review by the National Council by submitting a written request for such a review within 30 days of the receipt of the regional decision. The decision by the National Council is final.

PERSONAL HEALTH STATEMENT

CHECK ONE

- New or re-employed applicant.
- Current Prof.

This health and medical record, including limitations indicated, is valid for participation in the Scout program (activities, camping, local and national events) for 1 year after date of physicians examination.

1. Name RAY B. TOLAND
 Address [REDACTED], RESTON, VA. 22091
2. Present position in Scouting Asm, T1531 Council NCAC
3. Height 6'2" Weight 185
4. Any considerable change in weight in past 2 years? No Reason _____
5. Is your digestion good? Yes Elimination regular? Yes
 Do you use laxatives? No Regularly? _____ How many hours do you sleep? 8
6. What exercise do you get? 2-3 miles run per day; swim 2-3 times weekly; bike 20 mi/wk
7. Date of last immunization: Tetanus Toxoid 1984 Diphtheria 1985 Polio 1980
8. Do you wear glasses? Yes
9. Have you had any surgical operation? Yes Date 1950 Describe eye correction
10. Any accidents or physical injuries? Yes Date 1976 Describe Broken ankle - downhill skiing
11. When did you last consult a physician for an illness? 8-87 Why? Bladder infection
 When did you last visit a dentist? 3-88
12. Do you have: Dizzy spells? No Shortness of breath No Fainting attacks No
 Convulsions No Sick headaches No Swollen ankles No Foot trouble No
13. If you have had any of the following circle them and give approximate date if known.
- | | | | |
|-----------------------|---------------------------|----------------------|---------------------------|
| Tuberculosis _____ | Skin disease _____ | Asthma _____ | Nervous breakdown _____ |
| Sinus infection _____ | Pneumonia _____ | Rheumatism _____ | Appendicitis _____ |
| Stomach ulcer _____ | Scarlet fever _____ | Hernia-Rupture _____ | Rheumatic fever _____ |
| Duodenal ulcer _____ | Allergic reaction _____ | Diabetes _____ | St. Vitus's dance _____ |
| Typhoid fever _____ | Diphtheria _____ | Gonorrhea _____ | Heart disease _____ |
| Varicose veins _____ | High blood pressure _____ | Syphilis _____ | Infantile paralysis _____ |
| Pleurisy _____ | Hay fever _____ | Osteomyelitis _____ | Dysentery _____ |
14. Use this space for additional information concerning the above or other illnesses or disabilities: NA
15. Are you now on medications? No If yes, describe and give full details _____
16. How many days of work/school did you miss because of illness last 12 months? 0
17. Do you have any limitations which may in any way restrict or prevent you from full participation in activities that are physically demanding and may cause some mental stress? No If yes, please describe nature and extent of limitations _____
18. Are you licensed to operate a motor vehicle? yes no What State? V.T.

NEW OR REEMPLOYED APPLICANTS ONLY:

I understand the Boy Scouts of America may require a medical examination to be administered by a physician based upon the information supplied above, and that if required prior to employment, it will be at the Boy Scouts of America's expense.

Date 4-25-88

Signed Ray B. Toland

Number years youth experience Cub Scout 3 Boy Scout 6 Varsity Scout _____ Explorer _____ Other _____

Highest Rank or honor achieved EAGLE SCOUT (BRONZE FILM)

Experience as an adult leader:

Years

| Location | Position | From | To |
|------------------------|----------|------|------|
| POTS DAM, NY | ASM | 1965 | 1966 |
| KAISERSLUTERN, GERMANY | SM | 1972 | 1973 |
| RESTON, VA. | SM | 1985 | 1988 |

Are you now registered in Scouting? Yes No

If yes, what position? ASM, TROOP 1531, RESTON, VA

Adult training courses completed or other significant experience AQUATICS INSTRUCTOR 1962-1964
WATERFRONT DIRECTOR 1964, 1966; PROGRAM DIRECTOR (SUMMER 1988 PHRED); NCS 19.

Are you now enrolled in the Professional Preview Program? NO

If yes, describe progress _____

Have you ever been discharged or asked to resign from any job? NO (If yes give details on separate sheet.)

Present or most recent employer US ARMY

Employed From: 6/1968 To: PRESENT Starting salary \$15K Final salary \$60K

Full address _____ City, State, ZIP WASH, DC 20305-2000

Nature of business COMMUNICATIONS Department last worked in DEFENSE COMM. AGENCY

Supervisor's name COL THOMAS HERRICK Phone _____

Position(s) held COMPANY COMMANDER, BATTALION EXEC. OFF., COMM. OFFICER, DON. INSTALLATION

Reason for leaving 20-YR. MILITARY RETIREMENT (7/88)

Next most recent employer _____

Employed From: _____ To: _____ Starting salary _____ Final salary _____

Full address _____ City, State, ZIP _____

Nature of business _____ Department last worked in _____

Supervisor's name _____ Phone _____

Position(s) held _____

Reason for leaving _____

Account for all other full-time employment on separate sheet. Provide information in same form as above.

List high school and collegiate activities (athletics, class organizations, etc.) which would help you in professional Scouting.

ROTC, MARCHING BAND

To what professional organizations do you belong? Include office held: _____

What hobbies or recreational activities do you enjoy? TRIATHLON, SAILING, PHOTOGRAPHY,
SCOUTING, BIBLE STUDY

SCOUTING OR SIMILAR BACKGROUND

EMPLOYMENT HISTORY

ACTIVITIES

STEP 1 - SCREENING INTERVIEW GUIDE

A. During the initial meeting, ask the following questions if they are not covered on the resume. If no resume is available, ask the applicant to complete Personal Information Summary, No. 30-206.

1. What kind of position are you interested in? DE +

2. Are you currently registered with a youth agency? Yes No

If "yes," which agency? B.S.A.

Agency experience: Number of years (Youth) 9 Highest Rank EAGLE

Number of years (Adult) 6 Positions HSN, SN, CAMP STAFF

3. Are you a U.S. citizen? Yes No

If "no," has a Declaration of Intention been filed? _____

4. Are you licensed to operate a motor vehicle? Yes No

Which state? _____

5. Are you presently employed? Yes No

6. What is your present job? Company U.S. ARMY Position LT. COL.

7. Why are you seeking a job change? RETIREMENT FROM MILITARY

8. Would you consider relocating, if necessary? Yes No

Comments WOULD LIKE ROCHESTER, NY

9. To which community, professional, trade, or service organizations do you belong? (Include offices held.)

(SEE RESUME)

10. When will you be available for employment? JULY 1988

B. Would you recommend this prospect for further consideration? Yes No

Set date for evaluation interview with SE or DFS.

Suggest enrollment in Preview Program.

Discourage further consideration for the following reason: _____

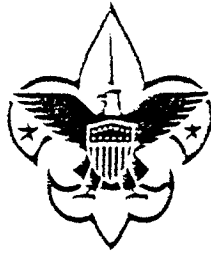
If further consideration is discouraged, forward this form along with all supporting materials to the regional service center.

C. Prospect's strong points INTEREST, BACKGROUND

D. Prospect's weak points _____

E. Interviewer's signature [Signature] Date 4/29/88

Council NATIONAL CAPITAL AREA #82 Position DFS



BOY SCOUTS OF AMERICA

Northeast Region
P.O. Box 350
Dayton, New Jersey 08810-0350
[REDACTED]

Rudy Flythe
Regional Director

August 31, 1988

TO: PAUL ERNST - S108
FROM: CHARLES D. BALL
Assistant Regional Director

Enclosed are copies of all correspondence that we have received to date regarding Ray B. Toland.

rp

cc: Rudy Flythe
Bill Scollay
Jim Case



BOY SCOUTS OF AMERICA

Northeast Region

P.O. Box 350

Dayton, New Jersey 08810-0350

Rudy Flythe
Regional Director

August 31, 1988

TO: CHARLES D. BALL

FROM: WILLIAM L. SCOLLAY

SUBJECT: Ray B. Toland - Confidential File

Jim Case, Rochester, N.Y., telephoned August 29, 1988, to report the arrest of Camp Program Director, Lt. Col. Ray B. Toland, Ret., for sexual abuse on July 29, 1988.

The required report of the alleged incident was made to the Health Department the same day. Mr. Toland was removed from camp and has not returned. His son, also a camp staff member, chose to remain and did complete the summer session.

Mr. Toland is a registered member of the BSA in the National Capital Area Council, Bethesda, Md., and gives his permanent address as Virginia.

He was arrested for a misdemeanor/third degree sexual abuse for fondling a minor, leading to communal masturbation. Contact was made to the family of the minor staff member who was involved. Help was offered the family and psychiatric help was offered the staff member. It is Jim Case's understanding that the staff member has received psychiatric counselling in the past.

Mr. Toland was released on bail and was to appear in court August 18th.

I notified Claire in Paul Ernst's office. Paul Davis is delivering the letter suspending registration and will advise you.

The information collected by Jim Case has been received in the regional office. Perhaps you should acknowledge receipt and reinforce my request that any further information regarding the matter should be forwarded immediately to you.

WLS:dcw
Atts.

PLEASE PRINT OR TYPE IN BLACK INK (Fill in as completely as possible, use additional sheets, if necessary)

Name RAY D. TOLAND

Current address [REDACTED]

City RESTON State VA ZIP 22091

How long? 2 1/2 yrs. Phone [REDACTED]

Previous address [REDACTED]

City Jonesboro State GA ZIP [REDACTED] 30236

Social Security No. [REDACTED] Driver License No. [REDACTED] State VT

American Citizen? Yes No

If no, have you legally declared your intention to become a citizen? _____

All professional applicants must either be citizens of the U.S.A., or have legally declared his or her intention to become a citizen of the U.S.A. (Article VII, section 2, Bylaws and Rules and Regulations, Boy Scouts of America). Citizenship status should be conferred prior to commissioning.

The position for which you are applying requires long, intensive, and irregular hours of work. Do you have any physical limitations that preclude you from performing any work of the position for which you are applying? Yes No
If yes, please describe the nature and extent of the limitations. _____

Complete this form—official transcripts also must be provided.

| NAME AND LOCATION | Degree | Major Subject | Minor Subject | Rank in Graduating Class Top 1/3 Middle 1/3 Bottom 1/3 | Average in Major Subject A, B+, B, C+, or C |
|---|------------------|----------------------------|---------------|---|---|
| COLLEGE <u>CLARKSON UNIV.</u> | <u>B.S.</u> | <u>PHYSICS</u> | <u>MATH</u> | <u>TOP 1/3</u> | <u>B</u> |
| COLLEGE | | | | | |
| GRADUATE SCHOOL <u>STATE UNIV. OF NY ALBANY</u> | <u>M.S. PH.D</u> | <u>ATMOSPHERIC PHYSICS</u> | <u>MATH</u> | <u>TOP 1/3</u> | <u>B+</u> |
| TECHNICAL BUSINESS SCHOOL | | | | | |

Have you ever been convicted of a felony? (You may answer no if your conviction has been ordered sealed, expunged, or eradicated.)
 Yes No

Conviction of a crime is not an automatic bar to employment—all circumstances will be considered, including what you were convicted of and how long ago. Please provide complete information about the conviction by attaching a separate statement.

I authorize investigation of all statements contained in this application for employment as may be necessary in arriving at an employment decision. I authorize all my previous employers, schools, and other references to furnish the information requested.

I hereby declare that the information provided by me in this Application for Professional Service is accurate and complete to the best of my knowledge. I understand that any falsification or misrepresentation in this application is cause for discharge.

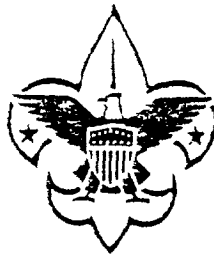
RECEIVED

4-25-88
Date

MAY 12 1988

[Signature]
Signature

PERSONNEL DEPT.



BOY SCOUTS OF AMERICA

Northeast Region
P.O. Box 350
Dayton, New Jersey 08810-0350
[REDACTED]

Rudy Flythe
Regional Director

August 30, 1988

TO: PAUL R. DAVIS
Scout Executive
National Capital Area Council #82
[REDACTED]
Bethesda, MD 20814

FROM: WILLIAM L. SCOLLAY
Regional Personnel Director

SUBJECT: Ray B. Toland - Confidential File

The enclosed reports and statements were provided by Scout Executive Jim Case of the Otetiana Council, Rochester, N.Y., where the incident took place during summer camp.

I have added several pages from Mr. Toland's Application for Professional Service for background information and identification purposes.

Please be sure you advise Larry Houghtaling of this matter. He processed the professional application for Mr. Toland.

A copy of the enclosed material will be sent by Charles Ball to Paul Ernst in the home office. Please advise Mr. Ball upon the delivery of the letter suspending registration. He will return from vacation August 31st and should be contacted in the regional office regarding any further disposition of this matter.

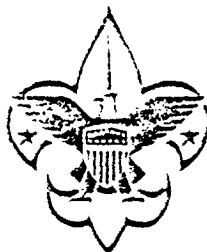
To confirm our telephone conversation of August 29th:

1. You will deliver the letter suspending registration of Ray B. Toland, [REDACTED] Reston, VA 22091. Phone: [REDACTED].
2. Mr. Toland is a registered Asst. Scoutmaster of Troop 1531 in Council #82. You will advise the chartered organization and appropriate leadership in Troop 1531 to prevent any further contact by Mr. Toland with the youth of that troop.
3. Paul Ernst, National Council, was notified this date.
4. Confidential statements and reports from Rochester, N.Y., enclosed.
5. Charles Ball is your contact in the regional office regarding this matter.
6. The ID # to assist your registrar is 134851.

WLS:dcw

Encs.

cc: Charles D. Ball



RECEIVED
AUG 30 1988

OTETIANA COUNCIL, INC.
BOY SCOUTS OF AMERICA

474 East Avenue, Rochester, New York 14607-1992
[REDACTED]

August 29, 1988

Charles Ball, Assistant Regional Director
Northeast Region, B.S.A.
[REDACTED]

Dayton, NJ 08810

Personal & Confidential

Dear Charlie,

Pursant to a phone conversation today with Bill Scollay I am enclosing documents related to a child sexual abuse charge against Ray B. Toland. Mr. Toland was employed by the Otetiana Council as a Program Director at Camp Mountaineer, Massawepie Scout Camps, near Tupper Lake, N.Y.

Enclosed are copies of the following:

1. Incident report by Richard Trier, Director of Camping, Otetiana Council.
2. Amendment to incident report by Trier.
3. Statement by [REDACTED] the Junior Staff Member upon whom the abuse was perpetrated.
4. Report by David N. Broadbent, M.D., Camp Physician.
5. Clipping from Tupper Lake Newspaper.
6. Note to the file by James Case as related by Trier.
7. Application for employment at [REDACTED] Scout Camps by Ray Toland.
8. Applicant statement of eligibility.
9. Summer Camp letter of agreement.
10. Report from National Camping School dated May 3, 1988.
11. Ray Toland's resume of qualifications for employment.


Since Mr. Toland is registered with the B.S.A. through the National Capital Area Council, it is my understanding that you will arrange to have that Council initiate the letter suspending his registration in accordance with the procedures for maintaining standards of leadership.



I will forward to Paul Ernst, Registration Service, the confidential record sheet and indicate that the documentation was forwarded to you.

Call me if you have questions.

Sincerely,

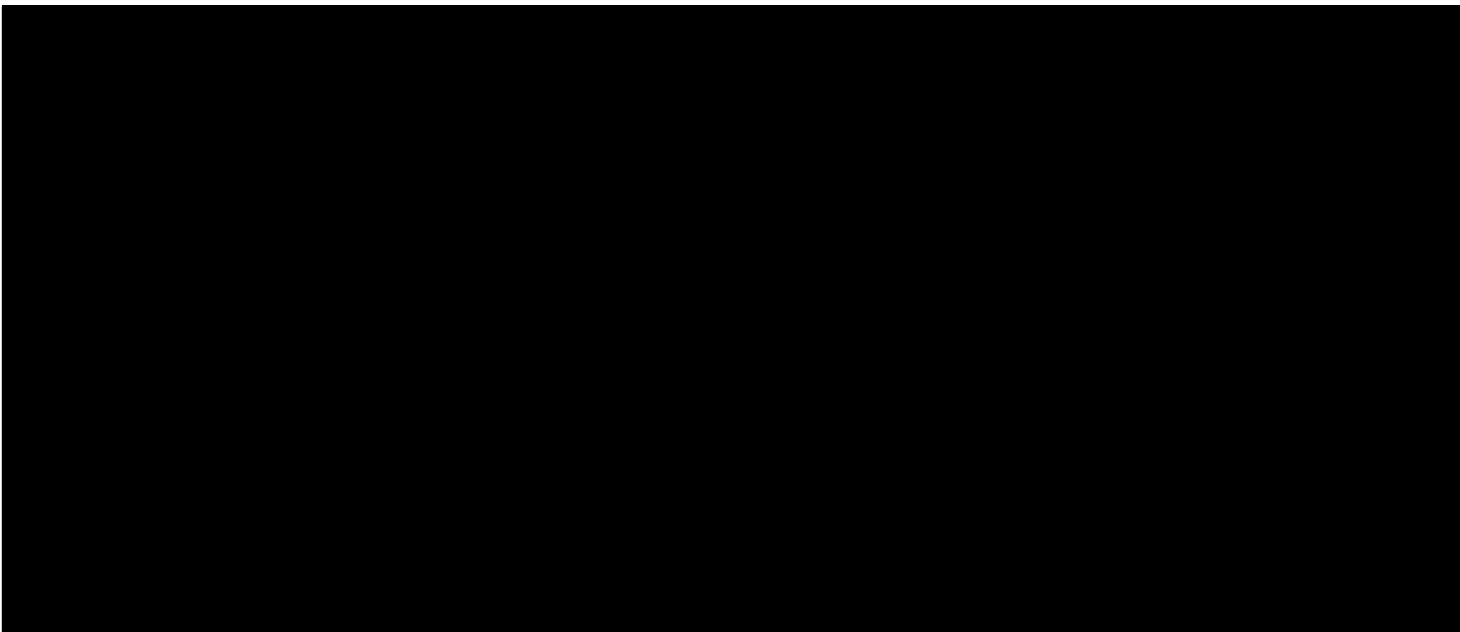
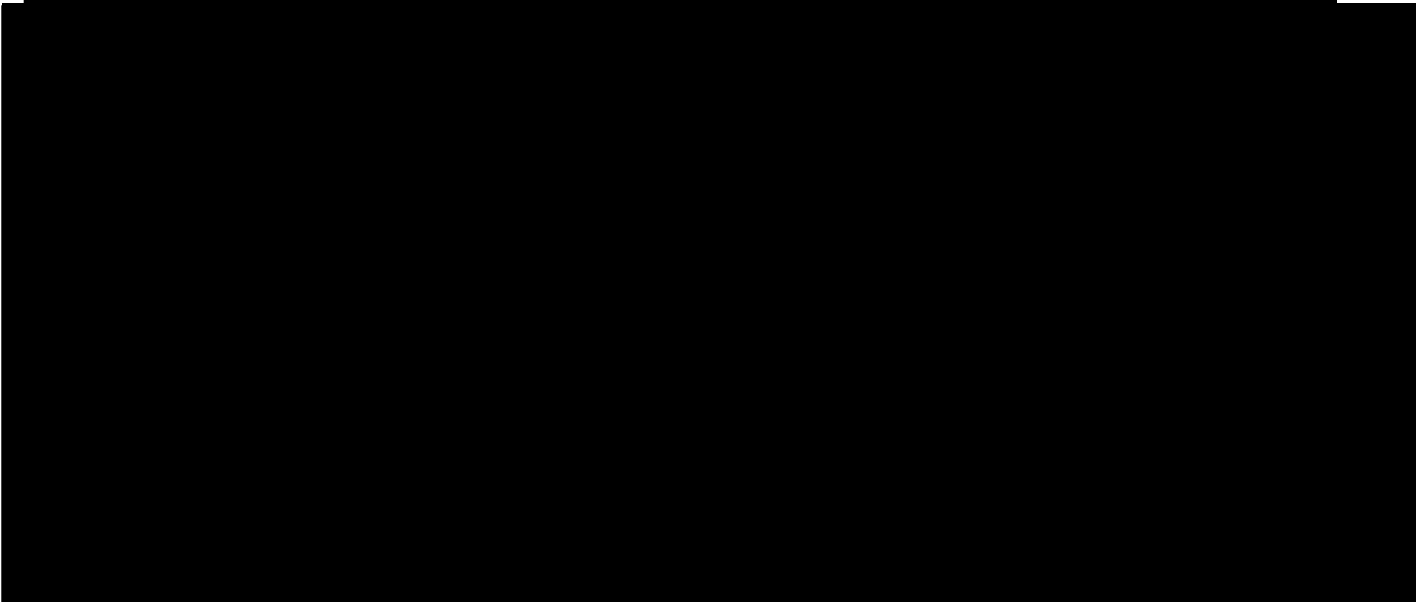
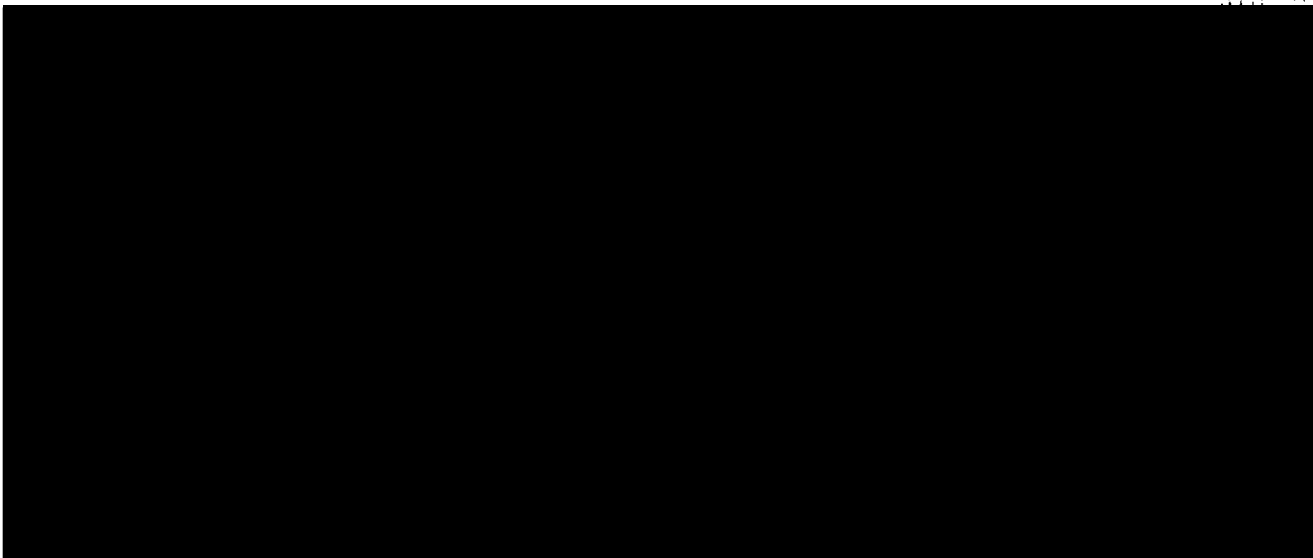


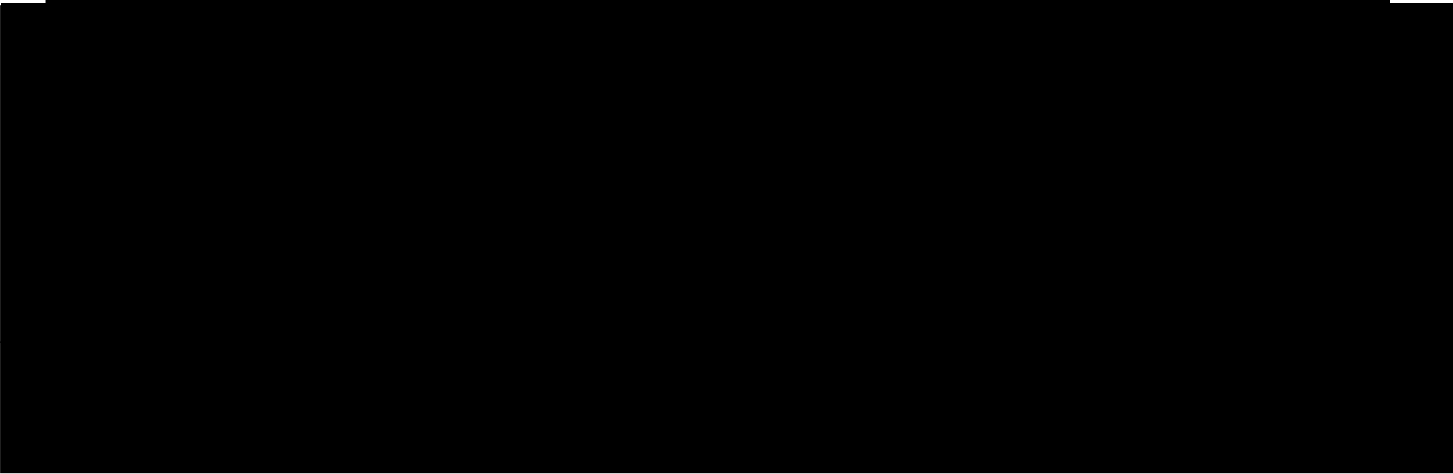
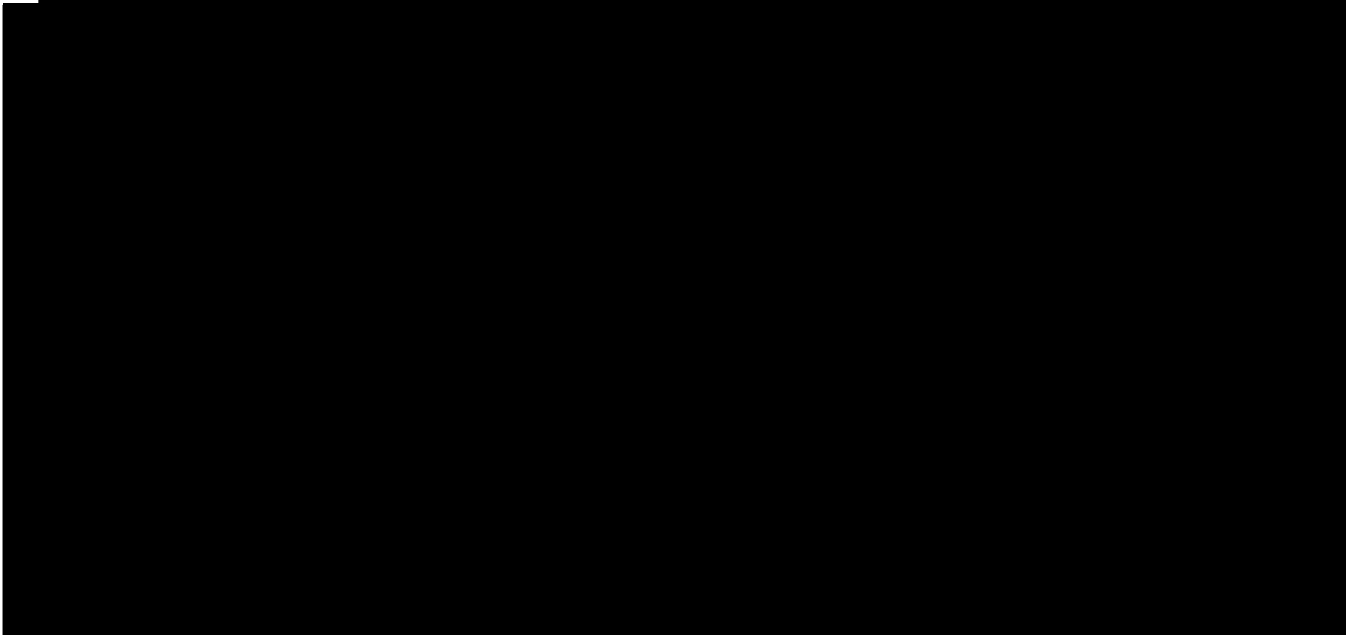
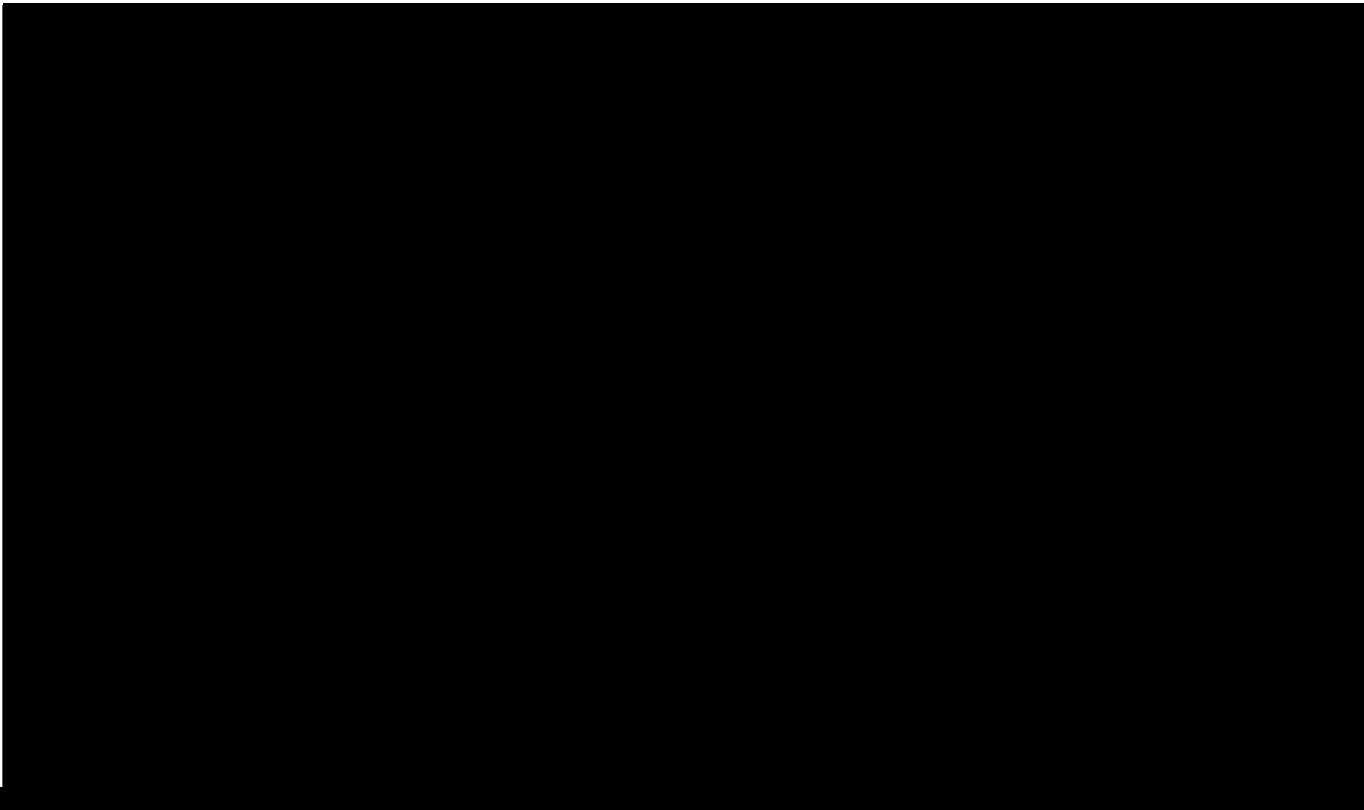
James O. Case
Council Executive

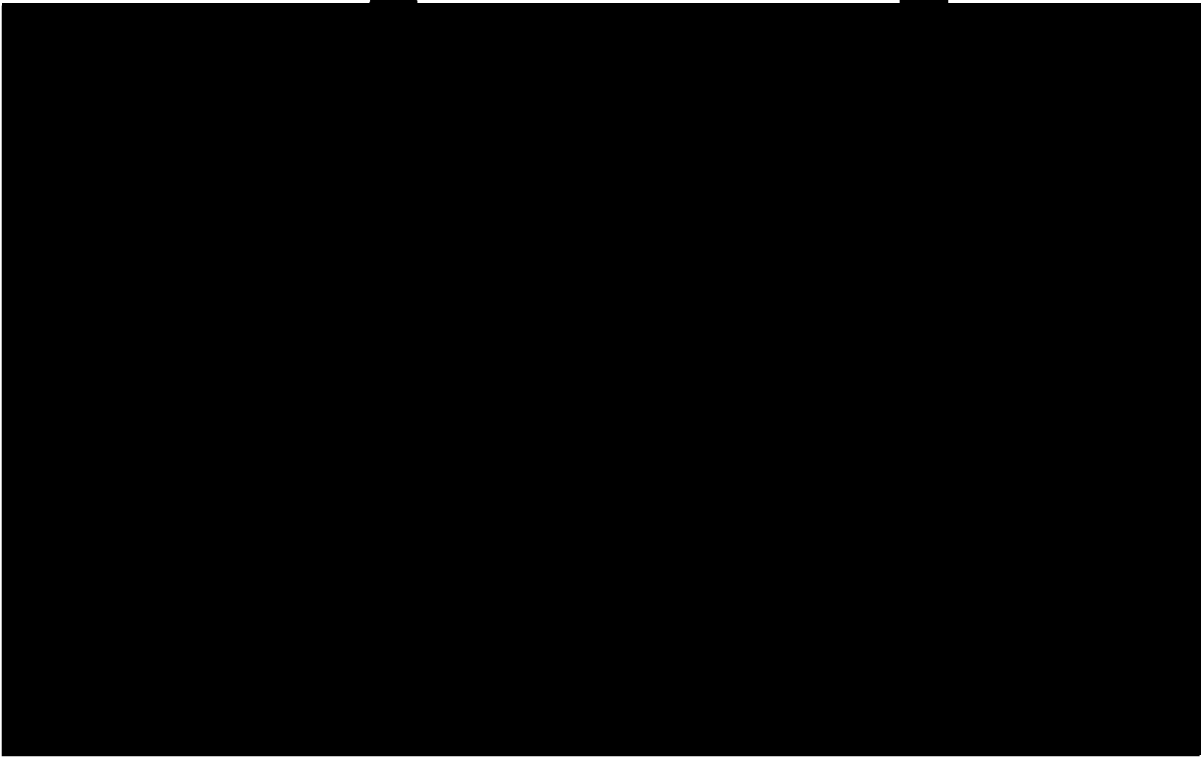
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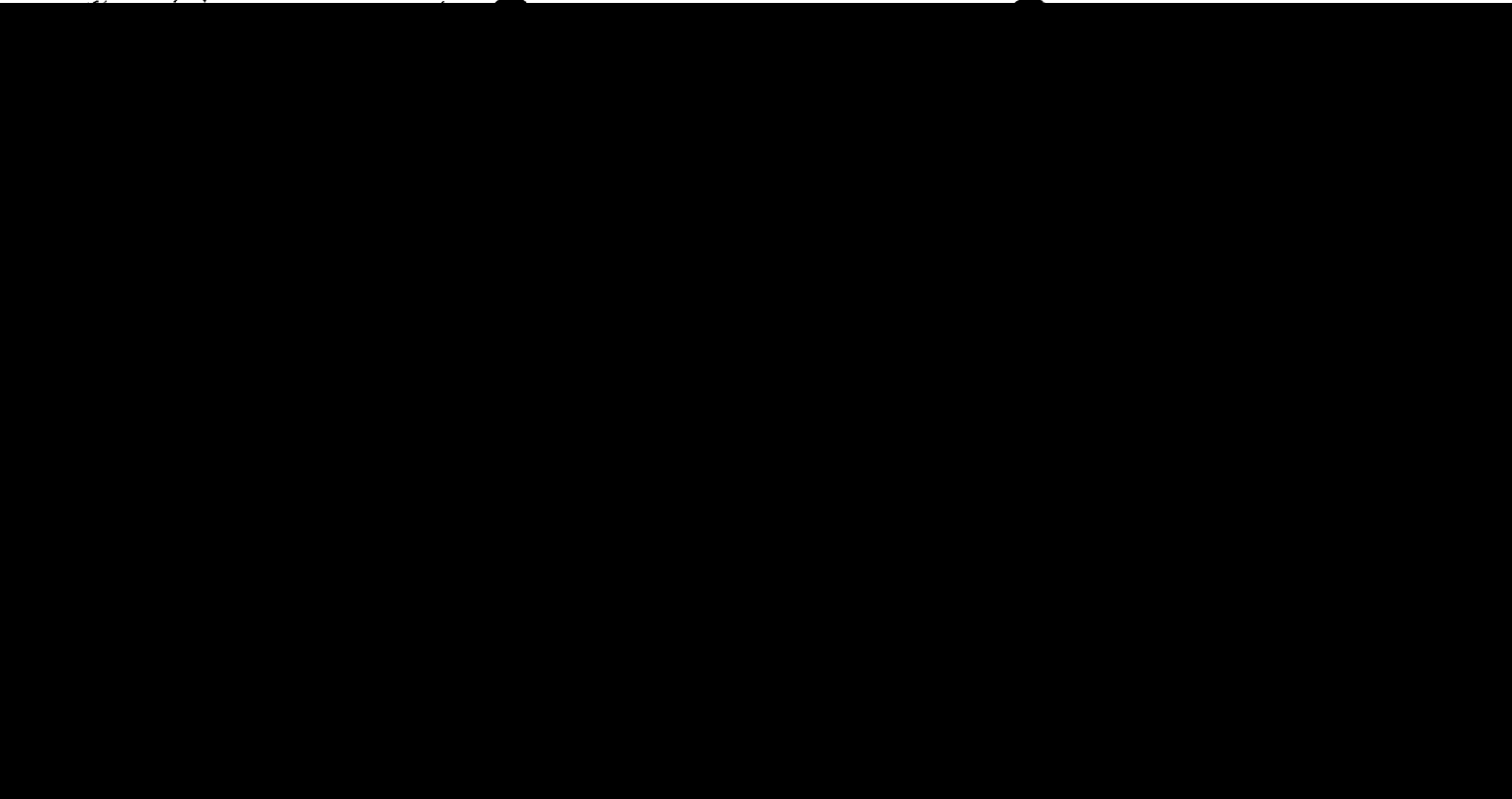
RECEIVED

1988









1040LO

Date

Signed

Wilson Jones
COPY THE FORM 44-602 3-PART
© 1975 - PRINTED IN U.S.A.

RETAIN WHITE COPY, RETURN PINK COPY. TURN OVER FOR USE WITH WINDOW ENVELOPE

Area containing faint, illegible text and a large dark smudge on the right side.

CONF027673

July 20, 1960

CONF027674

August 5, 1988

This report is prepared in response to a request by Mr. Richard Trier.

Subject: Alleged sexual abuse of [REDACTED] by an adult member of the Camp Mountaineer staff.

This is prepared after discussions with the following individuals: [REDACTED], Staff member of Camp Mountaineer and alleged victim, age 15; Bonnie Yopp, Camp Nurse; Richard Trier, Director of Camps; Dr. Baxter [REDACTED], partner of Dr. Burt Kay, pediatrician of [REDACTED]; Dr. Burt Kay, pediatrician of [REDACTED]; Dr. Emami, psychiatrist, Rochester Psychiatric Center.

Over a period of several weeks in July, [REDACTED] apparently made several visits to an adult who indicated that he (the adult) could help him [REDACTED] with insect bites. The bites were on his leg and the treatment consisted of the application of various lotion and oil preparations, first on the bites, then on subsequent visits, on areas of his proximal legs, then followed fondling of his genitals, mutual fondling and mutual masturbation.

Past history: According to the patient he had tried twice to kill himself, had been in outpatient psychiatric care and in inpatient care. According to his psychiatrist he had not tried to kill himself.

Family history: The patient comes from a family in which the mother has had emotional problems, and his family environment is characterized as an emotional vacuum. He apparently dislikes his mother and likes his father. [REDACTED] has apparently had to contend with the disruption caused by two periods of separation of his parents. His father is a supervisor at [REDACTED] and his mother is a [REDACTED]

At camp [REDACTED] is said to be "flaky", "hyperactive", and sometimes "mouthy". He feels that he has good relationships with all but one of his peers. He feels that his relationships with adults at camp are "good". He feels particularly good about the supportive relationship he has established with Mr. Trier ("Uncle Dick").

CONF027675

Summary of events of the past week: Since the alleged sexual abuse came to light a week ago, there have been numerous events of consequence. Among them are the following.

1. Firing of the alleged perpetrator
2. Investigations by numerous "authorities".
 - a. State Police
 - b. State Health Department
 - c. Camp Director (assisted by many members of his staff), including the Camp Nurse, and
 - d. attorney for the alleged abuser
3. Visits to the Camp Director and Health Staff for purposes of providing general support.
4. Phone calls
 - a. to his parents who felt it was in [redacted] best interest to stay at Camp.
 - b. to his pediatrician who knew of his mother's emotional problems, but not of [redacted] history of emotional problems.
 - c. to his psychiatrist who knew of his past emotional problems, and the care he had received, including a year of hospitalization for depression and out-patient mental health services for several years, including recent appointments at monthly intervals. Permission to communicate with school and pediatric providers had not been given by the parents. During the past week [redacted] has met with Dr. Emami and plans have been made for a visit with [redacted] and his parents on the 20th of August following [redacted] return to Rochester.
 - d. between [redacted] and Dr. Emami; and between [redacted] Dr. Emami and myself resulting in agreement that remaining in camp is in [redacted] best interest, and that follow-up care on the 20th of August will be helpful to [redacted] and his family.

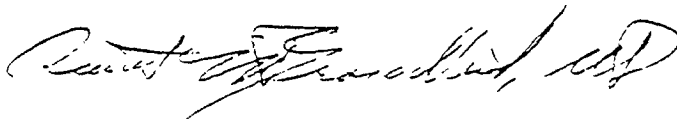
Summary:

1. [REDACTED] has had a significant history of emotional problems, unknown to the Camp Director or his pediatrician, which are known to his psychiatrist.
2. [REDACTED] family life has been significantly disrupted for many years.
3. [REDACTED] has functioned adequately, but somewhat disruptively in his staff role. He can be expected to continue to function adequately.
4. Camp resources, especially those of the Camp Nurse and Camp Director, are adequate to meet his needs until the end of the camp.
5. The family has withheld permission for [REDACTED] psychiatrist to communicate with other helping professionals inappropriately.

Suggestions:

1. Continue to provide adequate support to [REDACTED] for the rest of the camping session. Communicate with Dr. Emami as needed.
2. Encourage family to follow through with health care upon [REDACTED] return to Rochester.
 - a. Keep appointment with Dr. Emami on August 20th.
 - b. Allow communication between the psychiatrist and pediatrician.

Respectfully,



David N. Broadbent, M.D.
Camp Physician

[REDACTED]
Rochester, New York
Phone [REDACTED]

T.L. State Police

TUPPER LAKE — Ray B. Toland, 42, Reston, Va., was arrested Friday afternoon in the Town of Piercefield for third degree sexual abuse, state police here report.

The arrest followed a complaint from a minor, troopers said. Toland was arraigned before Piercefield Town Justice Winnie Burns and released on \$250 bail to reappear Aug. 13.

7/29/84

MEMO

FROM:
JAMES O. CASE
Council Executive

To

RESEARCH BY DISTANT ATTORNEY
INDICATES RAY TOLAND WAS
INVESTIGATED FOR A SIMILAR CHARGE
WHILE AT GIFFETT PIA FACE BASE
APPROXIMATELY 1980-81 - GORHAM, NEB.

OTETIANA COUNCIL INC.
BOY SCOUTS OF AMERICA

173 East Avenue, Rochester, New York 14607-1992
716-244-1210



CONF027679

APPLICATION FOR SEASONAL EMPLOYMENT AT MASSACHUSETTS SCOUT CAMPS

PLEASE READ CAREFULLY BEFORE PROCEEDING:

Applicants are not required to give information on this form that is prohibited by federal, state, or local law.

Applicants are considered for all positions without regard to race, color, religion, sex, ethnic origin, age, marital or veteran status or the presence of a health problem or disability that is unrelated to the person's ability to perform the job assigned.

Applicants accepted for employment are hired on a temporary basis and employment is based on continued satisfaction and needs of the camp, and may be terminated on 24-hour written notice by the director. Any decision in this regard will be final.

Rav B. Toland SOCIAL SECURITY # [REDACTED]
ESS # [REDACTED] CITY RESTON STATE VA ZIP 22091
ADDRESS [REDACTED] CITY [REDACTED] STATE [REDACTED] ZIP [REDACTED]
PHONE # [REDACTED] TEMP. PHONE [REDACTED] DATE OF BIRTH 3-9-46
(work permit needed if under 18)

Have you ever been convicted of a felony? (You may answer "no" if your record has been sealed, expunged, or eradicated.) Yes No Please provide complete information about the conviction by attaching a separate statement.

Are you permitted to become lawfully employed in this country? Yes No (If citizenship or immigration status will be required upon employment.)

Do you have any physical disabilities which might interfere with performance of the job for which you are applying? Yes No If yes, explain.

EDUCATION:

COLLEGE CLARKSON UNIV.; STATE UNIV. OF NY GRADUATION YEAR 68, 76, 79
DEGREE B.S., MS, PhD MAJOR Physics MARITAL STATUS M
HEIGHT 24 WEIGHT 185 DRIVER'S LICENSE: YES NO STATE VT CLASS [REDACTED]

SCOUTING RECORD:

REGISTERED: COUNCIL NCAC UNIT T1531 POSITION SM
POSITION: COUNCIL FRONTIER STATE COUNCIL UNIT T8 POSITION PL, SPL, JASm
RANK ACHIEVED: EAGLE YEARS IN SCOUTING 34
LEVEL OF AWARD: [REDACTED] ORDEAL BROTHERHOOD VIGIL RELIGIOUS EMBLEM: YES NO
OTHER HONORS: [REDACTED]

EMPLOYMENT HISTORY/EXPERIENCE:

EMPLOYED IN SCOUTING: YES NO YEAR [REDACTED] SECTION [REDACTED]
SCOUTING EXPERIENCE - SCOUTING: Numerous short and long-term, Massachusetts; Vermont, etc.
EMPLOYMENT HISTORY: Water front Dir, Conservation Councils
EDUCATION/EDUCATION OF VALUE FOR POSITION: Manager; Military officer

ARE YOU CURRENTLY CERTIFIED AS (ENTER EXPIRATION DATE) -

BSA 4-1-88 *WJRT*

RED CROSS WSI _____ RED CROSS LIFESAVING _____

CPR

**RED CROSS FIRST AID _____ NRA INSTRUCTOR _____

**required for ALL staff members

REFERENCES: LIST AT LEAST THREE PEOPLE WHO CAN EXPECT TO BE CONTACTED.

| Name | Address | Zip | Phone # |
|--------------------------------------|------------|-----------------|------------|
| SCOUTING MERLE HYLDAHL | [REDACTED] | ROCHESTER, NY | [REDACTED] |
| SCHOOL HUGH J. WINSTON, JR. (PASTOR) | [REDACTED] | ESTON, VA 22090 | [REDACTED] |
| EMPLOYER DAVID SCHREINER HQ | [REDACTED] | DC 20305-2000 | [REDACTED] |
| OTHER _____ | | | |

CHOICES OF EMPLOYMENT

CAMP PREFERENCE: MOUNTAINEER FORESTER _____ CENTRAL _____

POSITION PREFERENCE: (see list of positions on back of first page)

FIRST CHOICE Prog. DIR.

SECOND CHOICE WATERFRONT DIR.

THIRD CHOICE _____

I CERTIFY THAT ALL STATEMENTS MADE ON THIS APPLICATION ARE TRUE AND CORRECT.

APPLICANT'S SIGNATURE [Signature] DATE 2/1 April 88

PARENT/GUARDIAN SIGNATURE _____ DATE _____

(if applicant is under 18 years old)

APPLICANT: DO NOT WRITE BELOW THIS SPACE.

INTERVIEW REPORT

APPLICATION REVIEWED BY [Signature] INTERVIEW SCHEDULED FOR 4/22/88

STAFF POTENTIAL/COMMENTS _____

SIGNATURE OF INTERVIEWER [Signature] DATE 4/22/88

DISPOSITION

POSITION PROGRAM DIRECTOR SALARY \$ 2000.00

CONTRACT SUBMITTED 4/22/88
(date)

Secretary of State
of the United States of America
hereby requests all whom it may concern to permit the citizen/
national of the United States named herein to pass
without delay or hindrance and in case of need to
give all lawful aid and protection.

Le Secrétaire d'Etat
des Etats-Unis d'Amérique
prie par les présentes toutes autorités compétentes de laisser passer
le citoyen ou ressortissant des Etats-Unis titulaire du présent passeport,
sans délai ni difficulté et, en cas de besoin, de lui accorder
toute aide et protection légitimes.

Fay B. Taylor
SIGNATURE OF BEARER/SIGNATURE DU TITULAIRE

UNITED STATES OF AMERICA
PASSPORT / PASSEPORT

Type/Category: **P**
Date of issuance / date de délivrance: [redacted]
State: USA


Surname / Nom: **TOLAND**
Given names / Prénoms: **RAY BREWER**
Nationality / Nationalité: **UNITED STATES OF AMERICA**

Date of birth / Date de naissance: **09 MAR/MAR 46**
Place of birth / Lieu de naissance: **NEW YORK, U.S.A.**

Date of issue / Date de délivrance: **13 NOV/NOV 85**
Date of expiration / Date d'expiration: **17 NOV/NOV 95**

Authority / Autorité: **PASSPORT AGENCY**
Washington, D.C.

Appointments/Qualifications: **SEE PAGE 24**



Your SOCIAL SECURITY ACCOUNT CARD

WHAT it is
WHAT you do with it
& WHY

RAY BREWER TOLAND
[redacted]
[redacted]
[redacted], N. Y.

SIGNATURE
FOR SOCIAL SECURITY AND TAX PURPOSES - NOT FOR IDENTIFICATION

U. S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
SOCIAL SECURITY ADMINISTRATION

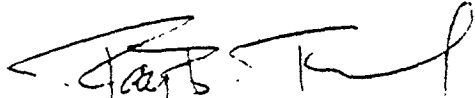
TEAR OFF THIS CARD

LEAVE THIS STUB ATTACHED TO FOLDER

APPLICANT STATEMENT OF ELIGIBILITY

The Immigration Reform and Control Act enacted November 6, 1986 requires all employers to verify that each applicant is legally eligible to work in the United States. Please read the following statement; fill in your name, date, and Social Security number; and submit documents that certify your right to work in the United States.

I, Rau B. Toland declare that I am legally authorized to work in the United States and have provided documents that prove my eligibility for employment. I understand that any falsification or misrepresentation is cause for discharge.


Applicant's Signature
4-30-88
Date

[REDACTED]

Social Security Number

RECEIVED

JUN 24 1988

Submit a copy of one of the following:

- . U. S. Passport
- . Certificate of U. S. citizenship
- . Certificate of naturalization
- . Unexpired foreign passport endorsed with the U. S. Attorney General's authorization to work
- . Resident alien card or other alien card that contains a photograph or other approved identifying information and authorization of employment

OTETIANA COUNCIL
B. S. A.

If these documents are unavailable, submit copies of other documents which together show your identity and authorization to work.

One of the following documents that establishes your identity:

- . A driver's license or similar document issued for the purpose of identification by a state, if it contains your photograph or other identifying information.
- . If you are under 16 years of age or in a state that does not have identifying documents other than a driver's license, other documentation that satisfactorily identifies you.

- Over -

CONF027683

One of the following documents that establishes your authorization to work:

- . A Social Security account card unless it contains a statement that it does not authorize employment in the U.S.
- . A certificate of birth in the U.S. or a certificate that establishes U.S. nationality at birth
- . Other documentation evidencing authorization of employment in the U.S.

FOR OFFICE USE ONLY (ATTACH TO APPLICATION AND FILE)*

The CITIZENSHIP Council of the Boy Scouts of America has reviewed documents and attached photocopies attesting this individual's legal right to work in the United States.

Signature of Scout Executive of Originating Council

Date

*In the case of a professional applicant, forward the original application along with photocopies of required documentation and a signed eligibility statement to the regional personnel director. Applications, photocopies of required documentation, and eligibility statements for all other employees are to be maintained by the local council.

SUMMER CAMP
LETTER OF AGREEMENT

NAME: Ray B. Toland AGE ON 42 BIRTH DATE: 3/9/46
JULY 1

ADDRESS: [Redacted] Reston, VA ZIP: 22091

PHONE: [Redacted] SOCIAL SECURITY # [Redacted]

PLEASE CHECK ONE:

REGISTERED B.S.A. Yes No Unit: T1531 Rank: _____ Position: S/A
(Application and Fee Enclosed)

is hereby accepted for employment at the [Redacted] SCOUT CAMPS in the position shown below, and for such other duties as may be assigned by the director of the Camp, for the period and compensation listed below. The compensation covers all pre-camp and post-camp preparation and training that may be necessary for successful completion of the camp operation.

POSITION: Program Director CAMP ASSIGNED: Mountaineer

START OF SERVICE: June 25, 1988 END OF SERVICE: August 20, 1988

SPECIAL TERMS: _____

TOTAL SALARY: \$ 2,000.00 Two Thousand Dollars
Food and Lodging Furnished by the Camp

The camp reserves the right to cancel this agreement, in writing, in full or in part: (a) in the event of unsatisfactory service; (b) for personal conduct not in accordance with Scouting standards; (c) or should conditions force a reduction in the size of the staff for part or all of the camping season. Should it be essential to cancel this agreement, for any reason, the staff member will be paid only for the portion of the season which he has served.

The camp staff member (and parent or guardian, as required *) indicates his acceptance of the terms above and on the reverse side by affixing his signature:

SIGNATURE OF STAFF MEMBER: [Signature: Ray B. Toland] DATE: 4-30-88

NOTE: This agreement must be returned within 30 days from the date below or it may be considered null and void.

The Camp accepts the terms of employment as indicated above:

DIRECTOR OF CAMPING: [Signature] DATE: 4/26/88

CAMP DIRECTOR: [Signature] DATE: 4/26/88

* NOTE: Where employee is under 18 years of age on the opening date of camp, signature of parent or legal guardian is required:

SIGNATURE OF PARENT OR LEGAL GUARDIAN: _____

ADDRESS: _____ ZIP: _____

PHONE: BUSINESS _____ HOME _____

ADDITIONAL TERMS OF AGREEMENT

1. During the period of employment, the staff member's full time is at the disposal of the camp. Each day presents certain opportunities for personal recreation and program participation. One full day (24 hours) off a week will be arranged with the camp director. Special evening privileges are available with the permission of the camp director.
2. While the specific functions designated on the reverse side may be the chief duties, the staff member agrees to help carry forward the entire program and objectives of the Boy Scouts of America, as determined by the Otetiana Council, its Camping Committee, and camp manager. Assistance in other than chief duties, such as program assistance, fire details, duty assignments and others, will be determined by the camp director.
3. The camp exists for the Scout, his patrol, and his troop. The home troop leader is responsible for his Scouts. The camp staff exists as program service to the unit, and exercises supervision and control over any group of Scouts, through the unit's own leadership, whether adult or boy-elected.
4. The official summer Boy Scout uniform will be the official uniform of the [REDACTED] Scout Camps. This includes the Scout or Explorer short-sleeved shirt, khaki short pants, long stockings, and belt. One such complete uniform is required, and is worn at retreat, supper, Saturday and Sunday. A minimum of two are recommended. Certain staff members may wear other prescribed clothing, such as doctors, chefs, and kitchen workers, as directed by the director of camping. At all other times, a modified summer camp uniform may be worn, as determined by the Director of Camping.
5. Conduct of a staff member, both in camp and outside, will be of the highest standard, whether in uniform or civilian clothes, and should not interfere with camp morale, or undesirably influence the camp reputation in the community. Lack of good conduct may be considered as cause for dismissal. Staff living quarters will be inspected regularly to assure clean, safe and sanitary conditions.
6. ALCOHOL BEVERAGES/CONTROLLED SUBSTANCE: No use of any of the aforementioned will be permitted by staff members on the Reservation. Violation of this will constitute grounds for immediate dismissal.
7. A satisfactory "Certificate of Health" is required upon arrival at camp, the examination for which has been made on the official Scout form before departure of camp. The certificate should be within 60 days before arrival at camp.
8. Staff members 16 and 17 years inclusive must obtain a certificate of vacation employment as directed by New York State Law. Application forms are issued by the Board of Education, [REDACTED], for city schools, or at your local school. All work permits must be turned in to the Servicenter before camp.
9. Compensation is subject to withholding tax, determined by the government. Such deductions will be made from salary payments, in accordance with tax laws.
10. Social Security payments will be deducted from all salary. All staff members must turn in their Social Security numbers to the camp director before arrival at camp. No payments will be made without a Social Security number.
11. No payments in advance of the regularly scheduled dates will be permitted except by special authorization of the Director of Camping.
12. Staff members may bring their cars to camp only with prior written permission of the director of camping, and providing they are 18 years of age or older, hold a senior driver's license and have above-minimum insurance coverage. Be prepared to submit a copy of the insurance certificate and the owner's permission. Non-compliance with reservation vehicle use policies will require the removal of the vehicle from camp.
13. No ATV's, motorcycles, motorbikes, mini-bikes or motorboats are permitted.



NATIONAL CAMPING SCHOOL

TO: SCOUT EXECUTIVE, Ottiana COUNCIL DATE May 88

SUBJECT: A REPORT FROM NATIONAL CAMPING SCHOOL HELD AT Camp Segvassew

A certificate was issued to Ray Toland for successfully completing the prescribed course of instruction for:

- | | | |
|--|--|---|
| <input type="checkbox"/> Camp Management | <input type="checkbox"/> Waterfront Administration | <input type="checkbox"/> Ecology/ |
| <input checked="" type="checkbox"/> Program Director | <input type="checkbox"/> Aquatic Instructor, BSA | <input type="checkbox"/> Conservation |
| <input type="checkbox"/> Program Aide | <input type="checkbox"/> Swimming Instructor | <input type="checkbox"/> Shooting Sports |
| <input type="checkbox"/> Program Commissioner | <input type="checkbox"/> Lifesaving Instructor | <input type="checkbox"/> Director |
| <input type="checkbox"/> Camp Chaplain | <input type="checkbox"/> Canoeing Instructor | <input type="checkbox"/> Archery Instructor |
| <input type="checkbox"/> Camp Ranger | <input type="checkbox"/> Boating Instructor | <input type="checkbox"/> Voyageur/Guide |
| | | <input type="checkbox"/> C.O.P.E. |

He/She is further qualified as:

- Aquatic Director (21 years of age or over)
- Assistant Aquatic Director
- NRA Rifle/Shotgun/Muzzleloading Instructor (21 years of age or over)
- NRA Assistant Instructor in Rifle/Shotgun/Muzzleloading (18 years of age or over)

Performance in the following areas, by consensus of the faculty working with this student, was rated:

4=outstanding 3=good 2=adequate 1=marginal 0=unacceptable

LEADERSHIP 4 TEACHING 3 TEAMWORK 4 ATTITUDE 4 EFFORT 4 PARTICIPATION 4

KNOWLEDGE OF SKILLS 4 APPLICATION OF SKILLS 4

COMMENTS Should make a good staff member. Ray is a very knowledgeable man. You are fortunate to have him.

This evaluation has been shared with the student.

MT 5-8-88
Student's Initials Date

[Signature]
Section Director

[Signature]
Camp School Director

- White - Council
- Yellow - NCS Director
- Pink - Student

RECEIVED
MAY 10 1988

MAY 16 1988
OTTIANA COUNCIL
OTTIANA COUNCIL
B.S.A.

**PRESENTATION OF
QUALIFICATIONS**

Dr. Ray B. Toland
(Physics, Atmospheric Physics)


Reston, Virginia 22091


OBJECTIVE:

Senior Executive, or Director of Research and Development in an aggressive, results-oriented corporation, where traits of proven leadership in government and academia will be used to improve organization performance and accelerate company growth.

EDUCATION:

B.S., Physics, Clarkson University, Potsdam, N.Y.
M.S., Ph.D., Atmospheric Physics, State University of New York, Albany, N.Y.

SECURITY CLEARANCE:

TS/SBI (July 1985)

CAREER SUMMARY:

Twenty years of executive leadership in progressively demanding responsibilities in communications-electronics, university teaching in physics and applied research, national emergency communications for the President of the United States, and communications training.

DATA COMMUNICATIONS:

Installation Director

Washington, D.C.

Currently, the senior implementor of the world's largest data communications system. Completed 150% network expansion in under two years, within budget, ahead of schedule. Managed \$100 million on three major contracts. Directed the work of 207 personnel in 13 countries, supporting Worldwide Military Command Control System (WWMCCS), the Department of Defense Integrated Intelligence System (DODIIS), and over 900 additional major data systems.

TELECOMMUNICATIONS TRAINING: Executive Officer for Communications

Headquarters, Second United States Army
Atlanta, Georgia

Established 15 training centers for 10,000 students in 10 states in under 3 years. Developed syllabuses for microwave, satellite, and fiber optics communications courses. Implemented centralized testing and scoring to ensure quality control and superior standards.

PRESIDENTIAL COMMUNICATIONS:

Senior Communications Officer

Washington, D.C.

Directed all land and airborne strategic telecommunications supporting the President of the United States. Presented status briefings to President Reagan, the White House Staff, and numerous other senior government officials. Implemented procedures for 50% reduction in transmission time for Emergency Action Messages. Coordinated activities of the White House Communications Agency (WHCA), Defense Communications Agency (DCA), Organization of the Joint Chiefs of Staff (OJCS), and the Federal Emergency Management Agency (FEMA) for national emergency communications worldwide. Collected and analyzed Command, Control, Communications, and Intelligence (C31) data for the President and Joint Chiefs of Staff.

UNIVERSITY
TEACHING AND
RESEARCH:

Associate Professor of Atmospheric Science
Creighton University
Omaha, Nebraska

Assistant Professor of Physics
United States Military Academy
West Point, New York

Developed and taught undergraduate and graduate university courses in Physics, Atmospheric Physics, Calculus, and Meteorology for 7 years. Implemented new undergraduate research opportunities at West Point as well as the first revised marking system accepted in over a century. Directed the first graduate research in Atmospheric Science at Creighton, paving the way for a viable addition of an Atmospheric Science Department to the University.

LONG LINES
COMMUNICATIONS:

Executive Officer
Eleventh Air Defense Signal Battalion
Kaiserslautern, West Germany

Commander
Company B, 304th Signal Battalion
Seoul, Korea

Over a period of five years, rapidly advanced in responsibilities - from directing the activities of 50 to 800 personnel. Systems including Collins AN/TRC-129 Tropospheric Scatter, Ratheon AN/TRC 110 series Pulse Code Modulation (PCM), KG-7 and KG-34 Communications Security (COMSEC) equipment were employed over areas of 15,000 square miles of Korea, and 55,000 square miles of West Germany supporting mobile U.S. defense systems.

PUBLICATIONS:

- Measurement of maximum electric field intensities over water during thunderstorms, *Journal of Geophysical Research*, 1977.
- When lightning strikes, *Soldiers*, 1978.
- Training in telecommunications, *Communicator*, 1984
- Ice vortices, *Weatherwise*, 1985.
- Physical models of sea waves and Worthington jets for the study of electrical corona, in draft, to be published.

AWARDS/GRANTS:

- NASA Space Shuttle Finalist
- \$60,000 Navy Research Grant (Marine Thunderstorms)
- Distinguished Military Graduate, Clarkson University
- Scouter's Key; Eagle Scout; Vigil Honor-Boy Scouts of America
- U.S. Army Forces Command Award for excellence in Journalism

REFERENCES:

Dr. Gregory C. Farrington
Director, Laboratory for Research on the Structure of Matter
University of Pennsylvania

[REDACTED]
Philadelphia, Pennsylvania 19104
[REDACTED]

Mr. F. Lee Maybaum
Computer Sciences Corporation

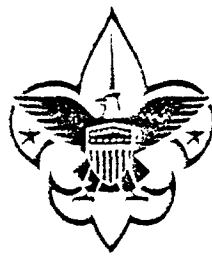
[REDACTED]
McLean, Virginia 22102
[REDACTED]

Robert A. Wyant, Professor Emeritus
Clarkson University

[REDACTED]
Potsdam, New York 13676
[REDACTED]

Dr. Bernard Vonnegut
Atmospheric Sciences Research Center

[REDACTED]
Albany, New York 12222
[REDACTED]



OTETIANA COUNCIL, INC.
BOY SCOUTS OF AMERICA

474 East Avenue, Rochester, New York 14607-1992
[REDACTED]

August 29, 1988

Paul Ernst, Director
Registration Services
National Council - B.S.A.
1325 Walnut Hill Lane
P.O. Box 152079
Irving, Tx. 75015-2079

PERSONAL & CONFIDENTIAL


Dear Paul,

Enclosed find confidential record sheet for Ray R. Toland who was employed by this council as a Program Director in Summer Camp.

Documentation regarding the case has been sent to Charles Ball at the Northeast Region. Since Mr. Toland was registered through the National Capital Area Council the region is arranging to have that council initiate a registration suspension letter in accordance with procedures for maintaining standards of leadership.

Please call me if you have any questions.

Sincerely,


James O. Case
Council Executive

CC: Charles Ball, N.E. Region (Personal & Confidential)

/amg

*Deleted from
Registration file*

W A T S C A L L F O R M

CALL BACK REQUESTED _____

COUNCIL # *NE Region*

PHONE NO: _____

CALLER: *Bill Scollay*

POSITION: _____

TYPE OF PROBLEM

REGISTRATION _____

VETERANS _____

EXPLORING _____

SCOUTING _____

BOYS' LIFE _____

UNIT # _____

DIST. # _____

EXP. DATE _____

TRANSMITTAL # _____

FILM # _____

Ray B. Toland

Arrested for child abuse while working at a camp owned by Co 397

is actually registered in Co 82 S1531 ID# 134851 B/Y - 1/60 as a SA.

Sent CR sheets to both councils as requested by Bill.

Co 397 will send all info they have

R/S-433
3/13/86-clf-567r

*Added to CF file
no deleted next primary
word from Co 2
8/29/88
cm*

NAME *Clare*

DATE *8-29-86*

TIME _____