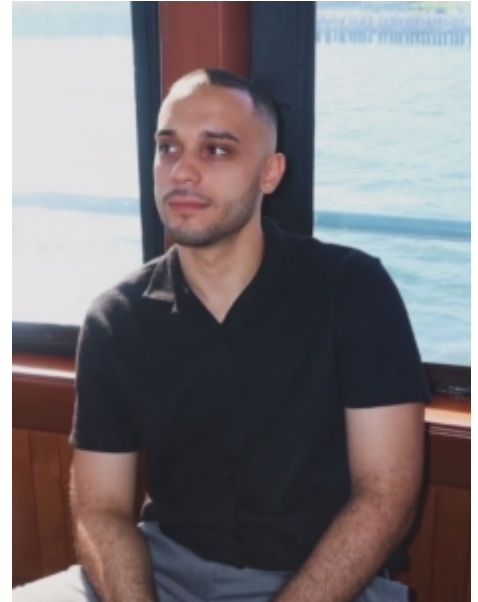


Meet the Team: Devin Delgado

*For our latest #meettheteammonday on Mayflower Council's social media, we sat down with **Devin Delgado, Membership & Unit Service Executive!***

Devin, what is your favorite aspect of Scouting?



"My favorite aspect of Scouting is the community building aspect to it; anyone can find or create their own space in Scouting, and I think that's cool."

What brought you to the Mayflower Council?

"I was drawn to the Mayflower Council because it's a local organization that does a lot of good for its member communities. I wanted to join in on the action."

What is your Scouting background?

"I have no Scouting background, but when I do have a child, I would like to sign them up for Scouts!"

Council Duties

"At the council, I'm part of the 'New Unit Team,' where I help create new units in the community while helping existing units grow and thrive."

Devin's Personal Favorites

Food KBBQ



Color Green

Drink Boba

Treat Honey buns

Hobby "Gaming and the gym..."

Animal Elephant

Place NYC

Music The Weeknd & Kendrick Lamar

Feel free to contact Devin if he can help enhance your Scouting experience.



Meet the Team: Jack Colamaria

*For our latest #meettheteammonday on Mayflower Council's social media, we sat down with **Jack Colamaria**, Membership & Unit Service Director!*



Jack, what is your favorite aspect of Scouting?

"[It's] helping parents sign up their sons and daughters and watching the Scouts continue the journey from Cub Scouts to Scouts BSA to Eagle."

What brought you to the Mayflower Council?

"As a longtime volunteer, I was excited when the opportunity arose to become a professional Scouter."

What is your Scouting background?

"I was a youth then adult volunteer in Pack and Troop 49 Norwood, where my son also attained Eagle. I attended Philmont Scout Reservation in 2008 with my son Jay and his troop. I attended the 2010 National Jamboree at Fort A.P. Hill, volunteering on the Banking Group, the 2013 National Jamboree as an Assistant Scoutmaster, and 2017 as a Scoutmaster and Contingent leader for eight troops. I am a Vigil Honor Member of the Order of the Arrow with Tantamous Lodge. I have received the District Award of Merit, the Silver Beaver Award, and the George Meany Award."



Council Duties

"I oversee the Membership and Unit Service Team, which helps to support and grow units."

What else keeps you busy?

"I am an active member of Rotary International, a past President of the Framingham Rotary Club, and currently an Assistant Governor. I have had the pleasure of attending International Conventions in Melbourne, Australia, Houston, Texas, and Toronto, Canada, with my mom, a fellow Rotarian."

Scouting and Rotary have similar values, giving back to the community, and working well together.”

Jack's Personal Favorites

Food Surf and turf



Color Tie-dye

Drink Coffee

Treat Ice Cream

Hobby Golf

Animal Dogs

Place New Hampshire

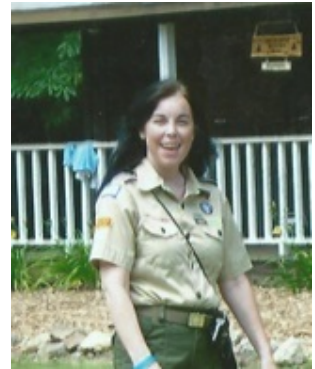
Music Grateful Dead

Feel free to contact Jack if he can help enhance your Scouting experience.

Meet the Team: Laura

(Moriarty) Romero

For our latest #meettheteammonday on Mayflower Council's social media, we sat down with **Laura (Moriarty) Romero**, Mayflower Council Senior Development Director!



Laura, what is your favorite aspect of Scouting?

"[It's] the community that is Scouting; a **Laura, in** community that brings generations together to **uniform...** deliver a program to our youngest generation that is filled with fun, adventure, and friendships, and in the process, builds confidence, teaches service beyond self, acceptance of others, and a desire for lifelong learning."

What brought you to the Mayflower Council?

"After a pandemic layoff from a neighboring council, I was approached about my interest in working for the Mayflower Council. I welcomed the opportunity!"

What is your Scouting background?

"Growing up, I was a Girl Scout and became a leader with both of my daughter's troops, so when a flyer was found in my son's backpack to join Cub Scouts, not only did he join, so did I. In my volunteer capacity, I have been a Den Leader, Cubmaster, Assistant Scoutmaster, and Crew Advisor, and on Nov. 1 of this year, I



Laura with husband Carlos

celebrated my 23rd career anniversary.”

Council Duties

“As Senior Development Director, my primary responsibilities are to develop philanthropic giving through our Annual Campaign ‘Friends of Scouting’ to help financially support our council programs, also to manage our council product fundraiser and lend support to our units who participate in it.”

Laura’s Personal Favorites

Color Red

Drink Coffee

Treat Cannoli

Hobby Candy Crush

Food “Anything Italian!”

Animal Cat

Place “St. Pete Beach...”

Music Classic Rock

Feel free to contact Laura if she can help enhance your Scouting experience.



Laura and volunteers at the recent “Pintwood Derby.”



Laura with the Moriarty-Romero family.

Meet the Team: John Bishop

For our latest #meettheteammonday on Mayflower Council's social media, we sat down with John Bishop, Mayflower Council's Brand Ambassador...

John, what is your favorite aspect of Scouting?

"I have the luxury of seeing Scouting from several different angles; first and foremost, it's through my three sons, who are active in Hudson, Massachusetts' Scouting program. My oldest, Jack, is part of Troop 512, Crew 1923,



and Ship 323 (Weymouth). At the State House in
Meanwhile, Scott enjoys Scouts BSA Boston.
(Troop 512), and Luke is in Cub
Scouts (Pack 3104). I am a proud
committee member for all of those
units. My work with the Mayflower
Council is the proverbial cherry
on a rewarding personal Scouting
'cake.' Thus far, my favorite
moment is when Jack, Scott, and I
slept over in the U.S.S.
Massachusetts with 'Troop 2' –
just like my dad and I did back in
the day..."

What brought you to the Mayflower Council?

"Just after the pandemic, I worked on the websites and social media for several of our local Hudson units. At that same time, my kids were getting into the program, and as we came back strong from remote Scouting, each of them seemed more embedded in their dens and patrols. As they grew into the program, so did my commitment, so much so that I wanted to expand my work beyond my town. I sent a note to Rick Riopelle [Mayflower Council Director of Field Service / C00], and my part-time work for the Council commenced."

What is your Scouting background?

"I would love to say I was a great Scout, but despite the efforts of some amazing leaders, I was not. I topped out at Tenderfoot with Hazardville, Connecticut's Troop 108 (although I did earn the Mile Swim badge). Again, thanks to great leaders, I was an accomplished Cub Scout with Pack 391 Enfield, Conn., earning my Arrow of Light, crossing over to



Boy Scouts, and heading to camp *John's three boys, Luke, with Troop 108. In my adult Scott, and Jack and his wife Scouting, my oldest son Jack Andrea.*

rekindled my current passion for Scouting, and I am proud to report I have far eclipsed my youth camping count and skill set while with Mayflower Council and its units (although I haven't attempted another mile swim, yet)."

Council Duties

"I am the 'social media guy' and try to write stories as often as possible for the website. Within those capacities, I am involved in many, many facets of the organization's efforts. I really enjoy taking photos at events and posting smiling shots of Scouts, Scouters, and families."

John's

Personal Favorites

Favorite

color **Blue**

drink **Diet Coke**

treat **Ramen**

hobby **World War II history**

food **Chicken noodle soup and chili**



animal **"Cats. I have six. Tito, At Camp Resolute
Teddy, Tommy, Padme, Juno, and
Annie."**

place **Disney's Hollywood Studios, Camp Resolute**

music **"Varies. Audien to Fleetwood Mac to Big Bad Voodoo
Daddy."**

**Feel free to contact John if he can help enhance your Scouting
experience or publicize an important event for your unit or
Scouts.**

Meet the Team: Jen Piazza

*For our latest #meettheteammonday on Mayflower Council's
social media, we sat down with **Jen Piazza**, Mayflower Council
Membership Programs Specialist!*

Jen, what brought you to the Mayflower Council?



“[Director of Field Service & COO] Rick [Riopelle]!

“But seriously, it was the hours and flexibility Mayflower Council was able to offer me as a mom.

“I enjoyed it so much that I convinced my husband Ryan to join the Mayflower family!”

What is your Scouting background? What is your favorite aspect of Scouting?

“Before joining Mayflower council, I had no experience with Scouts. In a world where everything is tech driven, I love that Scouting gets the kids outside.

“Our son loves being outdoors especially fishing and hiking. Signing him up for Cub Scouts seemed like a perfect fit and of course why not be an assistant den leader!”

Council Duties

- Manage application and invitation manager;
- Oversee requests for merit badge counselors;
- Process CORI background check;
- Mitigate expiring YPT training with Mayflower volunteers.

Jen's Personal Favorites



color **Blue**

drink **Tea**

treat **Ice cream**

hobby **Walking on the beach**

sport **Hockey**

food **Mexican**

animal **Cat**

place **The beach**

music **Country**

Feel free to contact Jen if she can help enhance your Scouting experience.



Meet the Team: Rob Difazio

For our fifth #meettheteammonday on Mayflower Council's social media, we sat down with Rob Difazio, Mayflower Council Senior Membership and Unit Service Executive and Membership Growth Captain...



Rob, what is your favorite aspect of Scouting?

“I enjoy so much about the Scouting program, from enjoying the outdoors and camping to learning new skills and especially the friendships I have made as a Scout and in my role with the council.”

What brought you to the Mayflower Council?

“Before the pandemic, I owned and ran a mobile entertainment company where I entertained weddings and corporate events and was a nationally recognized kid’s entertainer. When things shut down, I began to look at what my options would look like after the world re-opened. In 2022, I saw an opportunity to work here and applied as I thought the time might be right for a new challenge and a change from running my own business. It turns out that that decision has been one of the smartest decisions I have ever made!”

What is your Scouting background?



“I grew up in Scouting. I was a Cub Scout and a Scout in my hometown of East Bridgewater, where I received my Eagle Scout rank and award in 1987. I am an Ordeal member of the Order of the Arrow and have attended two National Jamborees, once as a Scout in 1985 and most recently as a service team member in 2023. I am also a member of the National Eagle Scout Association (NESA).”

Council Duties

“I am a Senior Membership and Unit Service Executive and Membership Growth Captain. I work with my team to develop council membership strategies to help our units grow their membership and remain strong for the communities we serve. I also identify opportunities for individual units to ensure they have the resources to have a strong presence at local community events in their towns. In addition, I also am the Staff Advisor for the Venturing Officer’s Association.”

Rob's Personal Favorites



Favorite

color **Red**

drink **Diet Dr. Pepper**

treat **DQ Reese's Blizzard**

hobby **Camping and cooking**

food **"I am Italian... pizza!"**

animal **"Brady, my golden retriever."**

place **Maine Seacoast**

music **"Being a former DJ, that's a dangerous question, but I love 70s and 80s music."**

Feel free to contact Rob if he can help enhance your Scouting experience.



Meet the Team: Sarah Leach

For our fourth #meettheteammonday on Mayflower Council's social media, we sat down with Sarah Leach, Mayflower Council Membership & Community Partnerships Executive...

Sarah, what is your favorite aspect of Scouting?



“My favorite aspect of Scouting is spending quality time with my family and other amazing Scouters and volunteers. When we wear our uniforms, we feel a sense of pride and belonging to something special. It’s seeing youth thriving in a program that brings out their best. Scouting teaches and instills beliefs and morals that our children are not getting elsewhere, and I love to see them living out the Scout Oath and Law in their daily lives. Watching the Scouts in my pack grow from year to year has been my pleasure.”

What brought you to the Mayflower Council?

“I was involved with my son’s pack and believed very strongly in the program already. I was passionate about sharing Scouting with my community. I then had the opportunity to meet and work with one of my now colleagues as he helped support our pack at the Council level. I had been considering a career change, and seeing how he represented BSA and his love of the program was inspiring. As luck would have it, the council posted a job opening shortly after. I applied, and the rest is history.”

What is your Scouting background?

“My youngest became a Cub Scout as a Kindergartener. I knew the program aligned with my views and would be great for him as he loves anything outdoors. We went to a meeting, and when we left, he said, ‘I can’t wait to be a Lion and make new friends and go camping.’ Soon after I was ‘voluntold’ as committee chair, I was hooked and realized I would likely be what we Scouters call a lifer. Being a professional with Scouting America gives me a valuable perspective from both sides of the program.”



Sarah's Personal Favorites

Favorite

color **“Red, white & blue...”**

drink **Tonic water with lime**

treat **Pumpkin pie**

hobby **“Camping...”**

food **Steak**

animal **Dog**

place The White Mountains/NH and Montana



music Country & 90s

Council Duties

- Sarah is part of the Mayflower Council growth team and works with existing units to recruit youth in their communities;
- Attends community events to share the Scouting program and support packs and troops;
- Helps create programs to assist leaders and volunteers in growing their towns' Scouting programs.

Feel free to contact Sarah if she can help enhance your Scouting experience.

Meet the Team: Aaron Christian

For our third #meettheteammonday on Mayflower Council's social media, we sat down with Aaron Christian, Mayflower Council Membership & Unit Service Executive.

Aaron, what is your favorite aspect of Scouting?

“My favorite aspect of Scouting is its impact on its participants. I am a product of Scouting, and so are just about everyone I grew up with in my life. All of us are not the same people we would be having not participated in the program. Our troop’s Eagle Scout ceremony has a phrase that, to me, sums up what Scouting is. It says: Scouting is a ‘movement that helps a Scout become master of their own powers, helps them get along with others and helps them find a worthy use for their talents.’ Working for the Mayflower Council and in my volunteer service, I see that growth in many Scouts.



What brought you to the Mayflower Council?

“My journey to the Mayflower Council started in 2014 when I interacted with my troop’s district executive. Being the gung-ho Scout I was, I thought that was the coolest job ever. Flash forward to 2021 as I began to wrap up college and look for a career; this whole Scout thing came up again, and I decided to consider it. Luckily, when I graduated six months later, that opening was still there, and I jumped at the opportunity. I can proudly ‘report’ to my 14-year-old self that this is indeed one of the coolest jobs ever.”

What is your Scouting background?

“I started Scouting at nine when I joined Pack 41 Abington as a Webelos Scout. I crossed over into Troop 41 a couple of years later. I proudly served the troop as den chief, assistant patrol leader, patrol leader, assistant senior patrol leader, senior patrol leader (for three terms, too!), and junior assistant Scoutmaster. I earned the rank of Eagle Scout in 2016.



“After aging out of the Boy Scouts [now called Scouts BSA], I founded Crew 41 Abington and served as crew president for the entire duration I participated. In 2020, I earned the Venturing Summit Award and the Council Venturing Leadership Award. I was also a founding youth member of Sea Scout Ship 323 in Weymouth.

“From October 2019 to October 2020, I served on the Tantamous Lodge Executive Committee as the Japeechen chapter chief and vice chief of chapter operations. I was awarded the vigil honor in 2021.

“Today, while I serve in my role with the professional service of Scouting America, I also happily serve as an assistant Scoutmaster with Troop 41 Abington, assistant Cubmaster with Pack 41 Abington, and skipper of Ship 323 Weymouth. It was my pleasure serving as an assistant Scoutmaster with Troop 41 to attend Florida Sea Base in the Summer of 2023. As I say to those who ask about that experience, it was the smelliest, dirtiest, grossest, most disgusting thing I’ve ever done, and I’d do it all over again in a heartbeat.”

Aaron's Personal Favorites

Favorite



color **Blue**

drink **“Good Old H2O!”**

treat **Hornstra Farms chocolate frappe**

hobby **Singing barbershop music/playing guitar**

food **Ceasar salad with chicken**

Animal **Dogs**

Place **The mountains (specifically the White Mountains)**

Music **Classic Rock/alternative**

Council Duties

- Aaron is the team captain for the Community Partnerships Team;
- Builds meaningful relationships in communities to form new units;
- Develops and implements stewardship plans with chartered organizations to maintain strong relationships;
- Provides support to the Council’s Roundtable program;
- Serves as the Tantamous Lodge professional staff

adviser.

Feel free to contact Aaron if he can help enhance your Scouting experience.

Meet the Team: Felicia Vaytsman

*For our second #meettheteammonday on Mayflower Council's social media, we sat down with **Felicia Vaytsman**, Mayflower Council Membership & Community Partnerships Executive.*

Felicia, what is your favorite aspect of Scouting?

"My absolute favorite thing? That it's a FAMILY program! That we're all in this together, as a family! My son and daughter both enjoy the program, the outings, and the events that Mayflower offers our community. I love hiking with them and doing things we may not otherwise do. When we go camping, it's such a fun experience, and it fills my kid's 'nature bucket,' which, for them, is a deep bucket and really, truly, brings such good energy to their souls.

When they get to walk the field at Fenway or Polar Park donning their uniform with 'Den Leader Mom,' it gives them such pride to do those special things and wear their important uniform."



What brought you to the Mayflower Council?

"In very early 2024, my kids were interested in the WooSox

sleepover. As I was on the Mayflower Council website, I saw there was a job opening for a 'Membership Executive.' The role sounded a bit intimidating, especially since I had been a stay-at-home mom for five years by that point. However, so much of it sounded appealing and something I wanted to try! I was also very pleased by our Scouting experience thus far and found myself passionate about spreading the word about Scouting."

What is your Scouting background?

"Scouting first piqued my interest when my son entered Kindergarten in the fall of 2021. We were at his school's open house, and the Cub Scouts had an info table. I was talking with one of the moms who was a Den Leader. She explained the program, and it sounded really interesting and something I thought he and I would love. However, the Pandemic was still going on, and... I opted to wait a year.



"Then, a huge change in our lives came about. My husband's job required him to relocate to Massachusetts from the Chicago area. We got here in June 2022, just as summer was beginning, and the first thing I did was research 'Cub Scouts near me,' and there, our journey began.

"I inquired about the program and also said, 'I also might be interested in being a Den Leader.' Which, if those words are ever uttered... It's over, you're hooked.

"So, I became his Tiger Den leader and loved it. My son was so excited about what they were learning and really proud that his mom was his Den Leader. That following year, my daughter was entering Kindergarten, and I asked my son if he would mind

if I switched and led her Lion Den to encourage her Scouting career—he, of course, obliged.

“So now both of my children are in Scouting; I’ve completed Tiger Den and Lion Den leader, became the New Member Coordinator this year, and am the Lion Den leader for the 2nd time to support the newest Cub Scouts in our Pack.”

Felicias Personal Favorites

Favorite



color **pink**

drink **Polar seltzer**

treat **DQ ice cream**

hobby **walking the neighborhood admiring the old homes and architecture**

food **all of it?**

animal **cat**

place **the beach**

music **90s rap & alternative**

Council Duties

- Felicia helps foster relationships in communities to form new units where they are needed;
- Works with chartered organizations to ensure strong relationships;
- Attends community events to promote Scouting across the board.

Feel free to contact Felicia if she can help foster your Scouting experience.



Employment Opportunities with Mayflower Council

DIVERSITY – OPPORTUNITY – COMMUNITY

Bring your varied life experiences, education, and perspective, and in return you will have an opportunity to combine those skills and experiences in a career that values and respects others.

Scouting ... a Profession with a Purpose

Since 1910, Scouting America has helped build future leaders of this country by combining educational and outdoor adventure activities with lifelong values and fun. Scouting America has a major focus on the development of youth.

What Professional Scouters Do

Several thousand commissioned professional Scouters lead, guide, and facilitate the efforts of more than a million adult volunteers on whom Scouting depends on to carry out its mission. It is the job of the professional Scouter to inspire, recruit, train, and support Scouting America's volunteers, in addition to working with community leaders and rallying public support for Scouting's activities.

Responsibilities

The professional Scouter in an entry level management position assigned to a specific role within a local council. Your success will be dependent on your ability to promote, supervise, and work with local volunteers. If you have skills in human relations, public relations, marketing, fundraising, finance, accounting, business management, or sales, then you should consider taking the opportunity to become a professional in the Scouting America Mayflower Council.

Training and Development = Success

Scouting America realizes that in order for people to grow and be productive, they need opportunities to learn. The fact that more than 75 percent of Scouting America's professionals receive training each year is a testimony to the commitment by local councils and the national organization. Training courses, with set periods of time to acquire specific information, are part of our overall plan of development.

Professional Scouters receive continuous instruction through formal as well as informal training. Scouting America fosters an environment of continuous learning to nurture collective creativity, which benefits both professionals and the organization. We share knowledge, ideas, and experience, creating both a workforce that is involved in decision making and an inclusive work environment that ensures the success of Scouting in the local community.

Scouting America is committed to the training and development of individuals because we fully recognize the benefits of mutual growth and development that will unleash the creativity and productivity of its greatest asset: its people!

Compensation and Benefits

We offer a number of practical benefits for professional staffers. In fact, Scouting America offers a benefits package considered to be among the best in the nonprofit sector. The package includes major medical, dental, vision, and prescription coverage in addition to long-term disability, accident, and life insurance, and a matching savings plan for retirement. The starting salary is competitive for these entry level positions.

Qualifications

- Bachelor's degree from an accredited college or university

- Must have attained age 21
- People-oriented, having the ability to work well with adult volunteers, community and business leaders, and representatives of other organizations
- Able to work varied hours when necessary to achieve positive objectives
- Believe in the BSA and subscribe to its principles and standards

Current Openings:

- Membership Unit Service Team Members
- Leadership Assistance Program Aides
- Fundraising Administrative Assistant

Interested?

Submit your cover letter and resume to Rick Riopelle.