

Appendix A

Ineligible Volunteer Record Sheet

REGISTRATION SERVICE BOY SCOUTS OF AMERICA

Date: 6/17/91

Full name DOUGLAS J. COFFMAN Social Security no. [REDACTED]

Address [REDACTED] you can get the full name.)

City PORTAGE State MICH ZIP code 49002

Date of birth 3/10/70 (This is important; it should be exact.)

Approximate age 21 (To be used ONLY when date of birth is not known.)

Religion _____ Nationality (citizen of) _____

Occupation STUDENT Michigan Tech Houghton Michigan

Education _____

Weight 220 Height 6'0 Face White Color of hair Lt. Br. Color of eyes _____

Distinguishing physical characteristics Overweight

Hobbies or special interests Camp Staff MARQUETTE 2 yrs Kalamazoo 2 yrs.

Married Single Name of spouse _____

Children: Number _____ Names and ages _____

SCOUTING CONNECTIONS:

Unit no.	City	State	Position	Date registered	Date resigned
<u>D 8602</u>	<u>Marquette</u>	<u>Mi</u>	<u>STUDENT</u> <u>College Res.</u>	<u>01/31/89</u>	

Chartered organization _____
 Special recognitions CAMP CERTIFICATE 6/6/89 Norman Crop School (Management)

Incident: Type 3, 1 Date 6/10/91 Resolution 1

- | Type | Resolution |
|---|--|
| <input checked="" type="checkbox"/> Scouting related | <input checked="" type="checkbox"/> Internal (only BSA members know) |
| <input type="checkbox"/> Not Scouting related | <input type="checkbox"/> Criminal action |
| <input checked="" type="checkbox"/> Homosexual (not specifically involving youth) | <input type="checkbox"/> Court action |
| | <input type="checkbox"/> Probationary status |
| | <input type="checkbox"/> Reported to state agency |

NOTED

JUL 12 1991

JOSEPH L. ANGLIN

Check-off list of attached documentation

- Description of incident
- Statement by victim(s)
- Media reports
- Legal proceedings
- Offender's statement
- Official notification of termination
- Found guilty/innocent by court

Council HAWAIIAN ISLANDS #261 Signed Paul D. Myers
 Scout executive

CONFIDENTIAL
JUL 23 1991
F. STARON

July 15, 1991

Mr. Paul G. Myers
Scout Executive
Hiawathaland Council, No. 261

PERSONAL AND CONFIDENTIAL

SUBJECT: DOUGLAS J. COFFMAN

Dear Paul:

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 and Statistical Service

eko

cc: Peter M. Barbernitz, East Central Region

READY FOR FILE
JUL 12 1991
ERIN O'RILEY

SOUTHWEST
MICHIGAN
COUNCIL

Boy Scouts of America, Inc.
1085 West Maple Street
Kalamazoo, MI 49008
Telephone: 616 343-4687

Scout Executive:
F. W. Freund

July 11, 1991

Mr. Paul Ernst, Director
Registration and Statistical Service
Boy Scouts of America
1325 W. Walnut Hill Lane, P.O. Box 152079
Irving, TX 75015-2079

Dear Paul:

Enclosed is additional information we have received from Rev. Howell at the Kalamazoo Wesleyan Church justifying the suspension of Douglas Coffman in the Hawthaland Council #261.

Sincerely,

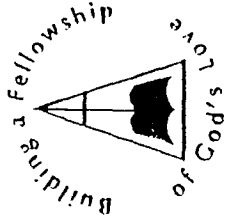


F. W. Freund
Scout Executive
FWF:alv

encl.
cc: Paul G. Myers, Scout Executive



Serving Youth in
Van Buren, Kalamazoo,
Calhoun, Branch,
St. Joseph, Cass
and Berrien Counties.



KALAMAZOO WESLEYAN CHURCH

1204 Whites Road
Kalamazoo, Michigan 49008-2992
Phone: 616-344-5054 or 344-1159

JUL 10 1991

Pastor: Bruce Howell • Assistant Pastor: Rick Carder • Minister of Evangelism & Discipleship: Gale Kragt

July 9, 1991

Fritz Freund
Boy Scouts of America
[REDACTED]
Kalamazoo, Mi. 49008

Dear Fritz:

This letter is a follow-up to our phone conversation on July 9, 1991, regarding my concerns over the possible use of Douglas Coffman as a counselor for B.S.A.

Several years ago (perhaps as many as 10) Mr. Coffman was involved in a child molestation incident here on our church property. It came to light when one of the boys admitted to his parents that he, along with several others had been sexually molested by Mr. Coffman during church services.

As I recall the police and courts were involved and he was ordered to receive professional counseling or face possible charges. I believe he was about twelve or thirteen at the time. We do not know just how many boys were molested or even the full extent of it, but the whole affair had the potential of destroying our whole church! As it is, I do not know the extent to which these boys are scarred for life, emotionally.

Thank you for your assurance that he will not be involved in working with boys in scouting. As a former scout myself and father of two boys who were in scouting, it is most reassuring.

Sincerely,

Bruce E. Howell
Bruce E. Howell



HIAWATHALAND COUNCIL, NO. 261

Boy Scouts of America

2210 U.S. 41 SOUTH • MARQUETTE, MICHIGAN 49855-9134
PHONE (906) 249-1461

Paul Ernst
Director of Registration
Boy Scouts of America
1325 Walnut Hill Lane
Irving, Texas 75015-2079

June 17, 1991

Re: Douglas J. Coffman
Registration Terminated

Dear Paul:

Enclosed are copies of the materials pertaining to Doug Coffman. The letter of June 10, 1991 was sent to Mr. Coffman by certified mail, restricted delivery, return receipt.

The return card was signed by Mr. Coffman on June 13, 1991. At present, we have not heard from Mr. Coffman.

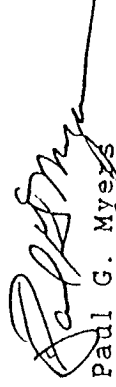
I have had further conversation with [redacted] one of the Scouts who gave a statement. Fortunately there does not appear to have been any sexual contact. [redacted] did however relate Mr. Coffman's comments that were made to [redacted] and himself from time to time. These comments included "your so adorable" and "your so cute". [redacted] said that on at least one occasion, he observed these comments while Doug was running his fingers through [redacted] hair.

[redacted] also related the story that Doug started to rub his upper leg and patted him on his buttock.

[redacted] is a very sharp young man and not afraid to speak up. His parents are up to date on the entire matter. There has not been any comments made to the media as of this time.

Thanks again for your assistance.

Sincerely,



Paul G. Myers
Scout Executive

cc: Wally McGill
Gene Cruise



HIAWATHALAND COUNCIL, NO. 261

Boy Scouts of America

2210 U.S. 41 SOUTH MARQUETTE, MICHIGAN 49855-9134
PHONE (906) 249-1451

June 10, 1991

Douglas J. Coffman
[REDACTED]
Portage, MI 49002
and
[REDACTED]
Michigan Tech. University
Houghton, MI 49931


Dear Mr. Coffman:

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

You should understand that BSA membership registration is a privilege and is not automatically granted to everyone who applies. We reserve the right to refuse registration whenever there is concern that an individual may not meet the high standards of membership which the BSA seeks.

If you wish to have this decision reviewed by a BSA regional review committee, please write to the regional director 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. The procedures for a review of this decision are attached.

Sincerely yours,


Paul G. Myers
Scout Executive

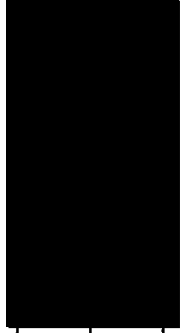
Attachment to Letter

The following information is provided should you desire a review by the East Central Regional Office, 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: 230 West Diehl Road, P O Box 3085, Naperville, IL 60566-7085. In your request you must include your version of what occurred in support of your claim that registration should not have been denied.
2. Upon the receipt of your written request, a committee will be appointed to review the situation.
3. If the regional review committee determines that a review hearing is necessary, the committee will advise you whether or not you may attend. In some instances, no useful purpose would be served by having the applicant present. The hearing is not adversarial in nature and neither the committee nor you, if you attend, will be represented by legal counsel. If you wish, in the event you attend, 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 are dissatisfied with the decision of a regional review, you may request a further review by the National Council. The decision of the National Council will be final.

6-10-91

Talking with Doug Coffman in April 1990 Doug told me
that he was gay. I had heard reports from friends
that he was gay but did not know this for a fact
At a pre-camp meeting I was talking with Doug as
I came out and ask him if he was gay and he
said yes



Received from [REDACTED] 6/10/91
By Paul Myer, L.E.J.

TO: PAUL MYERS, SCOUTING EXECUTIVE, HIAWATHALAND COUNCIL

Page 1/2

FROM: [REDACTED]

RE: DOUG COFFMAN

This is in regards to your request for information on Doug Coffman. Doug has gotten to know both [REDACTED] and I over the last couple of years thru Scouting. He has never come across to me as perfectly normal. He seems a little too feminine when he's acting like himself. At summer camps, OA functions, or Scout functions such as the First-Aidoree or Klondike Derby, he's come up behind me and put me into bearhugs or started tickling me until I was on the ground. I didn't care for that all too much. I've seen him act homosexual around [REDACTED], such as acting like a girl and putting his hand on his shoulder. He's done that to me too; not too long ago he started to muss up my hair and he even made a pass at me. He patted my butt and was talking like a girl. I feel uncomfortable around him; I don't want him to touch me in any shape, way, or form. [REDACTED] has complained to Bill Alwin and I've discussed the situation with him.

I don't know if he (Doug) was trying to get [REDACTED] or I into compromising situations, but I don't think that he should work around Scouts at all. Especially at Scout Swim: he's a BSA Lifeguard. Doug hasn't said anything suggestive to me at all. But an 11 year old, 12 year old, or 14 year old is much more impressionable and easier to get into a very serious situation rather than a 15-18 year old.

I have a request: If you end up confronting Doug about this, I would like it if you kept my name secret from him. If you have any questions about anything else, please give me a call anytime; my number's [REDACTED]. I'll be at the Order of the Arrow Spring conclave this weekend at Camp Hiawatha. I'll be in touch.

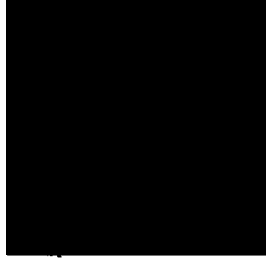
6/8/91

Dear Mr. Meyers,

Mr. Alwin wanted me to write this letter to you after he told me that Lefty was gay. I had always thought that he was, but I wasn't positive. I have known him fairly well and even stayed in the same cabin tent with him for a week during summer camp last year. During this time, he never harassed me in any way. However, I was constantly alert to what he was doing whenever he was around me and other boys. Sometimes he would look out of the corner of his eyes at us when we were in the showers, but beyond that, he always controlled himself. I'm sure that that is how I would act if I were at a girls camp; I would glance at them but I would never molest them.

In response to him working at another boy scout camp, I feel that he is human enough to control himself there, too, if talked to and warned. It is pitiful that anyone is like that, and disturbing that people like him are in boy scouts, but I feel he likes what he's doing and has not caused any problems, so should be allowed to continue to work in Boy Scouts.

Sincerely,



To: Paul Meyers
Hiawathaland Council Office

From: [REDACTED]

Re: Doug Coffman

In the two years that Doug Coffman has been at MTU, Doug has always joked around with [REDACTED] and [REDACTED], our two older scouts. He would talk in a sissy type voice to them and then horse around.

Doug is not a real masculine person. He is heavy and comes across as somewhat feminine. A person is not necessarily a queer because of some feminine personality traits. However, because of these traits, I have talked to him on several occasions about the fact that [REDACTED] feel uncomfortable with him. I even recall telling him I didn't want him bothering [REDACTED] or [REDACTED].

I never saw anything that came close to "homosexual" tendencies.

Paul, please let me know if there is anything that I need to do as a follow-up, as I am the scouting advisor to APO. APO, Alpha Phi Omega fraternity, is in charge of scout swim night at Michigan Tech. Doug is a member of APO.

MS401C-R3
TIME 21:10:34

6-6

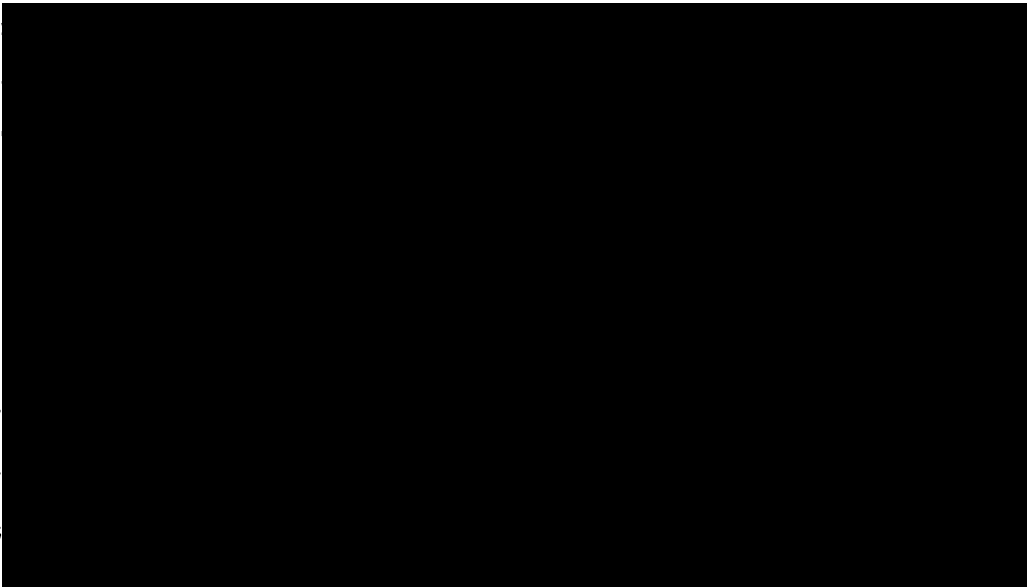
BOY SCOUTS OF AMERICA
MEMBERSHIP SUPPORT SYSTEM
AUDIT LOG MULTIPLE ERROR MESSAGES

PAGE 1
DATE 06/21/91

TRAN	CNCL	P/UNIT	STATUS	EXP-DATE	TERM	TRANSFER--FROM	ADDRESS	ERR OR	M E S S A G E
TRAN	CNCL	P/UNIT	MEMB #	NAME	POS/PNK	ADULT/YOUTH	MRB-TERM	TRANSFER--FROM	CNCL P/UNIT MBR-ID / TO
			STATUS						CNCL P/UNIT MBR-ID
									ERR OR M E S S A G E

202 055 E 2850 099355 ROBERT KIRK 3/91 [REDACTED] SUITE 300
 R 0000 M MC A N

223 1
 223 2
 202 2
 200 2
 200 3
 200 3
 200 3
 200 3
 223 5
 223 5
 223 6
 223 6



RE
 RE
 RE
 RE

*PER SE OR
 NOT COMPUTER 3/91
 6-24-91 12:57 PM
 P. G...*



6-10-91

PAUL MAYER SE
26/1



FAX
PHONE

DOUGLAS J. COFFMAN
JOINED GAY ALLIANCE ON CAMP

DOUG TOLD ANOTHER STAFF HE WAS
IN APRIL 1990 - STILL SERVED
OF SUMMER STAFF IN 1990

Paul Ernst

60241
D8602 - 013010
3/70

Added to IO file
Deleted reg
rest on DESK file
6/10/91
Em

FACSIMILE TRANSMISSION FORM

Date: 6/10/91

ONLY 21 PAGES WILL BE TRANSMITTED TO RECEIVER

FACSIMILE'S WILL BE TRANSMITTED UP TO 4:15

Please deliver the following page(s) to:

NAME: Paul Mayer, SE Co. 261

FAX NUMBER: [REDACTED]

PHONE NUMBER: _____

FROM: Paul Ernst

PHONE NUMBER: [REDACTED]

Total number of pages being sent including this cover form

4

REMARKS: Paul Ernst

We are transmitting from a Pitney Bowes 8000. Our facsimile machine number is [REDACTED] If any problems occur during the transmission please call [REDACTED]

THANK YOU

Boy Scouts of America
1325 W. Walnut Hill Lane
P.O. Box 152079
Irving, TX 75015-2079

Appendix B

Sample Letter for Denying Registration

(Council Letterhead)

Dear _____:

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

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Sincerely yours,

Council president or
Scout executive

Attachment to Letter

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Appendix A

Ineligible Volunteer Record Sheet

REGISTRATION SERVICE BOY SCOUTS OF AMERICA

Full name _____ Date: _____
(Do not use initials if you can get the full name.) Social Security no. _____
Address _____
City _____ State _____ ZIP code _____
Date of birth _____ (This is important; it should be exact.)
Approximate age _____ (To be used ONLY when date of birth is not known.)
Religion _____ Nationality (citizen of) _____
Occupation _____
Education _____
Weight _____ Height _____ Race _____ Color of hair _____ Color of eyes _____
Distinguishing physical characteristics _____
Hobbies or special interests _____
Married Single Name of spouse _____
Children: Number _____ Names and ages _____

SCOUTING CONNECTIONS:

Unit no.	City	State	Position	Date registered	Date resigned
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____

Chartered organization _____
Special recognitions _____
Incident: Type _____ Date _____ Resolution _____

- | Type | Resolution |
|--|-------------------------------------|
| 1. Scouting related | 1. Internal (only BSA members know) |
| 2. Not Scouting related | 2. Criminal action |
| 3. Homosexual (not specifically involving youth) | 3. Court action |
| | 4. Probationary status |
| | 5. Reported to state agency |

Check-off list of attached documentation

1. Description of incident
2. Statement by victim(s)
3. Media reports
4. Legal proceedings
5. Offender's statement
6. Official notification of termination
7. Found guilty/innocent by court

Council _____ Signed _____ Scout executive _____

6-10-91

FRITZ FREUND SE G 270
KALAMAZOO, MI.

DOUGLAS ~~IS~~ CAUFMAN
COLLEGE RESERVE
MARQUETTE, MI. 4261

JOINED SAY ALLIANCE AT COLLEGE
LTR. TO BE SENT BY COUNCIL 26/

Print

MS08

MEMBERSHIP SUPPORT SYSTEM

06/10/91

MEMBER DELETE

11:53:55

CNCL 261 PRG/UNIT D8602 SEQ. 013010

FIRST: DOUGLAS J

LAST : COFFMAN

ADDR1: [REDACTED]

ADDR2: PORTAGE

HI

ADDR3:

ADDR4:

ZIP: 4900220299

REG STATUS: R ENROLL: 1088 BIRTH: 0370 SEX: M AGENCY: M ADULT/YOUTH: A

POSITION: 92 FINDERCODE: 52 PHONE: [REDACTED] BULK: MAG-STATUS: A

REN DAT: 1291

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

MAGAZINES

TYPE	CNCL	P/UNT	CODE	TRM	DATE	FIRST	LAST	ORIG	TOTAL	COUNT	PRINTED	DAT
S			N	07	0191	0191	0591	04	004	00	2503	0192
-			-									
-			-									

PF2>DELETE PF12>MENU CLR>END

MEMBER DELETED FROM DATABASE SUCCESSFULLY