

BOY SCOUTS OF AMERICA

DATE September 30, 1987

FULL NAME Thomas H. Kowalski, M.D. SOCIAL SECURITY NUMBER Not known  
 (No initials if you can possibly get full name)

ADDRESS [REDACTED]

CITY Greendale STATE Wisconsin ZIP CODE 53129

DATE OF BIRTH [REDACTED] (This is important and should be exact)

APPROXIMATE AGE \_\_\_\_\_ (To be used ONLY when date of birth is not known)

RELIGION Not known NATIONALITY \_\_\_\_\_

OCCUPATION Pediatrician

EDUCATION Medical Doctor

WEIGHT Approx. 150 HEIGHT Approx. 5' 8" RACE Caucasian

COLOR OF HAIR Sandy Red COLOR OF EYES Green

OUTSTANDING CHARACTERISTICS OR INTERESTS Wears Bow Ties, Photography, Woodworking

MARRIED OR SINGLE Married CHILDREN [REDACTED]  
 (Number, ages, and names, if possible)

NAME OF SPOUSE [REDACTED]

SCOUTING CONNECTIONS:

<u>UNIT #</u>	<u>CITY</u>	<u>STATE</u>	<u>POSITION</u>	<u>DATE REGISTERED</u>	<u>DATE RESIGNED</u>
T 505	Greendale	WI	MC	5/82	8/87
District	Southwest		Member	1983	8/87
Council	Milwaukee #629		H & S Chairman	1983	8/87

SPECIAL RECOGNITION \_\_\_\_\_

SUSPENDED OR DENIED REGISTRATION FOR FOLLOWING REASONS: As Volunteer Camp Doctor, he was accused of masterbating while fondling the genitals of two Junior Staff Members under his care in the ward room of the infirmary. Upon checking the story, Scout Executive caused a Department of Social Service Child Abuse Report to be filed. The case was investigated by Sheriff Norman T. Knoll and Detective Jerry Gibson, both of the Forest County, Wisconsin Sheriffs Department. Scout Executive presented Dr. Kowalski with suspension letter (Over)

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):

- See Above and Over -

CONFIDENTIAL

OCT 8 1987

F. STARON

RS-509  
4/14/83-nah

RECEIVED  
OCT 13 '87  
JOSEPH L. ANGLIM

Signed [Signature]  
SCOUT EXECUTIVE  
Council Milwaukee County #629

just prior to Sheriff removing him from Camp. According to Sheriff, D.A., and DSS Director, Dr. Kowalski admitted his actions. He was released, returned to Camp for his family, and left for home before Midnight.

Both the Scout Executive and the Department of Social Service proceeded to notify the parents involved. Both sets of parents visited the boys at Camp, and then met with the District Attorney.

As we understand it, the case now stands as follows:

1. The Doctor has agreed to a prescribed psychological counseling program.
2. The D.A. has formally notified the Board of Medical Examiners.
3. If the Doctor completes his therapy and undergoes appropriate peer review, no charges will be filed.
4. The parents have agreed to the plan.

The two Staff Members completed their staff assignments successfully, and Scouting continues to maintain good contact and relations with parents.

It is the Scout Executive's expectation and understanding that Dr. Kowalski will not be appealing his suspension.

October 12, 1987

Mr. James L. Roberts  
Scout Executive  
Milwaukee County Council, No. 629

PERSONAL AND CONFIDENTIAL

SUBJECT: Dr. Thomas H. Kowalski

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

PE/eko

cc: East Central Region

READY TO FILE

OCT 14 1987

ERIN O'RILEY

CONF014381



MILWAUKEE COUNTY COUNCIL  
BOY SCOUTS OF AMERICA

September 30, 1987

Mr. Paul Ernst, Director  
Registration & Subscription Service  
Boy Scouts of America  
1325 Walnut Hill Lane  
Irving, Texas 75038-3096

PERSONAL & CONFIDENTIAL

SUBJECT: Dr. Thomas H. Kowalski

Dear Paul:

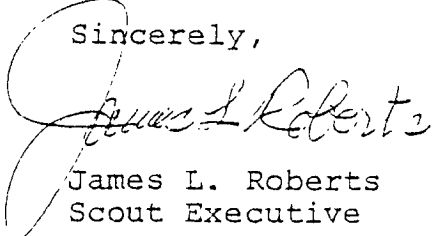
Finally! I believe we have what we hope will be a final report on the situation surrounding the child molestation incident involving our Volunteer Camp Doctor and Junior Staff Members this past July.

I have given a summary narrative on the attached form.

So far, we have not had any media attention to this matter. All parties: including the Doctor who admitted his actions; the Department of Social Service; the Sheriffs Office; the District Attorney; the boys; and the parents have agreed on a plan that will avoid formal charges being filed.

It is my expectation that the Doctor will not appeal our suspension. If he should at some future date, we will have to determine if the psychological counseling he is now undergoing, warrants enough behavior change guarantee to consider his application. I personally don't believe we should take a chance. We certainly will not be using him in Camp at any rate.

Sincerely,



James L. Roberts  
Scout Executive

JLR:cn

Enclosure

cc: Wally McGill  
Gene Cruse  
Ralph Pelton



PARTNERS IN SERVICE



330 South 84th Street Milwaukee, WI 53214-1468 414/774-1776

CONF014382



# MILWAUKEE COUNTY COUNCIL BOY SCOUTS OF AMERICA

July 27, 1987

Dr. Thomas Kowalski, SC  
5881 Fulham Court  
Greendale, Wisconsin 53129

*Presented by written  
personally by  
James L. Roberts  
by Norman T. Kowalski  
by Hudson and Robert Philbrick  
at 4 PM, 7/29/87*

Dear Dr. Kowalski:

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 that you may have with the Boy Scouts of America.

You should understand that BSA leadership 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 leadership which the BSA seeks to provide for American youth. Please also understand that this decision and the reasons for it will be maintained as confidential.

If you wish to have this decision reviewed, please write to me, explaining your version of the facts supporting your claim that your registration as a BSA leader should be reinstated.

Sincerely yours,

*Ralph A. Pelton*

Ralph A. Pelton by *James L. Roberts*  
President *Scout Executive*

RAP/dk

*after telephone review  
Mr Pelton was out of town*



PARTNERS IN SERVICE



330 South 84th Street Milwaukee, WI 53214-1468 414/774-1776



MILWAUKEE COUNTY COUNCIL  
BOY SCOUTS OF AMERICA

July 30, 1987

CONFIDENTIAL MEMO  
TO OFFICERS AND DIRECTORS

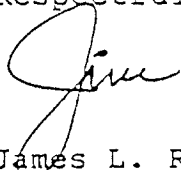
Please be advised that an adult volunteer working at our LeFeber Northwoods Camp has been accused of improper sexual activity by two minors while at camp.

After consultation with the Regional Director Gene Cruse, council legal advisor Al Rieselbach, and President Pelton, I determined that the Wisconsin legal requirement for reporting all child abuse situations covered this matter. Reservation Director Bob Thibault reported the accusations to the Forest County Department of Social Service.

While the investigation of this matter is now in the hands of the authorities, we have attempted to follow the rules and practices of the Boy Scouts of America. This means that President Pelton and I have suspended the accused volunteer from all further contact with Scouting. He has left camp. This suspension will be reviewed if required when this situation has been concluded.

This matter remains confidential. If you have any concerns or questions, please call me. Mr. Pelton has designated me, as Scout Executive, to be the council spokesman, should you receive any inquiries related to the situation.

Respectfully,



James L. Roberts  
Scout Executive

JLR/dk



PARTNERS IN SERVICE



330 South 84th Street Milwaukee, WI 53214-1468 414/774-1776

CONF014384

To: All Employees  
From: Randy G. Brown  
Date: July 30, 1987

An adult has been accused of improper activity involving minors at Camp LeFeber. His activity with the Boy Scouts of America has been suspended.

Any inquiries concerning this event should be directed to first Jim Roberts or Randy Brown, Norm Boettcher or Bill Cobb.

dk

July 30, 1987

Mr. James L. Roberts  
Scout Executive  
Milwaukee County Council, No. 529

PERSONAL & CONFIDENTIAL

H  
SUBJECT: Dr. Thomas<sup>H</sup> Kowalski

Dear Jim:

We recently received information that the above-named individual has been accused of some sexual perversion related to youth. We would like more information on this so we may establish a file if his registration should be refused.

Please complete the Confidential Record Sheet which I am enclosing so that we may identify Dr. Kowalski. We would also like any other information which will help us to substantiate refusal of registration.

Please keep us informed as any legal action takes place as this will be very helpful to us in having a complete file.

Thank you for your help in protecting the youth of America.

Sincerely,

Paul Ernst, Director  
Registration & Subscription Service

eak

Encl.

cc: East Central Region

629- D 8699-007620  
D 8692-067680  
S0505-001680  
B/y - 9/37

*Added to CF file  
7-30-87  
have not deleted from Reg.  
pending further info  
from CO.*

CONF014386



LA

16 YEAR OLD BOYS

NOTED

Jim Roberts

JUL 28 '87



}

SOME BELIEVABLE

JOSEPH L. ANGLIM

STATE SOCIAL SERVICES -

FOREST COUNTY

STATE'S ATTORNEY'S OFFICE

KIDS IDENTIFIED

MILWAUKEE

2 16 YEAR OLDS ACCUSED CAMP DOCTOR OF TOUCHING THEM.

CAMP DIRECTOR INTERVIEWED  
RESERVATION DIRECTOR "

REPORTED TO STATE SOCIAL SERVICE & STATE ATTORNEY'S OFFICE

THEY HAVE REQUESTED WE NOT COMMENT UNTIL TOMORROW MORNING -

I TOLD GENE CRUSE THAT "NORMAL" PROCEDURE WOULD HAVE BEEN TO COMMENT EARLY IN THE GAME. GENE IS WAITING FOR DIRECTION

R J. ANSLIM

7-28-87

DR THOMAS KOWALSKI

MILWAUKEE, WI.

CAMP DOCTOR

TEACHING BOYS

REMOVING FROM CAMP.

CONTACT FRANK HERB

CONTACT JIM ROBERTS

# NEWS ADVISORY

Date: July 31, 1987

Signed: Barclay M. Bollas  
Barclay Bollas

Time: 10:00 a.m.

Ext: 2271

Source: \*\*Norm Boettcher, Director  
Support Services

Milwaukee County Council #629 (414) 774-1776

Address: 330 So. 84th St.

Milwaukee, WI 53214-1468

\*\* Original confidential notification July 29 from Paul Ernst.

## THE FACTS:

Dr. Thomas Kowalski, chairman of health and safety for the Milwaukee County Council, one of the most prominent physicians in the state and one of the authors of the Wisconsin laws on child abuse, has been removed from his BSA volunteer position(s) following allegations that he made sexual advances to two 16-year old youths at the council's summer long-term camp, apparently on July 23. He was at the camp as a volunteer physician.

Kowalski, who is married and the father of eight, has not been charged, although the matter is under investigation by the Forest County Sheriff's Department. He allegedly admitted to the allegations and is reported to be undergoing counseling.

Boettcher said the youths, "who were not considered particularly reliable," reported the incident(s) to the camp director Sunday July 26. The BSA reported the allegations to the Department of Social Services office and, upon advice, to police. The BSA is cooperating in the investigation.

The parent(s) of one of the youths has (have) been notified, but the BSA has not been able to reach the second youth's family. The boys are undergoing counseling.

## ACTION OR RECOMMENDATIONS:

The council will advise if there is media attention. (The publisher of the Milwaukee papers, a board member, is aware of the situation, but apparently will not be passing on the information to his editors).

# NEWS ADVISORY

## PERSONAL & CONFIDENTIAL

Chief Scout Executive	S400	Deputy Chief Scout Executive	S400
Administrative Assistant to CSE	S400	Legal Counsel	S400
National Director of Administration	S400	National Director of Personnel	S422
Natl. Dir. of Marketing/Relationships	S225	Director of Marketing	S312
Natl. Dir. of Program Group	S207	<del>Director of Registration</del>	<del>S108</del>
Director of Public Relations	S313	Director of Health & Safety	S219
Treasury Division Director	S403	Regional Director	
Insurance and Risk Management		Public Relations Chairman	
Director	S402		
Assistant Director	S402		