

BOY SCOUTS OF AMERICA

DATE December 23, 1986

FULL NAME Michael A. Turk SOCIAL SECURITY NUMBER [REDACTED]
(No initials if you can possibly get full name)

ADDRESS [REDACTED] Previous-[REDACTED] Lubbock, Tx

CITY Lubbock STATE Texas ZIP CODE 79423

DATE OF BIRTH 8/19/49 (This is important and should be exact)

APPROXIMATE AGE 37 (To be used ONLY when date of birth is not known)

RELIGION NATIONALITY US Citizen

OCCUPATION Previous-Youth Worker in Boys Club

EDUCATION South Missouri Univ.-- AA Degree--BA Degree in Education

WEIGHT Appox. 160 HEIGHT 5'11" RACE Cauc

COLOR OF HAIR COLOR OF EYES

OUTSTANDING CHARACTERISTICS OR INTERESTS Climbing

MARRIED OR SINGLE Single CHILDREN (Number, ages, and names, if possible)

NAME OF SPOUSE

SCOUTING CONNECTIONS:

Table with columns: UNIT #, CITY, STATE, POSITION, DATE REGISTERED, DATE RESIGNED. Row: Council-694, Lubbock, Tx., Asst.Scout Exec/, 8/6/85, 12/15/86

SPECIAL RECOGNITION

SUSPENDED OR DENIED REGISTRATION FOR FOLLOWING REASONS: Allegations against Mr. Turk concerning indecent conduct in violation of the Personnel policies of the Boy Scouts of America. Mr. Turk has resigned and Council and Council attorney have accepted his resignation. Boy Scouts will not prosecute.

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):

F. STARON

23 1986

NOTED MAR 23 '87 JOSEPH L. ANGLIM

Signed National Regist. Texas SCOUT EXECUTIVE Council #694-South Plains

RS-509 4/14/83-nah

March 26, 1987

Mr. Bill J. Derrick  
Scout Executive  
South Plains Council, No. 694

PERSONAL AND CONFIDENTIAL

SUBJECT: Michael A. Turk

Dear Bill:

Thank you for the detailed information concerning the above Scouter. We have reviewed this case with our Attorney and have now placed this man on the Confidential File.

Sincerely,

Paul Ernst, Director  
Registration, Subscription &  
Statistical Service

PE/cre

cc: South Central Region

READY FOR FILE

MAR 25 1987

CONF024130

January 2, 1987

Mr. Bill J. Derrick  
Scout Executive  
South Plains Council, No. 694

PERSONAL & CONFIDENTIAL

SUBJECT: Michael Turk

Dear Bill:

Thank you for the information which you sent us concerning the above-named individual. We also secured some information from our Personnel Department.

We are placing Mr. Turk on our confidential file and will refuse registration should attempts come for any registered position.

If you have any other information which you feel we should have in our files, please let us know. We do have copies of the statements from the individuals, as well as a copy of his resignation letter.

Thank you for your help in making certain we protect the youth of America.

Sincerely,

Paul Ernst, Director  
Registration, Subscription &  
Statistical Service

eak

cc: South Central Region

READY FOR FILE

JAN 2 1987

SHIRLEY

CONF024131



# SEPARATION NOTICE

**URGENT! Please mail three copies to regional service center immediately after decision/agreement is reached.**

Date December 16, 1986

Region SOUTH CENTRAL Council No. 694 Headquarters City LUBBOCK, TEXAS

Name MICHAEL A. TURK Social Security No. [REDACTED] District No. \_\_\_\_\_

Current home address [REDACTED] LUBBOCK, TX 79423 Phone No. [REDACTED]

Last day at work 12-15-86 Current annual salary 31,800 Job title code 21 Salary class 6

Last day on payroll 12-15-86

Reason for separation:

- 1. Promotion or transfer to council No. \_\_\_\_\_
- 2. Died  or retired
- 3. Health \_\_\_\_\_
- 4. Another job (outside of Scouting)
- 5. Returned to school
- 6. Military service
- 7. Other RESIGNATION
- 8. Just-Cause Termination (If exempt employee, attach request to initiate termination process.)

If the person resigned, what in your opinion was the basic reason? Allegations were made by 2 boy scouts and their parents of indecent conduct on the part of Mr. Turk.

This person should  should not  be considered for reemployment at a future date. Explain written statements support charges levelled by all parties involved.

Other comments Council officers and the council attorney are fully informed and support the acceptance of Mr. Turk's resignation.

This transaction creates a vacancy:  Yes  No We would prefer:  a new person  an experienced person

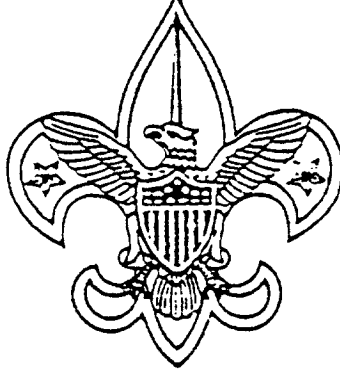
Salary range: \$ 27,600 to \$ 32,000

This position has been dropped:  Yes  No

Scout executive's signature [Signature] Date 12/16/86

Region's comments: This employee  should  should not be placed in  transition  disability transition  
Should not be allowed to register in Scouting in any position!

Signature [Signature] Date 12-22-86  
Associate National Director of Human Resources



December 15, 1986

Michael A. Turk  
[REDACTED]

Lubbock, Texas 79423

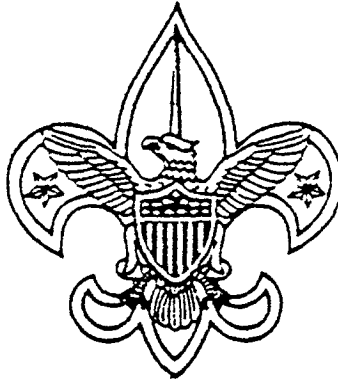
Dear Mr. Turk:

Allegations have been made against you concerning indelicate conduct on your part. Such conduct is of a very serious nature and, if verified, is in violation of the personnel policies of the Boy Scouts of America subjects you to immediate termination. While these matters are being investigated by BSA, you are placed on suspension effective this date. Your salary ceases immediately. Benefits will continue as before until a determination of termination or reinstatement has been reached. Contributory benefits will continue if you so elect by continuing your personal contributions; otherwise, they will cease the last day of the current month. If investigation substantiates the allegations made your termination will be effective retroactive to the date of this suspension.

BILL J. DERRICK  
Scout Executive

BJD





12/15/86

Dear Mr. Dennis -

I regret to inform you that it is my desire to  
at this time to sever my employment with the  
South Plains Council for personal reasons.

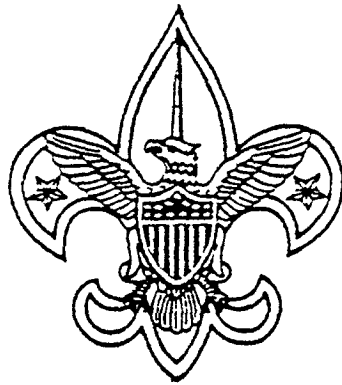
I am concerned about the welfare of my  
aged parents and desire to be closer to  
them to render the help they need.

No doubt I shall always regret leaving  
professional service.

It is my intention to make this as smooth  
a transition as possible as shall work to that  
end. I wish to thank the Council for the  
opportunity for employment and the continual  
support offered.

Sincerely  
Michael A. Tom





12-15-86

TO WHOM IT CONCERNS:

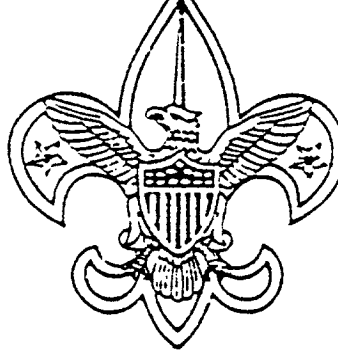
I am greatly troubled over the allegation brought against me. I'm good conscious I have done nothing to hurt but only to help with the growth of the young men in question. I regret the sorrow the situation brings. I made myself vulnerable in an effort to help the children ~~of the people~~ <sup>of the people</sup> I respect the most. If proper explanation could be given I feel I would be honored.

However, the matter involved me too emotionally strained at present and I most certainly understand. I hope some day you will offer me the opportunity to explain. I value the future of my friends and the Boy Scout Program and will do nothing to cause further hurt. The situation was more difficult than most realize



and I hope I can help to settle the matter. Michael A. [Name]





December 15, 1986

Mr. Michael Turk  
[REDACTED]

Lubbock, Texas 79423

Dear Mike:

We have received your resignation dated today. We will relieve you of any work duties during the next thirty days.

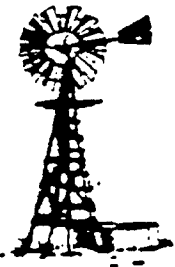
Your final thirty day check plus pay for 10 (ten) working days in accrued vacation will be available after 12:00 noon on December 16, 1986.

May I wish you the best of everything in the years to come.

Sincerely yours,

Bill J. Derrick  
Scout Executive

BJD/kl1a



This information was given by [REDACTED]  
to me, his mother, freely & to the best of  
his recollection. *C. R. H.* 12-15-56 3:00 pm  
[REDACTED] age 13

The first time was at his house.  
I was spending the night at his house.  
It was odd, he wasn't very close to me.  
We were in bed & asleep. I woke up &  
there was his hand in my pants. I was  
going to wear something to bed but Turk  
said it was better to wear loose clothing  
to bed. I just had on my underwear. He  
kind of pulled me toward him. We were  
both laying on our sides & he had both arms  
around me. I never did go back to sleep.  
He pretended to be asleep. I could feel his  
erection behind me. I think it happened for  
about an hour. I think this happened  
in March. Another time was like this  
then but this time he put his finger  
in my rear end. All this was before sum-  
mer camp. I think it happened at ~~the~~ his  
house before camp maybe two times.

I think Friday night at Staff  
Training Weekend it happened again.  
I was sleeping with him & he put his

hand in my pants when I asleep. This time he didn't put his finger in.

And then it happened three more times at Post. It would be inventory night & be 2 or 3 o'clock & he would say it was too late to go down to my tent. I would sleep with him & he would fondle me for about an hour every time. [REDACTED]

[REDACTED] would be in the room, & one time [REDACTED]. But they didn't know. He was real quiet. Always I could feel his erection & he would have to try real hard not to breath loud.

Then after Post & before TR I spent the night at his house & it happened again just the same but this time he stuck his finger in my rear end again.

Some times when he would play with me I would ejaculate. I didn't know what that was then. I was scared. Then I would try not to next time.

At TR it was different sometimes. It would be [REDACTED] & me & Turk in bed in the camper. He would play with me & then stop. I thought then he would do it to

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[redacted] but I didn't know for sure. Then he would come back to me. We would always be in bed asleep. Sometimes it was just me. One time [redacted] was sleep in the camper & another time a person was in there ~~at~~ asleep.

After TR I think we went to Post to work on the trading post. We slept together again & he played with me the same way.

Turk took me & my mom & my brother [redacted] on a vacation in August. We all slept in one room in two double beds. I slept with Turk & he did it to me every night. He played with me always for about an hour & sometimes he put his finger in. I didn't want to sleep with him but I was afraid for him to sleep with my little ~~brother~~ brother. I didn't want it to happen to him. I would have rather it happen to me than to him.

I just don't remember if it happened after vacation.

Always with him he would tell me to get in the shower. Then he would have some excuse to get in with me like there

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wasn't enough hot water. Even on vacation he would get in the shower with me. Sometimes he would wash me with soap all over & my penis too.

I think this is everything I can remember now.

[REDACTED]

12-15-86 4:06 pm

This was written from [REDACTED] dictation of what happened.

Yesterday was the first time I knew Turk had sexually molested [REDACTED] & [REDACTED]. I knew it was true because they had nothing to gain & a lot to lose. Turk had all of the opportunities to do what he did I guess because I had grown to trust him completely. Turk & my relationship I had thought was very close & I had become dependent on that fact because he had helped me deal with many other difficulties. He helped me a lot with the kids when I worked & in lots of other areas that were very important to me. But things are not always what they seem & I guess I was used very conveniently.

I wrote [REDACTED] statement from his dictation because that much writing seemed overwhelming to him on such short notice. Most of what is in it detail-wise was new to me so I am very shaky right now. All I knew from yesterday was that Turk had fondled [REDACTED] in bed several times.

I don't know exactly how to pre-

ceed now. I have many conflicting feelings.

The facts are that yesterday (10:30am) morning I received a phone call from [redacted] saying that there would be a meeting with [redacted] the [redacted], myself & [redacted], concerning something the boys needed to tell their parents. [redacted] said that the day before Cameron Clark had told him at Post about this need. It was to be concerned with Mike Turk, [redacted] & his brother [redacted] were camping with their troop 543 at Post. I got very frightened & anxious then about what it might concern. Because of personal things between Turk & I, I begin to worry that it might be sexual in nature. [redacted] returned home about 1:00pm & with a little urging [redacted] told me that Turk had fondled him on several occasions in bed. I called [redacted] & told him what [redacted] had said & that it appeared to be true & very serious. I asked [redacted] if it had ever happened to him.

and he said no, but that he had been a afraid before because one time Turk had gotten in the shower with him.

At 2:30 pm on Sunday I took [redacted] to [redacted] house to meet with the [redacted]. [redacted] started first & said Turk had touched him sexually & [redacted] cried. He said he & [redacted] had first talked about it at National Leadership Training at Philmont. Then [redacted] said it happened that way to him & that he never talked to Turk about it because he was a afraid. He said he knew Turk would deny it.

[redacted] did not say this, but I felt that he thought he couldn't tell me because of the closeness of myself & Turk. He knows that following his parents separation that I have not been very stable at all emotionally. This happened 16 months ago. I don't think he could tell his father because of <sup>his</sup> jealousy of Turk & the fact that his father has never discussed anything sexual with him. I have always



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done that with all our boys.

We talked to the boys for about 30 minutes. Then we asked them to leave the room. We talked about what action to take & the [REDACTED] suggested calling Andy Bramen. [REDACTED] agreed. I disagreed saying we should call Bill Derek immediately. I asked that my opinion be considered because I thought I had a special personal investment. They said they were calling Andy & I left the house to drive around. I drove to Turkis & told him to take a ride with me. I told him what was happening & that we all knew it was true. He asked for specifics, I said that wasn't something I would talk to him about & I drove back to his house. He denied everything completely. We were sitting in the driveway & [REDACTED] came out, got in his car, & left. I told him to go in the house. After several pleas he consented & said we would talk later. I then drove back to [REDACTED] to pick up [REDACTED] & [REDACTED]. [REDACTED] asked me repeatedly,

12-15-86

The following is a report of what [redacted] told to me ([redacted]) on 12-14-86.

After [redacted] had told what had happened to him, [redacted] said that on several occasions Mike Turk had attempted to and did ~~touch~~ fondle him in the genital area.

He said that it had happened about 10 times beginning early last spring when he had spent the night at Mike Turk's house. He said that it had also happened at Camp Post and at Tros Rites. The way he said that it happened sometimes was that he would ~~wake~~ be awakened by Mike fondling him. He said that he would try to roll over or turn away to prevent it.

He said that he was afraid to say anything to anyone because of what Mike Turk might do. He said that he was afraid that he might not get hired on summer camp staff.

This is all that I recall that [redacted] told to me. [redacted]

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to come in & talk to [REDACTED]. I said I would but I was very upset. I was quiet except when [REDACTED] asked what Turk had said to me. I said he denied everything but I knew he was lying to me, even though he was convincing.

[REDACTED]

12-15-86 5:00p

To whomsoever reads this:

In June of 1986, there was an incident involving me, [REDACTED]. While down at Summer Camp, there was a bad storm and this storm did much damage to the camp. Among this damage was my tent partner, [REDACTED], and my tent fell down and ripped. Because of this Mike Turk asked [REDACTED] and I to come to the Camp Office and sleep with him. In that room was [REDACTED] bed, Mike Turk's, and [REDACTED] mattress, and I was going to sleep on the floor but Turk told me to come and sleep with him. Later that night I was disturbed and woke up, and to my surprise Turk had his hand where it shouldn't have been, down my pants. I guess he thought I was still asleep and I tried to roll over and move away but he just kept on. A little later it would stop and I would just lay there for a while then fall back asleep. The next day he would act as if nothing had happened. This happened again at Red River, at Santa Fe, and ~~at~~ again at Post during Sweatog.

The first time [REDACTED] and I talked was at National Leadership Seminar at Piedmont.

[redacted] and I talked about it and for some reason decided to tell [redacted]. We told him at the set-ups for the OA Banquet and he talked a little about it. [redacted] told [redacted] and then [redacted] new, and [redacted] and then [redacted] found out. [redacted] and I decided to tell the parents and we told them on December 14, 1986, the whole story.

There was one time that I was taking a shower and Turk ran and jumped in the shower with me, and I just turned away. All he did was wash my back and I jumped out.

I just want to say that I still like Mike, but sooner or later it had to be told, or it just would've happened again.

Thank you,

[redacted]

It is with my deepest regrets and with great sorrow in my heart, that I [REDACTED], must inform you of actions by Mike Turk against my son [REDACTED].

On December 14th [REDACTED] told us of several incidents which occurred during summer camp and on the week-end trips from Camp Tres Pitos and during Sweat Hog weekend.

During the night at Camp Post [REDACTED] was awakened by Mr. Turk's fondling him and when [REDACTED] rolled away from him, he would persist.

This same thing happened on the overnight trips to Santa Fe and Red River, and as I said, during sweating.

He had insisted [REDACTED] sleep on the bed with him the first time it occurred. He told [REDACTED] + [REDACTED] that they shouldn't take showers with the other older boys and he would sometimes get in the shower with them, insisting they needed to save on hot water, and that the older boys would make fun of

them if they were to shower in the staff showers.

I asked [redacted] why he didn't tell us or someone sooner. He said, as he wept, that he did not want to get Mr. Turk in trouble and since he (Mr. Turk) was a friend of ours and we thought so much of him, that it would be hard for us to believe and very painful for all of us. He also said Mr. Turk would act like nothing happened the day after each incident and he [redacted] wasn't sure if Mr. Turk would be mad at him if he said anything to him about stopping the molesting.

I wish there was something I could say or do to show how concerned we are for Mr. Turk but we feel this is a very serious matter. It is wrong - these young boys and several of the older boys showed extreme concern and loyalty for him and are devastated by the whole situation.

This is so difficult as we feel Mr. Turk did so much good and I feel is a good person but obviously with a very severe problem. It is my prayer he will admit to this problem and seek help.

We feel he must not be allowed to be in a ~~sit~~ situation in the Boy Scouts of America where this might happen again and hopefully not ever again with any other young man.

We do not wish to be vindictive in any way but our main concern is with our son, [REDACTED], the other boy, and the total program. I am hopeful that those can be his main concerns as well and that he will resign his position and remove himself without causing further trouble for everyone involved.

Again I am so sorry about all of this for everyone involved [REDACTED]



12-15-86

To Whom It may Concern

On Dec. 14 my son, [REDACTED], related the following to me, [REDACTED] concerning the inappropriate liberties taken by Mike Turk.

The first incident occurred about the 2<sup>nd</sup> wk. of summer camp at Camp Post. [REDACTED] tent blew down during a storm. The two boys went to the HQ building and slept in Mike's room. [REDACTED] on the floor where a mattress had been placed & [REDACTED] in the bed with Mike. At a point in ~~the~~ time later that night [REDACTED] was awakened by Mike's advances. (He was fondling [REDACTED] genitals.) The 2<sup>nd</sup> occurrence was at Red River, N. Mex. on a weekend leave during Summer Camp at T.R. This happened in the camper - again [REDACTED] was awakened when Mike was fondling/masturbating him. The 3<sup>rd</sup> time was another weekend from T.R. in Santa Fe, N. Mex. Again in the

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camper. The 4<sup>th</sup> + final occurred at Camp Rest during Sweetheg weekend at the HQ building.

██████ thought he was the only one involved until ██████ ask if these things were happening to him. This question was asked at Philmont when we attended the NLS program in October. These two boys were in a real dilemma as to what to do and conferred with some older boys. After a period of time and much anguish it was decided that we (██████ + I) and the ██████ must be told.

We met and were told on the 14<sup>th</sup> of Dec. - discussed the situation + got in touch with Bill DERRICK + Andy BRAMAN.

The boys seem to be doing well, however, we have made an appt. to see a psychologist 12/19/86.

Mike Turk has done an outstanding job in the South Plains Council. I am very sorry that this has happened, however it has and I intend

to do anything & everything that  
must be done to see to it  
that it doesn't happen again  
at least where the Bay Scouts of  
America are concerned

[REDACTED]  
12/15/86