

Knowledge and Experience

In my 25 years as a career professional with the Boy Scouts of America, I believe I am uniquely qualified for this position. I have served in several leadership and senior management positions and have experience in staff leadership and development, fiscal management, corporate governance, volunteer development and program delivery.

While serving in Denver, Colorado (1994-2010), I held a variety of program management positions including: Program Director, Director of Camping Service and Director of Support Service from January 2009 - September of 2010. Over a period of more than ten years, I was involved in the planning and execution of three large Council Camporees (1999, 2003 and 2007), 7-9-week summer camp seasons at two camp properties and numerous annual Scout Shows. Each of these events involved working with a large volunteer team and managing a year-round budget in excess of \$2,000,000.

In particular, our 2003 “Run Way Roundup” Council Camporee was a tremendous success. As the Director of Camping I worked with a Steering Committee of 30 volunteers for over a year to help 200 volunteers facilitate an outstanding council wide camping event with over 7,000 Cub Scouts, Scouts and families in attendance. This event resulted in a \$40,000 net surplus to the annual operating budget of the Council.

The Denver Area Council is fortunate to operate two year - round camp properties; both of which have a rich history and consistent attendance record. As the Director of Support Service, I supervised the Program Director, three full-time Rangers, and over 150 seasonal camp employees at two separate properties; including a Boy Scout resident camp, Cub Scout resident camp and a high adventure base with a combined annual attendance in excess of 10,000 participants.

Community interaction is an important part of the annual Scout Show in the Denver Area Council. Over the years, this event was held in both spring and fall at a variety of venues. The most successful of all shows continues today as a spring event held at the National Western Stock Show Complex in Denver, CO. This event has served as a showcase of Scouting with over 200 packs, troops, crews, posts and vendors in a day long expo that reached crowds in excess of 10,000 visitors. Coupled with a discount card program, ticket sales for this event gave our units another way to generate funds to support their programs.

As the South Plains Council Scout Executive, working in partnership with our Council International Committee, we have successfully participated in two Messengers of Peace projects including work in the Santa Elena Reserve in Monteverde, Costa Rica and collecting and delivering relief supplies to victims of the Blanco River flood in Central Texas. The third point of the Scout Law (Helpful), represents a character trait that we strive to instill in all our Scouts. I believe the strength our Scouts gain by helping others,

while cultivating friendship and a spirit of cooperation with Scouts from other countries, is exactly what our founder, Lord Robert Baden Powell had in mind.

As the Executive Director of a not-for-profit youth agency for the past eight years, I am familiar with developing and executing strategic plans, board recruitment and cultivation, corporate governance and the significant impact of offering positive customer service to anyone who walks through the door.

While English is my primary language, I have studied Spanish and can communicate enough to travel abroad. I would enjoy the opportunity to practice my Spanish or to learn some basic German.

Skills and Abilities

While working with several volunteer committees in the Denver Area Council, we increased council attendance in year-round camping, resulting in the attainment of a \$1.5 million budget and summer camp participation to 7,500 youth. Developed an innovative camp promotion plan that resulted in a 93.6% increase (1,528 youth) in Cub Scout Resident Camp attendance from 2002-2003. Provided leadership to 200 volunteers on Council Camporee Committee resulting in over 7,000 participants in attendance and \$40,000 net income. Successful implementation of Alpine High Adventure Backpacking Program with over 100 Scouts participating in backcountry treks the first year.

While holding staff leadership positions in two councils in field service and program management, I recruited and retained high performing executives able to succeed in challenging district assignments. More than 20 of those people have been promoted to higher professional leadership positions in the Boy Scouts of America.

Over the last five years, several staff members received recognition at the national BSA level; including invitations to serve on national committees; "Rising Talent" of the Southern Region, Regional Director Committee and Presidents Award in Diversity. One District Director was selected to be a speaker during a Southern Region event at the National Annual Meeting. Several staff members have been invited to "Top Hands Meetings" and National Annual Meetings to highlight their success.

I have consistently been successful in obtaining grants and special funding for ongoing maintenance and capital improvements for three camp properties. A bunkhouse renovation in 2018 better prepared our camp to accommodate Family Scouting and a diverse group of campers. In 2019, we secured more than \$100,000 for replacement of heating and air conditioning in the dining hall and the purchase of a new tractor to help with road maintenance, trail construction and mowing.

Over the past eight years, I obtained grants and special donations of more than \$500,000 to bring Camp Post into compliance with ADA standards and renovated the swimming pool and modernized the dining hall and kitchen (South Plains Council).

I consistently encourage staff to have an active role in unit and district programs and activities to maintain strong relationships and understand the needs of the volunteers in their respective service areas. We created a more effective mass communication plan for our council including; redesigned website, mass email, bulk mail and social media, which has led to better understanding and more attendance at council events, fundraisers, and camp programs. The reorganization of council and district level communication was designed with a customer focus in mind.

Leadership Style and Attributes

Proven success in **consensus building** among parents, leaders and board members. Through “town hall” meetings and “fireside chats”, we have successfully managed positive implementation of national membership standard changes in 2013 and the integration of girls into Cub Scouts in 2018.

Increased budget for hardware and purchased graphic design software to **support field staff interest** to design and distribute high quality promotional materials for council events.

Recognized the significance of **shared responsibility**; every staff person is given the opportunity to make decisions.

Proper “care and feeding” of volunteers at all levels of leadership will better position Units, Districts and the Council to achieve success.

Serve in Chief Executive Officer capacity; responsible for daily business operation and annual achievement of council goals and objectives.

Maximize staff talent and ability to **contribute to team success** by involving all 8 full time employees in staff meetings and council planning sessions.

Focusing on customer service and hosting “fireside chats” has helped to build consensus among volunteer leaders and council staff.

Always recognize the need to be genuine and sincere. Consider managerial courage a strong trait. **Tackle tough situations in a timely manner.**

Encourage team decision making. **Engage with units and local volunteers** to hear concerns and help structure council long term plans.

Able to understand both immediate and long-term consequences when making business decisions. **Maintain high level of transparency with staff** and key volunteer leadership to ensure all council resources are devoted to achievement of annual objectives.