

NATHAN BAIE – SCOUT EXECUTIVE

nathan.baie@scouting.org • (806) 241-0941 • nathanbaie.com

OBJECTIVE

My objective as a career professional in the Boy Scouts of America is to continue my service to Scouting serving as a Scout Executive of a Class G-400 council.

SELECTED ACHIEVEMENTS

STAFF DEVELOPMENT & LEADERSHIP

- Staff leadership in two councils in field service and program management. Recruit and retain high performing executives able to succeed in challenging district assignments. 20+ have been promoted to leadership positions in Scouting.
- In 2018, two South Plains Council staff were recognized, one as a Southern Region Top 100 and one was recognized nationally as a Top 25 performer during a trip to Disney World with Chief Scout Executive, Mike Surbaugh.

FISCAL MANAGEMENT AND CORPORATE GOVERNANCE

- Lead the council Finance and Endowment Committees to successfully identify new funding sources, reduce expenses and balance the operating budget ranging from \$900,000 to just over \$1,000,000 in 2017 and 2018.
- Board orientation and training is key to retaining quality leaders. Board also recognized as Gold in 2018 with the BSA's Chairman's Diversity Award.
- In 2011, better utilized limited staff talent and resources by initiating business relationship with external vendor, Jitasa in Boise, ID, to provide accounting services in Lubbock, Texas.

VOLUNTEER DEVELOPMENT & RELATIONSHIPS

- Visible and well-connected in the community; regular interaction with C-Suite executive boards in two councils. (Denver, CO and Lubbock, TX).
- Utilization of local resources; positive working relationship with Chancellor's Office at Texas Tech University provided opportunity to bring nationally known keynote speakers resulting in Friends of Scouts luncheons with \$50,000 annual gross revenue.

PROGRAM AND ASSET MANAGEMENT

- Successfully managed campaign to raise funds for council STEM education trailer. This mobile "Innovation Lab" will provide another resource in Lubbock for Scouts to earn the BSA NOVA awards and will be available to school classes and other community partners. Our council raised \$50,000 from grants and foundations in 2017 and 2018 to purchase and equip this trailer.
- Demonstrated good stewardship of council endowment fund by initiating the conversation to transfer endowment fund to new local bank trust department; (\$4M in December of 2017).

MEMBERSHIP GROWTH

- Implemented year-round membership plan in 2014 that includes strong participation from unit leaders, school Principals Breakfast and single join night within first three weeks of school.
- Consistent gains over last four years; consecutive membership growth in 2017 and 2018 including more than 200 girls (13%) in Cub Scouts.

NATHAN BAIE – SCOUT EXECUTIVE

nathan.baie@scouting.org • (806) 241-0941 • nathanbaie.com

- In 2018, the South Plains Council had total growth of 91 traditional youth members which reflects an increase of 4.2% over 2017 achieving growth for the 2nd consecutive year and earning the rank of 13th in Southern Region.
- Achieved 35.6% growth in March 2019 - Second highest in Southern Region.

FUND DEVELOPMENT AND REVENUE GENERATION

- Working with local grant writer, secured \$265,000 from grants and foundations to support capital improvements and fund new programs at Camp Post and Tres Ritos. (2016 - \$74, 100, 2017 - \$47,000 and 2018 - \$183,863).
- Annual Friends of Scouting Ask events help to not only raise funds for the council in three communities but also showcase growth in Scouting and increase positive community awareness. Council Friends of Scouting campaign exceeded \$200,000 raised in five out of last six years (2012-2018).
- Successfully turned around 5 years of declining popcorn sales (2010-2014) and have achieved a 41% increase in gross sales over the last 4 years (\$151,280 in 2015 to \$212,821 in 2018).

INTERNATIONAL SCOUTING

- Travel abroad, including participation in the German Scout Jamboree, Baden Powell Fellowship in Switzerland, a visit to the International Scout Center in Kandersteg, participation in the Canadian Dorchester International Brotherhood Camporee and the 23rd World Jamboree in Japan, has allowed me the opportunity to experience the impact that Scouting has around the world.
- As Messengers of Peace, a contingent from the South Plains Council went to Costa Rica in the fall of 2014 on a cultural exchange trip and worked with local scouts to complete over 30 hours of service work in the Santa Elena Reserve, (Rain forest in Monteverde, Costa Rica).

EMPLOYMENT

Scout Executive – South Plains Council	September 2010-Present
Director of Support Services – Denver Area Council	January 2009-September 2010
Field Director – Denver Area Council	April 2005-December 2008
Director of Camping Services - Denver Area Council	March 2003-April 2005
Program Director - Denver Area Council	November 1998-March 2003
District Director - Denver Area Council	April 1996-November 1998
District Executive - Denver Area Council	February 1994-April 1996.

EDUCATION

Bachelor of Science-Political Science, University of Missouri – Columbia, 1993

OTHER ACHIEVEMENTS

Eagle Scout • Vigil Honor Member & Founders Award Recipient, Order of the Arrow • BSA Professional Circle • Wood Badge Trained • Earned 3rd Bead for NYLT Staff • James E. West Fellow • Venturing Leadership Award • Member Association of Fundraising Professionals • Wilderness First Aid Instructor • Venturing Leadership Award • International Scout Award • Africa Scout Foundation Member • Baden Powell Fellow

Updated May 2019