

CAREER OBJECTIVE

Provide enthusiastic, passionate leadership serving as the Assistant Scout Executive of the Pathway to the Rockies Council, with a long-term vision of growing the Council membership base. Work in sync with the Council Board, volunteers, and staff helping to enhance the Council's image as one of the most efficient and respected non-profits in the community.

BACKGROUND

Leadership and management experience in two small, one mid-size and two major metro councils has resulted in the capability to manage resources in fast-paced, production-oriented environments to meet the needs of extremely diverse communities, with an excellent record of staff leadership. Have consistently exceeded district and service area expectations, with an excellent record of membership growth, fundraising, commissioner guidance, volunteer recruitment, incident report handling, and staff leadership accomplished through an ability to manage and motivate top quality volunteers. 12 years resident camp experience.

SELECTED PROFESSIONAL ACHIEVEMENTS

Career Highlights: I have been honored to achieve goals to strengthen the councils and the communities I served, earning multiple awards and promotions in councils served.

- Managed a two year merger process, serving as SE in two Councils in a fast-pace environment, uniting two boards and administering hundreds of merger projects, all while overcoming obstacles.
- Guided the High Desert Council to build a strategic plan that focuses on membership, money, and manpower.
- Managed one of the Country's top ScoutReach programs, Unidos Prosperamos, in El Paso.
- Consistent focus on delivering a safe program and detail-oriented handling of Incident Reports.
- Recognized in 2015 as the Orange County Council's Rising Star at Top Hands.
- Awarded the Denver Area Council Lamp Lighter Award in 2008. This award is voted on by previous award recipients and is given to the staff member who best exemplifies the qualities of a leader.
- Awarded the Denver Area Council Goldpanner Award in 2007. This award is selected by the Scout Executive and his cabinet for top performing executive of the year.

Fundraising: Skilled fundraiser with a record of consistent goal achievement including Friends of Scouting, product sales, and special events.

- Grew the combined Council popcorn sale by almost 200K in 2024.
- Served as the interim development committee staff adviser in Pacific Skyline Council. Shifted the mindset of the committee to redefine both their roles and what constitutes a major gift.
- Part of the Pacific Skyline leadership team that consistently balanced the council budget from 2018 to 2022.
- Coordinated with a team of three staff in the Orange County Council's specialist model to raise 2.8 million dollars through three campaigns in 2017 – FOS (including special events), popcorn, and adventure cards.

Volunteer Relationships: Achieved success by engaging high caliber business and community leaders in council and district responsibilities. Outstanding experience in volunteer recruiting, motivation, and leadership have resulted in a very strong record.

- Experience working with 50+ board members to achieve various Council and Committee objectives.
- Experience recruiting and leveraging Council Commissioners and membership committee chairs, among others.
- Earned Quality District or Journey to Excellence in every district served or supervised since 2007, including Council Gold in 2019.

Membership: Working with strong membership volunteers, have achieved membership growth in every assignment with enthusiasm and diligence.

- Consecutive years of growth in the prior Yucca Council.
- Staff adviser to the Family Scouting committee since inception in Pacific Skyline Council, ensuring yearly growth.
- Recruited more new Bay Area traditional families to Scouting in 2021 in a partial lockdown than 2019, pre-pandemic.
- Achieved council traditional growth in 2018 and 1.1% total growth in 2019.
- Achieved 76% council retention in 2018 and again in 2019.
- Achieved membership growth in my service area every non-pandemic year since 2006.

Staff Development: Through coaching, team building, and leadership, managed staff to exceed desired results in all areas of assignments.

- Over the years, have managed an ethnically and age diverse staff to successfully achieve goals.
- Able to create engaging, collaborative environments that encourage employees to do their best through teamwork.
- Skilled at interviewing and onboarding both professional and part-time employees.
- Handled logistics and program implementation for multiple growth and professional conferences.

EMPLOYMENT HISTORY

2022-Present HIGH DESERT COUNCIL ALBUQUERQUE, NM

SCOUT EXECUTIVE - Work with a team of 50+ board members and 15 staff to unite two Councils in a merger. Working in a largely Hispanic area, found the things that unite us to make the Council stronger. Managed very scarce resources to drive membership, improve fundraising events, and motivate board members to common goals. Handled HR and management issues for a staff of 15. Worked with the volunteers to significantly raise popcorn revenues. Improved Council website. Staff adviser to the executive board, strategic planning committee and budget committee.

2018-2022 PACIFIC SKYLINE COUNCIL FOSTER CITY, CA

ASSISTANT SCOUT EXECUTIVE - Manage, coach, and mentor four executives serving the vast majority of the San Francisco Peninsula. The council is currently comprised of 4,200 Scouts and 150 units. Drive production from a team of seasoned professionals that oversaw the rebuilding of the council post-Covid. Worked with volunteer committee to successfully implement a program fee. Work as part of a leadership team that manages a \$2.47 million dollar budget. Served as staff adviser to the following committees: Membership, FOS, Commissioner Corp, Family Scouting, and Program Fee. Helped mold the staff into a smooth-running machine. Handled interim responsibilities for the Development Director in 2021 and gained some facility management training.

2014-2018 ORANGE COUNTY COUNCIL SANTA ANA, CA

FIELD DIRECTOR AND FUND DEVELOPMENT FIELD DIRECTOR - Managed, coached, and mentored three executives serving the largest service area of the Orange County Council, overseeing 7,000+ Scouts and 250 units. Assisted with the implementation of the council's specialist model. Developed and led staff training conferences on fundraising. Responsible for completion of \$1.2 million in FOS goals, \$1.3 million in popcorn goals, and \$400,000 in adventure card goals. Staff adviser to the advancement committee, which was guided to design and implement a Merit Badge Day Program that enhanced the quality of Unit Merit Badge Days. Developed a Unit Finance Guidebook, a resource for all units to assist with their fundraising programs.

2011 – 2014 DENVER AREA COUNCIL DENVER, CO

FIELD DIRECTOR - Managed, coached, and mentored seven executives serving 8,000 youth and 2,500 adults in the Denver Metro Area. Developed and led staff training conferences on fundraising, membership, and new unit development. Achieved the vast majority of membership and finance goals. Served as co-staff adviser to popcorn sale and Council Commissioners. Certified as a Human Capital Coach, Coach Training Alliance, Co-Creative Leadership Course.

2005 – 2011 DENVER AREA COUNCIL DENVER, CO
TEAM LEADER, DISTRICT DIRECTOR, SENIOR DISTRICT EXECUTIVE, DISTRICT EXECUTIVE

EDUCATION

Academic: Master's and Bachelor of Arts, Communication. Bachelor of Arts, Journalism. University Northern Colorado.
BSA: 1st Time SE orientation, SLE 1 and 2. People Management 1, 2, and 3. First Time Staff Leader Orientation. PDL 1, 2, and 3. Total Quality Management. National Camp School Management and Wood Badge trained.

ACTIVITIES AND INTERESTS

Eagle Scout, OA Vigil, Past University Hills Rotary Board Member (Sargent-at-Arms), ATV Safety Instructor, Hold a Ducktorate Degree from Disney University, earned as an Intern. Enjoy walking, swimming, E-Biking, and playing pickleball and racquetball.
