

## Recommendation for Russell Etzenhouser, Scout Executive for the Greater Niagara Frontier Council

It is with pleasure that I write this recommendation for Russell Etzenhouser.

I am an Executive Board member for the Greater Niagara Frontier Council and am currently serving as the Vice President for Membership. I have worked with Russell for the past 3 years in this capacity, and previously was the VP for Strategic Planning.

Russell has been a wonderful addition to our Council. I think his most important quality is his ability to work with all of the volunteers in the Council, not just the Executive Board. He has mentored volunteers, listened to their ideas, and been available at many functions involving Council, District and Unit volunteers.

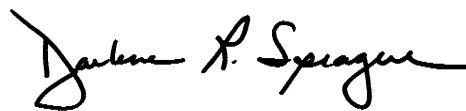
In my role as Membership Chair, I have found that Russell is excellent in obtaining the right data, and is able to present it in a format that makes it easy for us to see a path forward. We have been successful in creating a plan that encompasses all the legs of membership: growth in units, growth in members and unit retention. His work with the Program Chairperson and the Council Training Chair has helped us with our youth retention. The Council Commissioner has worked hard to improve our unit retention. With the exception of the last year, Russell has served as the advisor for the Membership, Program and Commissioner functions.

In the past two years we have focused on the recruitment of Tigers and Cub Scouts. In 2015 we were successful in recruiting more Tigers and Cub Scouts than we have recruited in the past 5 years. His guidance in providing a focus in this age group, will give us the best advantage for growth.

I should talk a bit about his management of the professional staff. We have had some new staff additions, due to some of them getting promotions to other professional opportunities. Russell has made some excellent additions to the staff. The energy in the office is infectious. The staff works as a team, helping each other out. It is really refreshing.

I know by writing this recommendation for Russell, we may be losing him in our Council, but he truly is a great leader and any council would do well with him as their CEO. He is able to handle all aspects of the Council and be successful.

Sincerely,

A handwritten signature in black ink, reading "Darlene R. Sprague". The signature is fluid and cursive, with the first name "Darlene" being more prominent and the last name "Sprague" following in a similar style.

Darlene R. Sprague