



# BOY SCOUTS OF AMERICA®

## SOUTHERN REGION

March 22, 2016

The Scout Executive Selection Committee  
Narragansett Council  
Boy Scouts of America  
10 Risho Avenue  
East Providence, RI 02914

Ladies and Gentlemen,

It is my honor and privilege to write to you in support of Russell Etzenhouser as your choice for your next Scout Executive. I served as Russell's Area Director during his time as Director of Support Service and Director of Field Service in the Circle Ten Council.

I have watched Russell work easily and successfully with top community leaders. Once such person was former Texas Governor and Deputy Secretary of Defense William Clements. Governor Clements has his name on Circle Ten's largest camping property appropriately named the "Clements Scout Reservation". In his declining years, Governor Clements was very critical of the camp and its maintenance. As the new Director of Support Service, it fell to Russell to execute a turnaround in the condition of the camp property and repair the relationship with Governor Clements and his family. Russell performed both major tasks well and turned around what could have been a very embarrassing situation for the council.

As Director of Field Service, Russell had a significant number of staff in his reporting structure. Not only did he lead Circle Ten to growth and a very high level of performance in Friend of Scouting, he maintained a great relationship with his direct reports. Russell was a very well respected and well liked staff leader.

I have always found Russell a man of his word and of the highest character and reputation. He does the right things for the right reasons and his integrity is beyond reproach. I have also found him to be a tactician. Russell helped plan, develop and execute a major realignment in the council service model. That plan successfully thrives today.

I can think of no finer choice for a Scout Executive, staff leader or the face of Scouting in your community than Russell Etzenhouser. It is an honor to share my thoughts with you.

Yours in scouting,

W. Robert Hofmann  
Area Two Director

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