



National Order of the Arrow Committee

To Whom It May Concern:

Subject: Recommendation for Russell Etzenhouser

Russell and I, have known each other since he was recruited to Dallas and the Circle Ten Council as the Director of Camping. At the time I was Chairman of the Camp Program and Facilities Committee as part of the Camping Committee. We worked together very closely for several years and made some major changes in the camping program at our four Circle Ten camps.

I then became Council Commissioner just after Russell had become Director of Field Service for Circle Ten. In that timeframe Circle Ten decided to conduct our first Re-Districting of all the districts that had not been done in over 30 years. The districts were very lopsided with some extremely large districts serving over 140 units and some with less than 40 due to the growth in the Dallas Ft Worth area. Russell was the staff adviser for that committee and did a masterful job of helping with the sanity of that process...We went from 19 traditional districts to 23 traditional districts. There were only 4 districts left untouched by some sort of boundary change. I personally think that Russell's extensive program background helped him deal with all the personalities that were emotionally attached to their districts. We had issues but worked through those and because of the process had as few as possible true issues with such a massive change due to how Russell handled the changes.

We worked together on everything from creating an Annual Retreat for our District Commissioners, to revising the training, to creating a succession plan for District Commissioners where we were trying to change the culture of our Commissioner staff. We had a few District Commissioners that had been in the same job from 10 to 18 years. We split our 23 Districts up into 5 service areas with Field Directors in each of those managing the District Executives in the various districts. With approximately 56,000 youth (40,000 Traditional Scouts) and 16,000 adults in Circle Ten, the largest Council Endowment in the nation, and approximately 5000 acres in four camps, we have our challenges with managing the people and resources.

Russell is an exceptional leader and one of the most intelligent folks in the BSA today but you would not necessarily know that at first glance because of his modest demeanor and his ability to work with everyone from the Parent of a Cub Scout to the Corporate Executives of major corporations. His many years of working on Summer Camp staffs as a youth to working with volunteers in the various Program areas to Executive Board Rooms has also given him a tremendous knowledge of working with all sorts of volunteers. He has a wonderful family and I would strongly recommend him as Scout Executive. If you have any questions please call my cell phone at (972) 740-7350.

Sincerely,
Matt Walker

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