



Michael M. Meyers

35 Long Ave

Hamburg NY 14075

March 26, 2016

Russell Etzenhouser

Dear Sir or Madam,

I am extremely happy to recommend Russell Etzenhouser for the position of Scout Executive.

He has been a valuable asset to the Greater Niagara Frontier Council. He has a great ability to lead, and immense amount of organizational fortitude. He is great at all he does. He has brought about great changes that were desperately needed at our Council.

As an executive board member, and Past President of the Council, I was involved in bringing Russell to the Greater Niagara Frontier council. We became fast friends as he used every resource available to learn about the Council, and its needs. I often served as counselor, Mentor, confidant, and student of Russell. I found him very responsive to the needs of the Council. He is well liked, and receptive to the needs and wants of the local volunteers.

Russell's ability to analyze the needs of the Greater Niagara Frontier council, and deliver the results we needed has been a great accomplishment. We knew we needed someone who was fiscally responsible, with an ability to fine tune our staff into a cohesive team of productive youth serving executives. His ability to find the right members to fill out our staff, and to mentor them to success has been amazing. He has a great understanding and knowledge of the workings of the Boy Scouts of America at all levels, and has been successful in finding and bringing resources back to our council. This has continued to strengthen us, and make us successful deliverers of the Scouting program. If Russell encounters an area where he lacks knowledge, he is quick to search out others to help, and learn in the process for future use. Russell is well respected in our Region and quite frequently is tapped to teach others.

Understanding that Russell has many strengths, and has a great ability to find the resources or help in any areas of challenge. I wholeheartedly recommend him in any Promotion that he may deserve, as he has brought about great success to us, and great honor and respect to himself in the process as well. I am available for further dialogue or questions at the enclosed points of contacts.

Yours in Scouting,

A handwritten signature in black ink that reads "Michael M. Meyers".

Michael M. Meyers