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March 23, 2016

Scout Executive Selection Committee  
Narragansett Council  
Boy Scouts of America  
PO Box 14777  
10 Risho Avenue  
East Providence, RI 02914

RE: Recommendation of Russell Etzenhouser

It is my pleasure to recommend Russell Etzenhouser to you as your next Scout Executive. I had the pleasure of working with Russell while I was on the Executive Board at Circle Ten Council in Dallas, TX and Russell was first our Director of Camping and then later was promoted to Director of Field Service.

As Camping Director he started the process of improving and updating all four of our camp properties and growing the camping program. His success in dealing with volunteers, camp staff and other professionals led to his promotion to Director of Field Service, the number two position in one of the largest councils in the country.

Russell was highly successful in his role a Director of Field Service. While recognizing that all Scouting is a combined effort, the professionals at the top of the council are responsible for guiding those efforts. During each year of Russell's tenure at Circle Ten the council achieved:

- JTE Gold status
- Membership growth including growth in multi-cultural areas
- Successively higher FOS goals

Russell was intimately involved in the design, creation and implementation of our Council's strategic plan. He grew and developed an excellent staff of District Executives and Field Directors by hiring the right people, training them to grow membership, manpower and money. Several of his hires have gone on to also be Scout Executives.

Russell's mature and steady demeanor have served to inspire volunteers and professional alike to grow Scouting in Circle Ten Council. He left here with many friends who admire him for his competency and friendship.

Russell and I also worked on a specific redistricting project together. Starting in March 2011 he and I lead a group of volunteers from each of the Council's 19 districts in redrawing the boundaries to make 23 districts. We were able to accomplish the goal, with the unanimous recommendation of the volunteer committee members, in time for approval by the Board at their May Board Meeting. This was considered remarkable by the volunteers because Districts are

second only to camp properties in the inspiring loyalty from volunteers. Russell's steady hand in guiding the group led to a successful completion of the project ahead of the expected deadline.

You could not make a better choice than Russell as your next Scout Executive.

Yours in Scouting

A handwritten signature in black ink, appearing to read "Patrick Adams".

Patrick Adams  
Dallas, TX