

205 Park Club Lane
Buffalo New York 14221

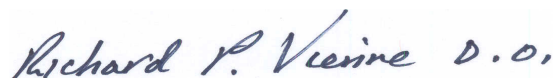
Dear Members of the Western Los Angeles County Council BSA Selection Committee,

I have been asked to provide a letter of recommendation for Russell Etzenhouser for the position of Scout Executive at your Council. I have had the great pleasure of knowing Russell the past 4 years, first as a Board member, then VP to the Board and now as Council President. Russell has performed wonderfully in all capacities of the position, especially having inherited difficult circumstances upon starting. Financially, the Greater Niagara Frontier Council had some serious issues for which Russell worked hard, with the Council staff and Board, in overcoming these hurdles and putting our Council back on solid financial ground. Staff morale was affected by these circumstances as well as staff job performance. Russell had made it a point to address this culture. He worked to recruit, train and lead in the process of the formation of a solid Council staff team. I am proud to say that in my years of experience with the Council, we are at a great place due to these efforts. You can feel the change in the environment where there is great energy and enthusiasm among all for our programs.

Russell has also been very visible in the community. Whether interacting with Board members, potential donors, Scout leaders/Scouts, and community leaders Russell is articulate about our programs, professional in manner and collaborative in engagement. He is very prepared and has a great grasp of potential win-win opportunities. He works hard toward meeting our goals by collaborating with key stakeholders. He understands the strengths and weaknesses of our programs and has constant attention toward moving the JTE dials and creating excellence in our programs. We have a renaissance for Scouting in the City of Buffalo, a greater enthusiasm for Scouting in our other Districts and development of new Exploring programs due to the efforts of Russell, the Council staff and volunteers. I know Russell would be very humble if he read this, as he would be quick to credit the efforts to others however it is through his competence and effectiveness as a leader that we have accomplished these things.

I have to admit that this is a tough letter for me to write as I consider Russell a close friend to me as President of the Council Board and I have enjoyed working with him these past couple months of my Presidency. He is the complete package that a Council would expect of its Scout Executive but I am one to always be transparent and given my knowledge of Russell, he would make an excellent candidate! Please feel free to reach out to me if needed.

Sincerely Yours in Scouting,

A handwritten signature in blue ink that reads "Richard P. Vienne D.O.".

Richard P. Vienne Jr. D.O. C.P.E
Council President GNFC BSA

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