

Scouting America

Scout Executive Letter of Recommendation for

Mr. Bill Lawrence

It is my honor and privilege to recommend Bill Lawrence for the position of Scout Executive. Bill is a superb administrator and an effective communicator. He is clearly aligned with Tidewater Council's current Scout Executive's priorities and completely dedicates his efforts to and loyally executes those priorities, which emphasize (youth and adult) membership growth as well as strong finances and balanced budgets. But not only that, he knows and is superbly talented at bringing the fundamentals of Scouting to the youth of the Council. Bill has many strong attributes and characteristics that make him ideally suited for a Scout Executive position.

Bill is friendly, approachable and very easy to get to know. I have known Bill since the summer of 2021, when I spent the week with him at Summer Camp; he, in his role as Assistant Scout Executive, and me, in my former role as Chartered Organization Representative for two of our Council's units. I previously only knew him in passing as our Assistant Scout Executive, but during the course of that week, I got to know him far better and came to have a strong appreciation for his knowledge and style. He is genuine, down-to-earth, enthusiastic, fun and always employs a positive, forward-looking approach to any challenge that arises.

Bill is a seasoned Professional and a Scouting subject matter expert. His knowledge of Scouting policy and procedure is unmatched, and he is the "go-to" Professional in our Council when challenging situations arise and questions need to be answered. Since that summer of 2021, my scouting relationship, as well as a personal friendship, has blossomed into our relationship as Assistant Scout Executive and District Chair today. I have now been one of our Council's District Chairs for the past two and a half years and upon being elected to that position in December 2022, the incumbent District Executive made the decision to abruptly leave her role as a Scouting Professional. In an effort to see this new District Chair succeed and to continue to seamlessly serve all Scouts and Scouters in the District, Bill threw himself into the breach and was the Acting District Executive for the entirety of 2023, as Council leadership worked diligently to find a

replacement. On numerous other occasions over the past few years, I have witnessed this same enthusiastic and unhesitating willingness to address any resource shortfall in our Council.

Bill is a talented and unique leader. As Assistant Scout Executive, Bill flawlessly manages and leads a staff diverse in age, gender, ethnicity and Scouting background. He has done a marvelous job putting the right Professional in the right place to ensure the success of the Scouting program in Tidewater Council. When my District's new District Executive, a strong administrator and an enthusiastic leader, but without any significant Scouting background was hired in late 2023, Bill not only dedicated his time and effort to bringing this new Professional up to speed, but he included me in that mentoring and growth process, which was a significant encouragement to me and really got the relationship with this new Scouting Professional off on the right foot. As a retired naval officer of 24 years of active service, I have seen varied leadership styles and the effectiveness of them for the positions held. Without a doubt, Bill's leadership style is ideally suited for his current role in Scouting and will definitely serve him well as a Scout Executive.

In summary, these traits and many others will make Bill a superb Scout Executive. His departure from his current position as Tidewater Council's Assistant Scout Executive for a full Scout Executive position would be the Council's (and my personal) loss but would be a huge gain for the Scouting America movement. Bill has my highest endorsement for the Scout Executive position he is seeking.

Steven J. Bowser

Three Rivers District Chair

Tidewater Council

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