

Richard D. Christ

Assistant Scout Executive, Lehigh Valley, PA

Objective Short-term career objective is to serve as Scout Executive for a class 400 council. Long-term career objective is to serve as Scout Executive for a class 300 council or larger.

Strengths Demonstrated strengths in fundraising, camp operations, membership, staff leadership, strategic planning, volunteer engagement and recruitment, office operations, Scoutreach and organizational skills.

Selected Achievements

Fundraising/Fiscal Management As Assistant Scout Executive in Lehigh Valley, increased annual fundraising by more than 18% from \$1,291,955 to \$1,529,181 over a three year period. Increased the distinguished citizen dinner by 34% from \$287,902 to \$386,075 and net contributions to our annual golf events by \$48,000. Raised \$650,000 during the capital campaign for camp related projects. While Director of Support Services in Philadelphia, organized the council's first camp card sales program resulting in \$16,000 net profit in the first year. Created a financial summary sheet realigning internal cost centers and group codes to match our monthly statement of operations. This summary report helped identify the true financial picture of the council by program/activity. Provided leadership in development of budgets in both councils, and organizing annual Volunteer Budget & Goal Setting meetings. Directly responsible in balancing annual operating budgets in both councils (Lehigh Valley, \$3.5 million and Philadelphia, \$5.5 million).

Camp Operations Increased "in-council" total resident camp attendance from 1,149 to 1,316, an increase of 14%. Grew gross camp revenue (summer and year-round) from \$1,149,900 to \$1,249,804, growth of 9%. While serving as Director of Support Services in Philadelphia, recruited over 70 volunteers and created a master site plan for the renovation of Musser Scout Reservation (three camps). Formed functional committees for both camping and properties, and developed program and financial plans to begin Cub Scout Summer Resident Camping, resulting in over 500 youth attending after just two summers. Turned around a revenue losing camping program in Philadelphia, from losing \$141,811 in 2009 to generating a profit of \$84,020 after two summers. Served as resident camp director for four summers at Trexler Scout Reservation and Business Manager for three resident camps operated by Lehigh Valley over two additional years.

Membership In Lehigh Valley as Director of Field Service, created a comprehensive twelve month membership and marketing plan resulting in maintaining a strong traditional membership density of 26% in Cub Scouting and 21% in Boy Scouting. Coordinated efforts with other staff members securing over \$100,000 of donated media support resulting in over 21 million local impressions. Assisted with the re-emphasis and revitalization of the Exploring Program growing by 43% over the past three years. Reorganized Scoutreach program, increasing membership from 143 to 517 over a two year period as Scoutreach Director. Increased both traditional and Learning for Life enrollment by 11% while serving a rural district as District Executive and increased traditional membership by 14% as District Director in a rural/urban area covering three counties.

Office Operations Completed plans for two Scout council office re-designs as part of capital campaigns in both Lehigh Valley and Philadelphia. Created a functional assignment list for all office and field staff responsibilities in Lehigh Valley and Philadelphia offices. Established a new employee orientation and mentor program for both councils and created a new employee handbook for staff in Philadelphia. While in Philadelphia, realigned office staff and streamlined office operations for two service centers to become more efficient and redirect resources to programs.

Quality Program Assisted with the implementation of a Continuous Quality Improvement program in Lehigh Valley, impacting all aspects of council operations. Implemented the BSA's first required training program for unit leaders, resulting in 92% of Direct Contact Leaders trained, ranking council as #1 in nation along with helping increase our annual youth retention rate to nearly 75%. Increased total number of Commissioners serving units by 10% as Director of Field Service resulting in higher camp attendance and advancement rates. Achieved Gold or Silver status in JTE each of the last two years and grew annual point total to 1,700. Recognized as an "elite" council for surpassing national benchmarks for satisfaction, email penetration and response rate in Voice of the Scout. Organized the first strategic plan in over ten years for Philadelphia.

Employment History

Assistant Scout Executive, Lehigh Valley, Pennsylvania

April, 2012 to present

Position includes responsibility for all council fundraising efforts totaling over \$1,529,181 in 2014 through special events, endowment, foundations, major gifts, United Way, family friends of Scouting and twelve community events. Provide direct supervision to four support staff members, one Major Gifts Director and one Director of Camping. Responsible for \$3,000,000 of the council's annual budget. Recruited top business leaders (U.S. Senator and two Fortune 500 CEOs) to serve in key fundraising roles for the council. Finalizing a Council Development plan to assist in future fundraising efforts. Assist with several council committees including: Finance, Endowment, Governance, Investment, Property & Assets, Executive and Advisory Boards, and Council Key 3.

Director of Support Services, Philadelphia, Pennsylvania

May, 2010 to April, 2012

Responsibilities included oversight to 11 support staff members, one Council Program Director, two full time Camp Rangers and over 250 seasonal summer camp employees at two Scout Reservations. Total Support Service gross income in excess of \$1,500,000 annually. Recruited over 70 volunteers to create multiple committees which include: Camping, Properties, Strategic Plan, Camp Card and Quality Program Committees. Created an inventory of all council assets and oversaw the sale of three land parcels resulting in \$1,250,000 of revenue to the council. Raised \$105,000 annually through the Executive Board FOS Campaign and an additional \$10,000 annually for summer campership programs.

Director of Field Service, Lehigh Valley, Pennsylvania

June, 2008 to May, 2010

Worked with one Field Director to deliver Scouting to eight districts. Responsible for 10 field staff members and over 30 part-time paraprofessionals delivering Urban Programs. Total council membership just under 18,000 as of 12/31/2009. Worked with council volunteers and staff to increase Family FOS from \$219,437 to \$259,769 with over 40% of families participating in the campaign. Lead the staff in a district committee member recruiting campaign resulting in over 50 new committee members over a two year period. Organized the council's annual popcorn sale grossing over \$1,100,000 annually and increased gross sales by \$55,000. Gave direction to several council committees including: Popcorn, Commissioner Staff, Membership and Scoutreach.

Director of Support Services, Lehigh Valley, Pennsylvania

May, 2004 to June, 2008

Gave direction to eight office staff members, two full time Camp Rangers and 200 seasonal summer camp employees. Successfully developed and balanced \$1,100,000 gross camping and service center budgets annually and provided direction to three summer resident camping programs (Two Boy Scout and One Cub Scout), camping over 3,000 campers each summer. Assisted our Capital Campaign in both raising funds and developing projects from plans to construction. Responsible for development of all camp promotion and marketing materials which included brochures, videos and presentations. Identified high potential camping units and recruited a camp promotion team of 27 volunteers with camp knowledge to make presentations to the high potential units. Worked with several council committees: Camping, Properties, Aquatics, Shooting Sports, Philmont, Risk Management and Camp Promotion.

Scoutreach Director, Lehigh Valley, Pennsylvania

January, 2002 to May, 2004

Responsible for inner city programs in Allentown, Bethlehem, and Easton serving a variety of ethnically diverse populations (Latino, African American, Asian and Syrian). Recruited over 20 local community leaders (Mayors, Top Business Leaders, School District Superintendents, etc.) to organize three Scoutreach Implementation Teams. Recruited over 15 new site coordinators (Teachers, Local Business Leaders, etc.). Developed a Commissioner Corps and Mentor Unit program to help deliver a quality Scouting program to our urban units. Through quality program measures, we experienced balanced membership growth annually and grew membership from 143 youth in 10 units to 517 youth in 23 sites. Also responsible for several council level activities such as Scouting For Food, NESAs, Gathering of Eagles, and annual Eagle Scout Recognition Dinner.

District Director, Lehigh Valley, Pennsylvania

August, 2000 to January, 2002

Provided leadership to the largest district within the council, covering nine school districts. Increased Traditional membership by 14% and served 89 units. Restructured the Family FOS campaign, increasing donations from \$25,000 to \$45,000. Organized several Community FOS campaigns/special events totaling \$15,000 annually. Supervised one District Executive.

District Executive, Lehigh Valley, Pennsylvania

September, 1998 to August, 2000

Served a district of 54 units and 2400 youth throughout four school districts in Monroe County. Helped organize annual fundraising dinner raising \$28,000 and increased the Family FOS campaign from \$16,000 to \$26,000 in two years. Increased Traditional and Learning for Life membership within the district by 11%.

Education

East Stroudsburg University, Pennsylvania, Bachelor Degree in Recreation & Leisure Services Management, Outdoor/Environmental Management (1998)

Gallup University, "Great Managers Program" (2002)

Personal

Eagle Scout, Brotherhood Member of OA, James E. West Fellow, Wood Badger, and Pack 103 Cubmaster. Involved with community partners such as Chamber of Commerce, United Way and Kiwanis. Active in church, chairing annual festival, coaching baseball and chaired the most recent strategic planning process for our regional school. Married for 11 years with 2 children. Interests include hiking, camping, biking and spending time with family.