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June 7, 2017

South Texas Council  
700 Everhart Terrace  
Building A  
Corpus Christi, Texas 78411-1939

Attention: South Texas Council Executive  
Selection Committee

In Re: Mr. Martin “Marty” Sepulveda

Ladies and Gentlemen:

It is with great pleasure that I commend to your consideration of Mr. Martin “Marty” Sepulveda for the position of Scout Executive.

During the years 2011 and 2012, I had the honor and privilege of serving as President of South Texas Council. And while I had known and worked with Marty Sepulveda prior to that time, it was during those years as President that I became acquainted with his selfless nature and cooperative leadership style.

Until his untimely death in an automobile accident on December 1, 2012, South Texas Council was fortunate to have Mr. John Beauregard as its Scout Executive. At least a year before his death, however, John had begun to experience kidney failure. Until he received a kidney transplant during the summer of 2012, his only option for survival was lengthy dialysis twice per week. Following John’s kidney transplant, it was approximately October 2012 before he returned to full duty.

While John Beauregard always served South Texas Council superbly well, both he and I came to rely heavily on Marty Sepulveda during that time when John was simply unable to fulfill all of his responsibilities as Scout

Executive. Through their shared leadership, the Council continued to operate smoothly and efficiently. As an Eagle Scout from South Texas Council and then as a professional, there was never any doubt as to Marty's loyalty and his desire for the success of our Council.

At the very end of my tenure as Council President, John Beauregard was taken from us. Officially, the Area Director became the interim Scout Executive. Nevertheless, under the tutelage of the Area Director, it was Marty Sepulveda and his leadership that made for a seamless transition until a new Scout Executive could be selected.

Another example of Marty's leadership was his service during the same time as Camp Director of our beloved Camp Karankawa. Several of the programs in existence at Camp K today were implemented under the leadership of Marty Sepulveda and with the full confidence of John Beauregard.

In closing, I would submit that even though Marty Sepulveda has served professionally in other councils, there is no doubt in my mind that his heart is here in South Texas Council. Without reservation, I am pleased to commend Marty Sepulveda to your consideration.

Very Respectfully,

Martin J. Chiuminatto, Jr.

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**MATTHEW R. RODRIGUEZ**

June 8, 2017

## Letter of Reference for Martin Sepulveda

It is my sincere honor and pleasure to provide this letter of reference for Mr. Martin "Marty" Sepulveda in connection with his service as a professional Scouter with the Boy Scouts of America. I have served on the Executive Board and as an officer of the South Texas Council, Boy Scouts of America for many years, and I have served as a Scoutmaster of Troop 3 in this Council for six years. During that time, I had the pleasure of working directly with Marty in a number of specific capacities, which afforded me numerous opportunities to observe his dedication to Scouting, his professional demeanor, his responsibility to those under his direction and for whom he was responsible, and his ability as a professional Scouter.

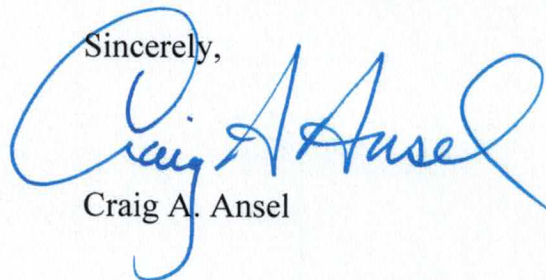
During my tenure as a volunteer Scout leader, I had numerous opportunities to observe and work with Marty in "on the ground" Scouting experiences. Marty served in a variety of roles over the years at Council summer camps and camporees which my Troop and I attended, and he always provided an excellent, well-organized and well considered program for our Scouts. He and his team of professionals and volunteers were well-trained and prepared for the planned activities and the unexpected contingencies that invariably arise when dealing with enthusiastic and somewhat unpredictable young men in the field. When the program and activities were running smoothly, Marty was enthusiastic and engaging, and a great motivator for those participating in the activities. He is a great cheerleader for the Scouts and Scouters and he supplied the energy and the forethought for many great experiences. Conversely, when difficulties arose, such as injuries to Scouts, disputes among leaders or Scouts, or other impediments to a smooth program, Marty was calm, efficient, reasonable and effective in dealing with the immediate needs of the individuals involved and he worked with others to initiate and provide solutions to reduce the likelihood that the problems would reoccur.

As a member of the Council Executive Board and the volunteer chairman for Council Friends of Scouting fund drives and Distinguished Citizen Award Dinners over a number of years, I had the opportunity to work directly with Marty and other members of the Council staff under his direction in conducting these crucial fundraising activities. First and foremost, Marty took his responsibilities extremely seriously in this regard. He was always well-prepared for every meeting, provided strong leadership from the staff perspective, ensured that the Council personnel had details handled in a manner which enhanced the fund-raising activities, and provided encouragement and thoughtful follow-up after the activities were concluded to plan for even more successful events in the future.

In particular, Marty is very forward-thinking and not bound by "the way we've always done things in the past" when it comes to planning activities. The Council had always conducted a traditional "I See Five" Friends of Scouting campaign which depends on gathering many volunteers to select cards of prospective donors on whom to call to solicit donations. Marty realized that this method was very labor and volunteer intensive, and it lacked continuity and follow-through when the volunteer base changed from year to year. Marty developed and proposed to the volunteer committee the concept of an annual Friends of Scouting Breakfast with table hosts who invited their own prospective donors, coupled with an engaging and interesting guest speaker who would provide a "draw" for local individuals and businesses to attend the event. This approach has significantly increased the participation in the Friends of Scouting campaign and it has provided an excellent avenue for sharing the story of Scouting to a great number of community leaders and others who might not have any other exposure to Scouting. Through Marty's insight and leadership, and his initial involvement in developing this process for our Council, the Friends of Scouting Breakfast has become one of our signature fundraising events and a wonderful method of advancing Scouting here.

Finally, in my experience, Marty has always worked extremely well with his professional staff. Other professional Scouter and office administrative personnel have always spoken highly of Marty in my presence and they appear to be genuinely supportive, responsive and willing to work with him to advance the cause of Scouting in the Coastal Bend. Marty is a natural leader and people respond well to his leadership. I recommend Marty wholeheartedly and without reservation for positions of advancement within Scouting because he is a credit to the uniform he wears and ultimately exemplifies the character and values inherent in the Scout Oath and Laws. I would be more than pleased to discuss any other questions with respect to Marty's qualifications.

Sincerely,



Craig A. Ansel

Members of the Scout Executive Selection Committee:

Marty Sepulveda was the Staff Advisor to the SHAC Eagle Scout Association when I was Chairman. He made a very strong positive impression on me from the beginning. Although we had come across each other as youth officers from different OA lodges, we would now be working together toward a common goal. We found that we had the same vision for the SHAC-ESA, which was to engage adult Eagles to make a difference in their local community through Scouting, thereby having a direct impact on the Council and Districts.

We had many opportunities for collaboration and I always found Marty to be mature, professional and creative. He always understood the multi-faceted nature of the issues and people. This gives him a large advantage over many executives who can only see a single path.

Communicating with Marty is very natural and he always demonstrates his understanding of various positions. As a result he works to overcome challenges and accomplish goals with decorum and foresight. He is quick to establish trusted relationships and demonstrates leadership in all aspects of our mission.

Marty is a strong family man who prioritizes well and ensures a successful balance in his life. This is evident from his calm demeanor and positive outlook. He is a very strong, energetic individual with a lot of fortitude.

Scout Executives have to lead and manage people, finances, technology, processes and systems. Marty has mastered all of these elements through his experience in many environments. He demonstrates this aptitude in all aspects of his work.

It gives me great pride to wholeheartedly recommend Marty for the position of Scout Executive.

Sincerely,

Victor Koosh