

NAME: Martin Sepulveda
Director of Field Service, Houston, TX

DATE: May 12, 2017

OBJECTIVE To give leadership to a council in the position of Scout Executive.

BACKGROUND I have successful experience in council executive management including supervising mid-level managers, council property management, council construction projects, council event planning, outdoor programs, and council Scout Shop operations. In addition, I have experience working with and through volunteers on budget planning, board development, risk management planning, advancement issues, sustainable membership growth planning, product sales, special events and annual giving campaigns.

SELECTED ACHIEVEMENTS My organizational, planning, recruiting, and leadership skills make me qualified for the stated desired position.

- Working with staff and volunteers to implement the council's Sustainable Membership Growth Plan in 2016 has resulted in a 3% increase in youth retention from 70.8% to 73.9%, and an increase in unit recharter retention to 91.8% in 2017. The retention increase has resulted in membership growth for the first time in 18 months.
- Provide staff leadership to the Sam Houston Area Council's annual product sales, including the Scout Fair coupon book sale of \$1,550,000 and the \$2,600,000 popcorn sale.
- Established, with key volunteer support and assistance, the South Texas Council's Coastal Bend Area Friends of Scouting breakfast table host event in 2009 that grew from 19 table hosts and raising \$24,000 in donations to over \$100,000 annually.
- While serving as resident camp director and lead camp program staff leader from 2010 to 2014, Boy Scout resident camp attendance increased by 84% at Camp Karankawa. Program improvements included more merit badge offerings and a kayak fishing trek outpost program that was featured in *Boy's Life*, July 2011 issue.

EMPLOYMENT HISTORY

2015-Current Director of Field Service **Houston, TX**

Manage the Field Service Department that has an annual operating budget of over \$4,495,000; six direct reports (one Assistant DFS, four Field Directors and one Field Development Director) and approximately 73 staff (commissioned and paraprofessional) serving over 35,800 youth in 27 districts and service areas. Provide executive leadership to the annual product sales campaigns totaling over \$4,000,000 and the \$1,487,000 Field Service Friends of Scouting campaign.

Nov. 2014-Dec.2014 Asst. Director of Field Service **Houston, TX**

Managed the Scoutreach, Learning for Life Exploring and school based curriculum programs, two direct Field Director reports and approximately 44 staff (11 commissioned and 33 paraprofessionals).

2008-2014 Assistant Scout Executive**Corpus Christi, TX**

Responsibilities included the direct supervision of five commissioned field service executives, camp ranger, and four Scoutreach program aides. Additional duties included staff leadership to the annual Friends of Scouting campaign, council special events included Corpus Christi Distinguished Citizen Award Dinner and Toughest Scout Camp Challenge, council membership development, resident camp programs, camp property management, budget planning and development, nominating committee process, training, advancement, outdoor programs, and risk management committees. Also, provided staff leadership to the council fiscal management process.

2005-2008 Director of Support Service**Austin, Texas**

Responsibilities include the direct supervision of council camping director, office manager, Scout Shop manager and indirectly nine full time and seven part time employees. Assured quality and efficient department operations by providing leadership and direction; and the development and management of a combined annual operating budget of over \$1,824,000 and a capital improvements budget of \$140,000.

Responsible for maintenance and operations of council facilities including council service center and six camps totaling over 6,000 acres. Responsible for design and construction of over \$350,000 in new projects and included the continued construction of Cub World, the council's newest program facility.

Provided oversight regarding executive board goals and charged with providing staff leadership to the following council executive board vice presidents and committees: VP program, risk management, properties master plan, construction projects, outdoor programs, activities, advancement and training.

2004–2005 Field Director**Austin, Texas**

Gave staff leadership to six field executives including a district director covering five districts. Achieved over \$325,000 in FOS in 2005, an increase of \$25,000 over 2004. Service area achieved over 14,000 total youth in 2005 with an increase of 870 youth over 2004. Service area included an urban Scoutreach district that served over 600 youth in 20 units and the supervision of 15 program instructors. Served as staff advisor to the council's Hispanic Committee on Scouting. This committee raised annually over \$12,000 to assist at risk youth to attend summer camp and for membership registration fees. Resurrected council Cub Scout family camping program in the fall of 2005 which assisted in the increase of Cub Scout camping by over 115% from the previous year.

1999–2003 Field Director**Corpus Christi, Texas**

Gave staff leadership to service area of four field executives, servicing five districts covering six counties. In 2002 achieved \$176,000 in FOS which was increase of \$88,000 over the first year of position assignment in 1999. Working with volunteers achieved a net of \$34,000 in the Distinguish Citizens Award Dinner which was the highest netting council fundraising event in Laredo, Texas. Additional staff responsibilities included assignment as camp director for four years, summer camp supervision for two years, direct supervision of two camp rangers, and one caretaker, Order of the Arrow lodge staff advisor and South Region Area Two Order of Arrow staff advisor.

EDUCATION

Texas A&M University-Corpus Christi, BBA – Management

AWARDS/INTEREST

Eagle Scout, Vigil Honor, Order of the Arrow Founders Award, Pope Pius Award, Bronze Pelican, District Award of Merit, Sunday school teacher, Knights of Columbus, Rotarian, Texas History, hiking, camping