

 **Michael R. McCarthy**

34 Cedarbrook Lane, St. Louis, MO 63122

314-409-1646 mike.mccarthy@scouting.org

### **OBJECTIVE**

To serve as the Scout Executive of the Heart of America Council. Working in partnership with volunteers and staff, leverage my strengths, passion and diverse experiences to grow the Scouting movement, improving the quality of life for the youth and communities of Eastern Kansas and Western Missouri.

### **Background and Strengths**

**Strategic Leader** – Tremendous ability to quickly absorb data, analyze an issue, recognize unintended consequences and then lead an organization forward through a dynamic team oriented approach.

**Adept Fundraiser** – Highly skilled in capital fundraising, annual campaigns, and major gifts development with a proven track record of success.

**Skilled Relationships Builder** – Keen ability to recognize individual talents of others and harness those individual talents into a cohesive team to achieve greatness.

**Results Driven Achiever** – Through the motivation of volunteers and staff, demonstrated success at executing a plan and seeing key goals through to successful completion.

**Professional Presence** – Excellent ability to establish relationships with volunteers and staff at all levels of the organization while mentoring and preparing the future leaders of the movement.

### **Selected Achievements:**

#### **Fund Development & Revenue Generation**

- As Interim Scout Executive, drove revenue generation resulting in an 8% surplus. (Belleville, IL)
- As Scout Executive, grew revenue by 16% over a four-year period. (Wausau, WI)
- Secured \$3 million in major gifts (120% growth) in support of the council endowment. (Wausau, WI)
- In partnership with council leadership assisted in successful completion of a \$4 million capital campaign. (Phase 1) (St. Paul, MN)
- Served in key leadership role to develop a \$14 million capital campaign. (Phase 2) Minneapolis/St. Paul, MN)
- Grew annual family campaign by 10% over a three-year period. (Minneapolis, MN)
- Twenty plus years of fundraising goal achievement. (St. Louis, MO/Minneapolis-St. Paul, MN/Wausau, WI)

#### **Fiscal Management & Corporate Governance**

- Working with Scout Executives and Boards of Directors in 11 councils, ensured balanced budgets and excellent fiscal oversight of over \$26 million in operating budgets. (Central Region)
- Facilitated the transition of leadership in four troubled councils resulting in stabilization of finances and growth in membership. (Central Region)
- Increased diversity of board by 15% and recruited a dynamic, key community and business leader as first female Council President. (Wausau, WI)
- In partnership with the Board of Directors, developed a “working” strategic plan resulting in the council rank of #2 nationally in Journey to Excellence. (Wausau, WI)

#### **Program and Asset Management**

- Engaged current initiative for an Area-wide camp feasibility study to develop a strategic plan for an effective use of camps and program delivery. (Central Region)
- Working through volunteers to develop a robust marketing campaign, increased camp attendance by 13% from 2008-2011. (Wausau, WI)
- Managed \$4,000,000 in capital improvements resulting in balanced cash flow, balanced budgets and significant program improvements. (St. Paul, MN)
- Through a volunteer/professional partnership, gave leadership to a \$4,000,000 annual camping program, employing over 600 seasonal staff at seven camp properties, serving over 20,000 young people annually resulting in a balance budget. (St. Paul, MN)

### **Staff Development and Leadership**

- Selected as one of twenty-nine professionals across the organization to participate in the Pinnacle Leadership Cohort. This four-year program is intended to prepare the next generation of leaders for the BSA and serve as the succession planning model for the key professional leadership of the movement. (Central Region)
- As Area Director, recognized as a “Key Developer of Talent” and as an “Authentic Leader” by volunteers and staff. Particularly adept at preparing and developing future Scout Executives. (Central Region)
- Working with Council Selection Committees guided placement of five first-time Scout Executives, training and mentoring each in their new role. (Central Region)
- In two separate situations, guided the strategic merger of two metropolitan councils ensuring a seamless transition of leadership at all levels of the organization. (Minneapolis/St. Paul and St. Louis/Belleville)

### **Volunteer Development and Relationships**

- Recruited, trained and prepared four local council leaders who currently serve on the Central Region Board.
- Serving as National Jamboree Subcamp Director, recruited and engaged a team of 31 volunteers, building esprit du corps, resulting in all members of the team asking to be part of the team again in 2021. (Central Region)
- Through relationship development, worked with Board President to create a \$100,000 endowment fund engaging 3 members of his family in support of the fund. (Wausau, WI)
- Keen ability to create esprit du corps within a Board of Directors resulting in volunteer ownership of the strategic plan and success in all BSA metrics. (Wausau, WI and Central Region)

### **Membership Growth**

- Grew Cub Scouting by 2.0% in 2017 and 2.4% in 2016. (Central Region)
- Grew Total Membership by .8% in 2016. (Central Region)
- Guided seven of ten councils to both traditional and total membership growth in 2016
- As Scout Executive, through increased retention, effective marketing and recruitment plans, demonstrated three consecutive years of membership growth. (Wausau, WI)
- Established partnership with Boys and Girls Club to serve emerging populations resulting in 25% growth in service area. (Wausau, WI)
- Recruited first Hmong community leader to Council Board resulting in establishment of outreach program for Hmong families. (Wausau, WI)
- Served and grew by 5% special programs for children of incarcerated Mom’s. (Minneapolis, MN)
- Developed special program to serve Hispanic migrant families. (Minneapolis, MN)
- Extensive experience serving emerging populations. First assignment as District Executive was serving emerging markets resulting in growth in market share. (St. Louis, MO)

### **EMPLOYMENT HISTORY:**

Area Director and Interim Scout Executive– Central Region	2012-Present
Scout Executive – Wausau, WI	2008-2012
Director of Support Services – Minneapolis/St. Paul, MN	2005-2008
Director of Program – St. Paul, MN	2003-2005
Field Director, District Director – Minneapolis, MN	1995-2003
Sr. District Executive, District Executive, Camp Director – St. Louis, MO	1992-1995

### **EDUCATION:**

**Master’s in Business Administration (MBA)**, Concordia University Wisconsin, 2012

Summa cum Laude G.P.A. 3.93

**Bachelor of Science in Education**, Missouri State University, 1992

Summa cum Laude G.P.A. 3.85

**Eagle Scout/ Vigil Honor/Woodbadge**, 1985/1987/1997

### **COMMUNITY INVOLVEMENT:**

As an Eagle Scout, I believe in being actively involved in my community. I enjoy serving as an active member of the troop committee for my son’s Boy Scout troop. I am very involved in a variety of roles with my church. Most recently, my wife and I have provided foster care for a three-year-old boy.