

JOSEPH T. ANDREO
7 Hannah Lane, Monroe, CT 06468
(203) 537-7304 • joseph.andreo@scouting.org

OBJECTIVE:

To use my demonstrated skills of relationship building, people management, coordination and attention to detail, and the ability to implement innovative ideas and plans to serve as Scout Executive for the Housatonic Council and offer an extraordinary life-changing Scouting experience.

BACKGROUND SUMMARY:

A proven performer and innovator in a variety of positions throughout my career with extensive managerial, relationship management and project management experience. An excellent communicator and leader with regards to staff and volunteer development, recruitment, problem solving, strategic planning, and organizational skills.

DEMONSTRATED STRENGTHS AND ABILITIES:

- Working with volunteers and staff, achieved success in all aspects of financial development, including individual & corporate giving, major gifts, special events, grant writing, product sales, and capital campaigns. Proven ability to organize events as well as enhance existing campaigns to generate increased revenue.
- Has achieved growth in youth membership by motivating staff and volunteers to execute a year-round membership campaign, overcoming roadblocks by implementing detailed action plans to achieve success.
- Demonstrated proficiency for facility and property management. Adept at funding ad hoc projects through targeted capital campaigns for camp and facility maintenance.
- Proven ability to staff and lead cohesive volunteer committees that work together to achieve stated goals.
- Excels at coordinating and bringing people and groups together to achieve success by providing leadership and a strategic vision at all levels of council, district, and unit operations.

SCOUTING PROFESSIONAL EXPERIENCE:

CONNECTICUT YANKEE COUNCIL, BOY SCOUTS OF AMERICA

Assistant Scout Executive/COO, Director of Support Services, Director of Development/CFO

08/14 to Present

- Give leadership to all aspects of the council, including membership, camping, facilities, support services, and revenue generation.
- Assist in the development of a yearly \$3.6 million budget as a member of the Budget Committee.
- Develop a yearly membership plan in conjunction with Membership Chair. Oversaw a 10.4 percent increase in membership in 2023 and an 8 percent increase in 2022.
- Develop yearly camping operations plan and budgets that raise over \$1.3 million.
- Responsible for year-round camp operations, guidelines, maintenance, camp promotions and all marketing materials.
- Responsible for three local camps, facility maintenance, and property management at Council Service Center, including managing four tenants. Organized and coordinated a \$400,000 council renovation project as on-site project manager which included the collaboration of the general contractor, gift in-kind donations, and four Scout volunteer contractors.
- Successfully ran a capital campaign, raising funds to build and stock a STEM Lab at Council Service Center. Completed building a year-round shower house at Camp Sequassen, including managing budget and planning.
- Responsible for managing council's ScoutReach initiative. Have seen a 40 percent increase in membership growth over the past few years and hired a second ScoutReach professional. We have recently hired three part-time Hispanic Outreach Executives to help drive membership in our Hispanic communities.
- Responsible for council product sales, increased popcorn revenue year over year. Helped bring in new product sale campaigns for beef jerky, hot sauce, coffee, and maple syrup.
- Continue to identify opportunities to gain support for all events and identify ways to support them through crossover initiatives from other events and supporters, including project sales and in-kind gifts for events as well as camp and facility solicitations. Raised over \$300,000 in revenue generation the past three years.
- Participated on the recently completed Council Strategic Plan Committee, that developed a three year plan.
- Developed yearly fund development plan in conjunction with Finance Chair. Created budgets and executed development plan that annually raised over \$1.1 million.
- Was responsible for foundation grant writing and soliciting corporate support. Successful in writing grant application requests to foundations and soliciting major gifts, in-kind gifts, and project sales support.

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- Organized and implemented all council special event fundraisers, raising over \$350,000 in 2019. These events saw a 40 percent increase from 2016 to 2019. Streamlined events by eliminating underachieving events and rebranding them to accentuate regions. This resulted in increased revenues and decreased costs.
- Raised budgeted \$1.1 million direct support goal in 2020 and 2021 through enhanced grant, corporate, and major gift campaigns. Adapted and created virtual events and outdoor fundraisers during that period.
- Created, coordinated, and implemented experiential events, including Wild Game Dinner, Beer Tastings, Wine Tasting, Ladies Tea Party, Comedy Night, Steak-Out, Lobster Bake, Oktoberfest, and Corporate Pinewood Derby events to supplement revenue.
- Coordinated and managed council major gift initiatives, board solicitations, and the BSA National Foundation resource initiative.
- Working with the Fund Development Committee, created and implemented an FOS (individual & corporate giving) breakfast that raised \$86,000 in 2019 and \$105,000 in 2020. Recruited and developed Scouting and corporate level table hosts and donors.
- Organized and coordinated FOS Campaigns (individual & corporate giving) for three districts. Tasked with planning, recruiting, training, presentations, follow-up, and community campaign efforts. Increased campaigns by 33 percent from 2014 to 2016.
- Worked with Marketing Specialist to develop marketing plans for development, camping, membership recruitment and all council communications through social media, newsletter communications, and unit/district e-newsletters.
- Council staff advisor for Camping Committee, Risk Management Committee, Properties Committee, OA, and the Program Committee. Past staff advisor for FOS Committee, Strategic Finance Committee, Training Committee, Wood Badge, and Exploring/Venturing Committees.

INVESTMENT & CORPORATE PROFESSIONAL EXPERIENCE:

GEMSTAR CORPORATION

Project Manager

08/12 to 08/14

RBS SECURITIES INC. - Global Banking and Markets

Vice President – Cross Product Operations Relationship Manager

10/10 to 12/11

GLOBE OP FINANCIAL SERVICES LLC

Manager - OTC Derivatives North America

01/08 to 10/10

UBS INVESTMENT BANK

Global Collateral Margin: Manager

03/06 to 11/07

FIDELITY INVESTMENTS

National Financial Services, LLC: Government Securities Processing: Manager

12/99 to 03/06

GARBAN LLC

Mortgage-Backed Trading: Broker

01/97 to 08/99

EDUCATION:

St. John's University, Staten Island, New York

- Bachelor of Science in Management, Major Concentration in Economics

1989

ACCREDITATION:

- NASD Series 7 Registered (inactive), AFP Fundamentals of Fundraising, Major Gifts Certification

HONORS, ACHIEVEMENTS, and SERVICE:

- Eagle Scout (GNYC), NESA member, Wood Badge trained (Beaver), Wood Badge Staff, Vigil Honor member of OA, Jamboree Staff (2017), NCAP trained, Rotary International member, United Way – Council liaison and Leader on Loan