

Thomas M. Labayewski

104 Amy Drive, Aliquippa PA 15001

315-525-9804

thomas.labayewski@scouting.org

Executive Profile

- Proven fiscal management, project development, membership recruitment and leadership abilities
- Demonstrated skills in fiscal performance, staff recruiting and training, compliance management
- Ability to collaborate with volunteers and staff to develop and implement strategic priorities

Professional Employment

Assistant Scout Executive/Operations

August 2022-Present

Laurel Highlands Council

Pittsburgh, Pennsylvania

- Responsible for council operations including camping program, retail sales, property management, registration services, program support, and staffing.
- Responsible for 6 council camping properties including the summer operation at Heritage Scout Reservation which generated \$2,680,000 in revenues in 2023 and is on track to repeat in 2024.
- Developed and implemented a strategy that started in 2023 to overall the management of Heritage Scout Reservation. This effort has allowed resources to be reallocated to program delivery.
- Oversee 3 retail operations with total revenues of \$496,000.
- Managed \$1,440,000 worth of capital projects at the 6 camps and 3 Council offices over the last 2 years.
- Providing leadership to an ongoing project with the Risk Management Committee to review all council property insurances to ensure correct coverages are being applied.

Field Director/ Assistant Scout Executive

May 2016-July 2022

Leatherstocking Council

Utica, New York

- As second in command of this council, duties included direct supervision of two district executives, two associate district executives, office staff and camp rangers. Duties included management of the Council camping program, popcorn staff adviser, and Eagle Dinner adviser.
- Developed and managed membership growth plan in 2021 that led to an increase of 129% over the previous year.
- Developed and led plans in 2019 that helped to establish 10 female ScoutsBSA units in the Council.
- Worked with the field staff to develop and carry out a revamped FOS campaign that went from \$60,000 to \$126,000 in three years.
- Managed a \$2,100,000 building project that was completed on time and under budget.
- Achieved membership growth in 2016 for the first time since 2008 despite a shrinking youth population in the council service area of Upstate New York.

Program Director

June 2015- May 2016

Revolutionary Trails Council

Utica, New York

- Duties include management of the camping program, adviser to several program committees, staff adviser for the popcorn sale (\$350,000).
- Played a major role in transitioning Eagle Dinner from a money losing event to a revenue generator.

Executive Director

July 2011 – May 2015

*Peter Maurin House Inc. aka Hope House
Utica, New York*

- Duties included: daily operations, fundraising, public relations, corporate compliance, volunteer recruitment and board development.
- By increasing fundraising and prudent budget management turned a \$60,000 deficit in FY 2010 into an operating surplus by FY 2012.
- Developed a new relationship with the local United Way that has led to grants totaling over \$100,000 in the last four years of tenure.
- Recruited several new board members including president and vice-president.
- Secured a grant to develop a new website that included the ability to process online donations and produced a television ad that led to \$50,000 in new revenues.
- Worked with the board to develop and implement sound endowment and capital fund policy.
- Successfully transitioned donation record keeping to a state-of-the-art fundraising tracking program. Was able to eliminate duplications of mailings that led to increased cost savings.

Field Director

January 2009 – September 2010

*Revolutionary Trails Council
Utica, New York*

- Led and supervised unit serving executives for four districts in the council.
- Team lead for the council camping program including hiring and training of over 60 staff, budget development and oversight of a total budget over \$750,000, advisor to the Risk Management Committee
- Supervised three resident camping directors, camp ranger, and camp caretaker.
- Provided leadership and guidance to the council's family fundraising campaign, developed, and executed campaign plan that reached 120% of goal by June 30th in its first year.
- Worked with district leadership teams to develop and implement the fall membership plan that increased recruitment in service area by 50%.

Program Director

May 2005-January 2009

*Revolutionary Trails Council
Utica, New York*

- Provided leadership to staff, as well as key volunteer members of five program committees.
- Responsible for staffing, attendance, purchases, maintenance, and usage of three camping properties and a high adventure program totaling nearly 7,500 acres with an annual budget of \$364,000+.
- Served on the council's leadership cabinet for budget and strategic development.
- Reversed an operating deficit in the resident camping program into a surplus.
- Managed several construction projects including new buildings at two camps securing several grants used for capital development.

Unit Serving Executive

November 1995-May 2005

*Revolutionary Trails Council
Utica, New York*

- Directly responsible for the management of the Council's Scoutreach Program, Eagle Recognition Dinner, Membership and Relations Committee, and the preparation and presentation of United Way proposals.
- Created new Scoutreach partnerships in the City of Utica including collaborations with the Utica City School District and the Municipal Housing Authority which led to a unit growth of 10% and an overall membership growth of 50%.

Education and Training

Utica College of Syracuse University 1994

Bachelor of Arts, History

Mohawk Valley Community College 1991

Associates of Applied Science, Civil Engineering Technology

Civic Involvement/Personal

Veteran, US Army, 1986-1989

Eagle Scout

Former Scoutmaster, Troop 44 G Scouts BSA

Board Member-Treasurer, Good News Foundation 2015-2021

Volunteer Softball Coach, Clinton Central Schools 2021

Rotary International, Club President 2006-2007

Manager, Board Member, Player Agent Clinton Little League 2007-2017