

Human Resources – Hiring Manager  
SCAD Pro  
516 Drayton Street  
Savannah, GA 31401

30 DEC 2024

Dear Hiring Manager,

I am writing to endorse the application of Ryan Moore to join your staff in any position with the mission to develop the non-artistic skill sets required for students and graduates to succeed in the commercial world.

I have known Ryan for almost six years. We were Assistant Scoutmasters in BSA Troop 171 in Mooresville, NC. He became Scoutmaster and I served as the Leadership Advisor to the Troop during his years as Scoutmaster. Before you discount this experience, know that our Troop has ranged from about 75 Scouts to as many as 135 Scouts. The average Scout is with the Troop for about the same number of years as a college student. Ours is a “Scout Led Troop”, which means we need to “grow” and develop our own youth leadership to lead an organization larger than most adults will ever lead. About the time we get a year group of older Scouts where we want them, they age out of the Scouting program and we do it all over again. We are constantly training young leaders in Troop 171.

I am a retired Army Lieutenant Colonel who spent 22 years being developed as a leader, developing others to be leaders, and spotting leadership potential then developing that talent. I consider myself qualified to assess leadership skills in others. Ryan is not only a leader in his own right, he is exceptionally adept to develop leadership in young people from where they are, to where they need to be. This is a rare talent that would benefit any organization, but in Ryan’s situation, I have seen him do this successfully with an extreme variety of young people. Let me give specific examples that you will illustrate his proven success.

Early in his time as Scoutmaster, Covid restrictions totally disrupted the way we operated the Troop. We had to rapidly transition from in-person meetings to virtual “Zoom” meetings. Scouting has a very heavy emphasis on outdoor skills and “hands on” teaching techniques. Going to all Zoom meetings was a big culture change. Most businesses went through a difficult transition during this period, and they had adults leading and following. We did this with boys ranging in age from 11-17 years old. Ryan coached and mentored our youth leaders on how to conduct engaging and useful virtual meetings. This was exceptionally challenging considering these Scouts were now in school virtually as well. Ryan Moore can leverage technology to maintain engagement when in-person contact is not possible.

As Covid restrictions eased, we again had to morph the Troop away from virtual teaching and learning, back to in-person meetings with a plethora of ever-changing rules for where we could meet, and social distancing when we did meet. Ryan never lost the vision of the Scouting program and adapted the program to stay true to our mission yet following new and changing rules.

Once Covid restrictions were lifted, the Troop had to relearn the old habits and traditions that made Troop 171 the most successful Troop in the Gemstone District. Ryan Moore never gave up, never accepted that we couldn’t come close to being an effective Troop despite circumstance beyond our

control, and he never let the challenge of the situation dampen his enthusiasm. You want flexible and versatile leaders, with a mission focus, on your staff.

When a Scoutmaster has 135 Scouts, the 135 scouts are only part of the leadership equation. Dealing with 270 parents, now that is a challenge. In my 20+ years in this Troop, Ryan is the only Scoutmaster I recall not having multiple major serious conflicts with parents. This is a highly relatable skill to work in a college setting.

Ryan is no longer the Scoutmaster, but remains involved as the Eagle Advisor. In this role he is coaching and mentoring the older Scouts as they complete their capstone Eagle Project. There are "A quality Eagle Scouts" and "C quality Eagle Scouts". He can tailor the project to keep the project aligned with individual capabilities. In the end, his role is to help both sets make the rank. Troop 171 routinely has more Scouts earn the rank of Eagle than any other Troop in the Gemstone District and also in the much larger Piedmont Council. Ryan is instrumental in that success, and does so without lowering the standards.

In summary, Ryan Moore is a highly effective leader who can shift, adapt, and overcome in a wide variety of situations. He stands out in his patience and ability to connect with both high and lower performing youth. His professionalism and commitment to high standards is unwavering. I endorse his application without reservation.

If you have any questions, please do not hesitate to reach out to me on my personal cell (704) 682-7835 or at my work email [Ken.Robertson@Prysmian.com](mailto:Ken.Robertson@Prysmian.com)

Sincerely,

Ken Robertson II  
BSA Troop 171 Assistant Scoutmaster – Leadership Advisor  
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