

520 Old Leetown Pike  
Kearneysville, WV 25430

To whom it may concern,

I have known Mark Pennington since he arrived at the Shenandoah Area Council in Winchester, Virginia, in 1994, as our first Assistant Scout Executive. In the nearly twenty years I have known him, I have found him to be a top quality professional whose integrity is above reproach. Mark is a behind the scenes guy who makes sure things are done the proper way and that all the details are taken care of. While he does not like receiving public recognition for the things he does, I have found him to be the glue that holds the Council operation together. I believe he has served under a total of four scout executives and has been the one to make sure there is continuity in the Council operation. Many of the good things that have happened to the Shenandoah Area Council are the result of Mark's hard behind the scenes work.

One of the really good things that has happened to the Council during Mark's tenure here is the creation of our new Mannahoc District. At the time the new district was created, there was lots of disagreement on the Council Board about the advisability of creating the new district. Not the least of these concerns was the additional financial burden that the Council would have to carry as a result. Since the Council finances did not allow us to hire an additional District Executive to staff and manage the District, Mark stepped up and took on the additional work load in addition to his already heavy work load as Assistant Scout Executive. Within a year of its organization, the new district had nearly all the top volunteer positions filled and it was fully functioning. Within two years, the District was outstripping the other three districts as far as important statistics were concerned. Mark made it all happen and continued to carry this heavy work load for nearly ten years. Finally, we were in a strong enough financially to hire a permanent District Executive.

Mark has also carried the burden of the oversight of our camp operation for a number of years. Here again he has stepped up and has created a top quality operation. He is particularly good at dealing with difficult personnel situations and making sure that the finances of the camp are where they should be. This past summer, on June 29<sup>th</sup>, our area suffered significant damage as a result of the huge storm that affected most of the Mid-Atlantic States. Our camp, while it did lose power, continued to operate on generator power and even managed to take on campers from neighboring councils whose camps had to close. Lots of the credit for this major success belongs to Mark Pennington.

As a volunteer, I have worked directly with Mark for most of the time he has been with the Shenandoah Area Council. I have found him to be very easy to work with, adaptable, cooperative and understanding. He always comes up with creative ideas whenever we come up against a brick wall. Mark fully understands the financial and other policies of the BSA and the Council and works very hard to make sure everyone understands and complies.

I believe that Mark will make an excellent Scout Executive. He has worked with four successful Scout Executives, he has a full and complete understanding of the BSA financial and fund raising systems, he has a full and complete understanding of the BSA and Council policies, and he has the interpersonal

skills to become a successful Scout Executive. If I were part of a selection committee looking for a new Scout Executive, Mark Pennington would be at the top of my list.

Please contact me directly if you have questions about Mr. Pennington's service and tenure with the Shenandoah Area Council.

Sincerely,

George E. Tabb, Jr.  
Past Council President  
Past Council Commissioner  
Current Council Vice President of District Operations  
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