

# SCOTT SEGERSTROM

## Executive Summary

- More than a decade of committed leadership to natural resource stewardship and community development
- Extensive experience in grantmaking & program evaluation
- Proven success in fostering and leading impactful collaboration among diverse stakeholders
- Demonstrated leadership in Colorado as the 2018 Governor's Service Award for Outstanding Community Leader

## Work Experience

**Executive Director, Colorado Youth Corps Association (CYCA)**

2014 - present

- Develop and manage an annual budget of \$3.1 million with 30 distinct revenue sources
  - Raised \$15 million in total with more than \$13 million granted or contracted to accredited corps in last 5 years
  - Built \$252,000 organizational reserve in last 5 years
- Facilitated development of 2018-2022 CYCA Strategic Plan
  - Cornerstones of plan include focus on Diversity, Equity and Inclusion plans for corps, expansion of partnerships into new sectors, and strategic investments to grow financial resources
- Foster and sustain collaboration among 8 accredited conservation corps with diversified missions, operations, structure, and capacity
  - Lead nationally-recognized peer-review accreditation process that engages senior corps leaders and key stakeholders to evaluate programmatic impact and financial health
  - Secured grants and master agreements with partners including Bureau of Land Management, U.S. Forest Service, Colorado Department of Natural Resources, and Denver Water for statewide corps projects
  - Plan and facilitate annual retreat of corps leaders to identify new challenges, develop solutions, and share resources
  - Develop and execute annual external communications strategy including current redesign of CYCA.org, partner recognition reception, newsletter, and social media
- Secure community and economic development investments and partnerships
  - Awarded largest AmeriCorps state grant in Colorado: \$4.6 million over 3 years for environmental stewardship engaging low-income and unemployed young adults in service. Partnering with North Carolina State University to execute evaluation of outcomes
  - Facilitate annual Great Outdoors Colorado initiative to grant \$500,000 to eligible local governments, land trusts, and open space organizations for corps projects in their community. Includes soliciting proposals, facilitating external scoring committees, evaluating impacts, and presenting outcomes to the Great Outdoors Colorado board of trustees.
  - Founded the Careers in Natural Resources Initiative, a statewide effort to create pathways for Coloradans from all education levels to begin careers in natural resources. To date, this initiative involves 110 organizations; has engaged over 5,000 youth, young adults, and veterans; and has facilitated 5 statewide summits. Milestones include publishing "*A How-To Guide for Pursuing a Career in Natural Resources*" and developing mentorship lesson plans for "career influencers"
  - Selected as a reviewer for Great Outdoors Colorado Inspire Initiatives 1.0 and 2.0

- Provide leadership for collective impact efforts in Colorado’s recreation and natural resource sector
  - Colorado Outdoor Stewardship Coalition (COSC) – Advisory Committee Member
  - Colorado Outdoor Partnership (CO-OP) – “Education and Stewardship” Chair and Policy Committee Member
  - Statewide Comprehensive Outdoor Recreation Plan (SCORP) – Advisory Committee Member

**Associate Director, Colorado Youth Corps Association**

2011 - 2014

- Oversaw statewide AmeriCorps VISTA program focused on alleviating poverty and fostering workforce development through local partnerships with conservation stakeholders
  - Developed shared strategic vision among 25 partners hosting VISTA enrollees: 14 youth-serving nonprofits, 8 corps, and 3 public schools
  - Supported 70 VISTA enrollees over 3 years –2<sup>nd</sup> largest program in Colorado
- Coordinated statewide AmeriCorps Education Award Program (EAP) grant
  - Tracked environmental stewardship-focused outputs of 298 AmeriCorps members serving with 7 corps service locations
  - Convened annual grant summit with key corps staff to provide technical assistance and foster collaboration
  - Received best risk management evaluation from the Colorado AmeriCorps state commission
- Updated and streamlined CYCA’s statewide Corps Information Database (CID)
  - Gathered input and feedback from corps leadership recommendations
  - Partnered with CiviCore to design, test, and implement CID 2.0
  - Achieved greater accuracy and wider data collection while requiring less human and financial resources from corps
- Engaged federal and state legislators to support the Colorado corps sector
  - Coordinated and hosted legislative visits to corps crews across the state
  - Testified to various state Senate and state House of Representative committees in support of legislation allocating funding for wildland fire mitigation and suppression, forest management, and veteran engagement

**Director of the Conservation Corps, Rocky Mountain Youth Corps (RMYC)**

2009 - 2011

- Directed RMYC’s flagship program consisting of 122 employees including 110 corps Members, 10 Crew Leaders, and 2 Field Coordinators
- Oversaw project development, execution, and evaluation of land, water, and energy conservation projects
  - Engaged 25 partners from the federal, state, local, and private sector to complete 109 weeks of service totaling \$732,000
  - Accomplished diverse portfolio of missions including high-altitude trail construction, wildland fire mitigation, fence construction, invasive species removal, and dam spillway maintenance.

- Designed and implemented new risk management policies, procedures, and trainings to create strong culture of accountability and performance
  - Year prior to employment, RMYC reported 26 Workers Compensation claims totaling \$407,000; in final year of my tenure, RMYC reported a total of 4 claims totaling \$774, a reduction of 84%
- Expanded legislative engagement of RMYC through active membership in Public Lands Service Coalition, a national alliance of conservation stakeholders focused on increasing opportunities for service on public land

**Wilderness Ranger and Wildland Firefighter**, Bridger-Teton National Forest

2008 - 2009

- Patrolled 428,000 acre Jim Bridger Wilderness Area completing diverse portfolio of missions including environmental impact surveys, trail construction, and medical evacuations
- Certified Forest Protection Officer with primary missions of enforcing wilderness regulations and hunting regulations
- Certified Wildland Firefighter Type I performing initial attack, serving as lead fireline sawyer, and executing all necessary suppression duties in collaboration with district's Type 6 engine

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**Certifications and Education Background**

- University of Denver's 2017 Daniels School of Business Leadership Program
  - Bachelor of Arts in English, 2002, Roanoke College
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