



Position

Executive Director, First Tee – South Central Wisconsin

Organization

First Tee – South Central Wisconsin has been creating experiences that build character to empower kids through a lifetime of new challenges and continuous personal growth. By seamlessly integrating the game of golf with life skills and a character building curriculum, First Tee – South Central Wisconsin (FTSCW) creates active learning experiences that build inner strength, self-confidence and resilience that kids can carry to everything they do. This chapter is unique and takes these connections a step further and also operates the John Flesch Academic Center where they work with youth ages 5-18 to provide programming to close the local opportunity gap within Wisconsin. These academic and character building education programs are offered at 5-10 local golf courses, public and charter schools, as well as local youth centers in the community.

Position Summary

The Executive Director (ED) will provide leadership and direction to fulfill the organization's mission. Inspired by a genuine passion for empowering and helping youth succeed in life, s/he will work diligently to solidify existing programs and partnerships and to promote and expand the efforts of the organization.

Reporting to and partnering with the Board of Directors, the ED will have overall strategic and operational responsibility for FTSCW staff, programs, expansion and execution of the strategic plan.

The ED will be a highly visible member of the community, representing First Tee – South Central Wisconsin throughout the service area. S/he will embody the First Tee's strong commitment to its youth and will promote the organization throughout the community, accelerating its impact, resource development, and brand recognition.

The ED will be instrumental in helping FTSCW achieve its full potential. Thus, this is a full time, *in office*, position. This chapter's headquarters is located at 2819 Royal Avenue in Madison, Wisconsin.

Key Criteria for success of the role include:

- Achieving strong fundraising success through a robust development program, including expanded engagement with individuals, corporations and foundations;
- Embodying a clear, inspiring, entrepreneurial vision and guiding the team to translate those strategies into effectively executed plans;
- Partnering effectively with the Board of Directors and staff to build on the success of the program to continually innovate and improve outcomes for youth;
- Ensuring program effectiveness through evaluation of quantitative and qualitative program analytics to articulate a comprehensive impact story;
- Expand and scale First Tee's programming in high priority, at-risk neighborhoods.
- Ability to collaborate effectively with the Board of Directors to develop strong board governance and fundraising practices.

Responsibilities

Strategy: ED along with the Board, will help to develop strategies and goals to align and coordinate efforts to grow agency operations, programs, and resources. ED will create an annual development plan supporting the strategic plan. ED will have fiscal responsibility of the organization along with responsibility to budget /forecast to align with the strategic plan.

Fundraising & Financial Management: ED, along with the Board and staff will help to identify, cultivate, solicit, and steward contributed funds to support the organization while also activating key partners and volunteers to provide meaningful assistance. ED will establish revenue goals tied to strategic priorities and share quantitative progress assessments. Creative, donor-centric stewardship is to be complemented by relationship and mission-based acquisition of new donors of all levels, including major donors with the capacity to retain major gifts. ED will be responsible for creating and directing an annual budget with feedback from the Board.

Governance: The ED and the Board will work together to determine how the organization can best achieve its mission. The ED will support each committee in their roles and responsibilities and work to facilitate a strong recruitment and development process.

Marketing: The ED will leverage national collateral with recently created brand insight work for FTSCW to promote youth development through the game of golf. ED will be the local storyteller-in-residence and communicate the donor-centric stories of impact and opportunities to empower kids by putting them on course for life.

Management, Operations, & Compliance: ED will provide energetic leadership, support, and recruitment assistance to the Board; delegate and oversee staff, and plan and oversee growth of office infrastructure and building capacity. ED will ensure the chapter is maintained in compliance with the national organization.

Required Qualifications

- Well-organized and energetic, lead-by-example doer, committed to personal excellence in leadership and execution who will uphold ethical standards and values of the nonprofit profession and the agency.
- Excellent, transparent, and inclusive communicator who follows through and follows up; ability to share thoughts and observations; and who consistently treats others equitably and with respect.
- Experience navigating fiscal responsibilities such as P&L statements and budgeting.
- Passion for building deep relationships with the philanthropist community and donors.
- Confident strategic thinker, driven by conviction and knowledge, reliant on data analytics and context to inform decision-making, with the fortitude to guide others in these practices.
- Knowledgeable professional but also an avid and enthusiastic learner willing to ask questions and pursue professional development for self as well as staff and volunteers, fostering an active culture of philanthropic service and teamwork.
- General knowledge of sports and enthusiasm for golf and prior direct experience with youth development programming preferred.
- Ability to pass background check and drug test.
- Completion of secondary education.

Desired Qualifications

- Experience managing others with a leadership emphasis on accountability.
- Demonstrated history of success in coordination and executing integrated fundraising strategies including major gifts, fundraising events, and grant/proposal writing.
- Passionate youth development ambassador with experience promoting access to and involvement in programs by youth participants, their families, volunteers, donors, donor prospects, and allied partners.

- Experience organizing and managing a governing board, volunteers, partner alliances, and procurement of resources for direct-service programs.

To Apply

Please submit a cover letter detailing your experience related to the Responsibilities & Qualifications, along with your resume to Pepper Peete at pepperpeete@firsttee.org.

Closing date for this position is **02/28/2025** First Tee —South Central Wisconsin has the right to accelerate or extend the closing date of this position at any time.

Salary Range and Job Type

Compensation will be commensurate with experience including base salary, bonus opportunity, and benefits available.

Full Time, Exempt.

Equal Employment Opportunity Statement:

First Tee — South Central Wisconsin is an equal opportunity employer, valuing diversity and inclusion. Our policy is to comply with all federal and/or state laws regarding equal employment opportunity as they relate to employees and applicants for employment. Accordingly, personnel decisions are made without regard to race, creed, color, religion, national origin, age, sex, disability, marital status, sexual preference or veteran status.