



## Position

Executive Director, First Tee — Central Valley

## Organization

First Tee — Central Valley 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 a life skills curriculum, First Tee — Central Valley creates active learning experiences that build inner strength, self-confidence and resilience that kids can carry to everything they do. These character education programs are currently offered at five golf courses, 19 schools, and 1 youth center 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 young people succeed in life, s/he will work diligently 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 First Tee — Central Valley staff, programs, expansion and execution of the strategic plan.

The ED will be a highly visible member of the community, representing First Tee – Central Valley 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 First Tee – Central Valley achieve its full potential. The ED will continue the mission of First Tee – Central Valley by sustainably growing the participant base, programming locations, and donor base while increasing the share of revenue that comes from public funds and grants.

*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 additional high priority, at risk neighborhoods.
- Ability to collaborate effectively with the Board of Directors to develop strong board governance and fundraising practices.

### Qualifications

- Executive experience in a philanthropic community with demonstrated history of success in coordinating and implementing integrated fundraising strategies, grant / proposal writing, fundraising events, major gifts, campaigns, donor relationship building, and planned to give.
- Executive experience with profit and loss, budgeting, and fiscal management. ▪ Experience in management of staff and volunteers (including developing a governing Board), partner alliances, and procurement of resources for direct-service programs.
- 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.
- Bachelor's Degree or four years of equivalent experience required.
- Knowledge and enthusiasm for golf; play occasionally.
- 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. ▪ 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.
- 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.
- 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.
- Must have a valid driver's license and a vehicle to transport themselves to program locations.

### To Apply

Please submit a cover letter detailing your experience related to Responsibilities & Qualifications, along with your resume to [dave@resurrectionbrandsllc.com](mailto:dave@resurrectionbrandsllc.com).

Closing date for this position is 01/31/2025. First Tee — Central Valley has the right to accelerate or extend the closing date of this position at any time.

### Salary Range and Job Type

Salary Range: \$75,000 - \$100,000

Compensation will be commensurate with experience and qualifications including competitive benefits.

Full Time, Exempt

**Equal Employment Opportunity Statement:**

First Tee — Central Valley 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.

## Responsibilities

**Strategy:** ED will lead, along with the board, 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 chapter strategic plan. ED will have fiscal responsibility of the organization along with responsibility to budget /forecast to align with strategic plan. Areas for strategic management include fundraising, programming management (locations and participants) and building and maintaining positive relationships with City of Modesto, Stanislaus County, and other government entities. Oversee the development, management and success of the Dryden Park Project, ensuring it meets the chapter's vision.

**Fundraising:** ED, along with the Board and with the direction of the Fundraising Committee, identify, cultivate, solicit, and steward contributed revenues to support the organization while also activating key partners and volunteers to provide meaningful assistance. This includes, but is not limited to, Annual Giving, Event Fundraisers, Grant Writing, monthly donations from Del Rio Country Club, and any other forms of revenue generation for the organization. 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.

**Governance:** The ED and the board will work together, collaboratively, 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 First Tee — Central Valley to promote local approach to 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 & Compliance:** ED will provide energetic leadership, support, and recruitment assistance to the Board of Directors; delegate and oversee staff, and plan and oversee growth of office infrastructure. ED will ensure the chapter is maintained in compliance with national organization, First Tee, and will ensure First Tee – Central Valley is in alignment with the national objectives set forth in their chapter benchmarking tools.