



POSITION

Chief Executive Officer, First Tee – Central Ohio

ORGANIZATION

Founded in 2013, First Tee – Central Ohio creates 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 Ohio creates active learning experiences that build inner strength, self-confidence and resilience that kids can carry to everything they do.

First Tee – Central Ohio delivers programming at 6 program sites throughout the Central Ohio area. In addition to these dedicated sites, the organization collaborates with more than 15 schools and community partners to introduce golf and life skills to youth who may not otherwise have access to the game. In 2024, almost 10,000 young people participated in First Tee – Central Ohio's programs and initiatives.

Over the past five years, the organization has expanded created more opportunities for learning, mentorship, and personal growth. First Tee – Central Ohio, a chapter of the national First Tee network, is well positioned to grow its impact significantly in the coming years.

For more information, please visit: www.firstteecentralohio.org.

POSITION SUMMARY

The Chief Executive Officer (CEO) will provide leadership and direction to fulfill the organization's mission. Inspired by a genuine passion for empowering and helping youth succeed in life, they will work diligently to promote and expand the efforts of the chapter.

Reporting to and partnering with the Board of Directors, the CEO will have overall strategic and operational responsibility for First Tee –Central Ohio staff, programs, expansion and execution of the strategic plan to ensure organizational sustainability.

The organization has seven full-time staff with an operating budget of approximately \$900,000, with projections to grow the budget in the next 3-5 years.

The CEO will be a highly visible member of the community, representing First Tee - Central Ohio throughout the region. They 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 CEO will be instrumental in helping First Tee - Central Ohio achieve its full potential.

Key Criteria for success of the role include:

- Achieve strong fundraising success through a robust development program, including expanded engagement with individuals, corporations and foundations.
- Collaborate with the Board of Directors to develop strong board governance and fundraising practices.
- Expand and scale First Tee's programming in high priority, under-served communities, while fostering a welcoming environment for all.
- Embody a clear, inspiring, entrepreneurial vision and guiding the experienced team to translate those strategies into effectively executed plans.
- Partner with the Board of Directors and staff to build on the success of the program to continually innovate and improve outcomes for youth.
- Utilize data to drive decisions related to program expansion & retention, organizational structure, and resource development.
- Ensure program effectiveness through evaluation of quantitative and qualitative program analytics to articulate a comprehensive impact story.

RESPONSIBILITIES

Fundraising: CEO, with the direction of the Board and the Development Committee, identify, cultivate, solicit, and steward contributed revenues to support the chapter while also activating key partners and volunteers to provide meaningful assistance. 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 generate major gifts.

Strategy: CEO will lead, along with the Board, to develop strategies and goals to align and coordinate efforts to deepen impact in the Central Ohio region. CEO will create an annual development plan supporting the chapter strategic plan. CEO will have fiscal responsibility of the organization along with responsibility to budget/forecast to align with strategic plan.

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

Leadership: CEO will provide energetic leadership, support, and recruitment assistance to the Board of Directors. S/he will lead, motivate, manage, and develop a dynamic staff and volunteer base to be passionate about the mission and work effectively together. The CEO will ensure that the organization is effectively staffed, structured, and aligned to meet strategic goals making strategic recommendations for the growth of human resource infrastructure.

Communications & Community Relations: Serve as a representative and spokesperson for First Tee – Central Ohio within the community to build awareness and engage donors, families, community partners, and other key stakeholders. Leverage external presence and relationships to promote the organization and identify new opportunities. Own and cultivate relationships with key strategic partners to advance First Tee – Central Ohio's mission. Identify new partnerships that expand the organization's reach and impact.

Program Management: CEO will oversee the implementation of sports-based youth development programs at First Tee program locations. CEO will ensure effective systems are in place to track progress, regularly evaluate programming, and measure success.



Management & Compliance: CEO 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. CEO will ensure chapter is striving for benchmarked excellence with the national organization.

QUALIFICATIONS

- Executive, non-profit philanthropic experience, 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 giving.
- Executive experience with profit and loss, budgeting, fiscal management. Management of staff and volunteers, 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.
- General knowledge of sports and enthusiasm for golf and prior direct experience with youth development programming preferred.
- 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.
- Relationships and knowledge throughout First Tee and Central Ohio are a strong plus.

TO APPLY

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

SALARY RANGE and JOB TYPE

Compensation range is \$115,000 - \$130,000 including base salary, bonus opportunity, and benefits package. Full Time, Exempt

Equal Employment Opportunity Statement:

First Tee – Central Ohio 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.