



## Position

Executive Director, First Tee – Golden Isles

## Organization

First Tee – Golden Isles 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 – Golden Isles 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 offered at 10 partnered golf facilities, 24 schools, and 12 youth serving partners.

## 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 – Golden Isles staff, programs, expansion, and execution of the strategic plan.

Success in this role is defined by the ability to translate a compelling vision into action while strengthening programs and community impact. The ED will collaborate with the Board and staff to strengthen programs, expand to high need areas, and use data to measure and communicate impact.

The ED will be a highly visible member of the community, representing First Tee – Golden Isles throughout Glynn, Camden, and McIntosh counties. 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.

Key criteria for success include achieving strong fundraising results through a robust development program, embodying a clear, inspiring vision that translates into action, partnering effectively with the board to continually innovate and improve outcomes for youth, using program data to measure and communicate impact, expanding First

Tee's programming into high-priority, at-risk neighborhoods, and collaborating with the Board to support strong governance and fundraising practices.

## Responsibilities

Strategy & Leadership: The ED works with the Board to develop and implement strategic goals that support the growth of programs, operations, and resources. This includes guiding the organization's vision, aligning team efforts, and ensuring financial sustainability through effective planning and oversight.

Fundraising & Development: The ED partners closely with the Engagement & Development Director and Board to support a comprehensive fundraising strategy. While the Engagement & Development Director leads the execution of fundraising efforts, the ED plays a key role in relationship-building, major donor engagement, and setting the overall vision for resource development. The ED actively supports donor stewardship, participates in high-level solicitations, and ensures alignment between fundraising efforts and the organization's strategic priorities.

Financial Management: The ED oversees all financial operations including budgeting, forecasting, and financial reporting. The ED ensures compliance with 501(c)(3) requirements and maintains strong financial oversight, collaborating with bookkeepers to manage systems such as QuickBooks and providing accurate, timely reports to the Board.

Board Interaction: The ED and the board will work together, collaboratively, to determine how the organization can best achieve its mission. This includes contributing to strategic planning, maintaining consistent communication, and supporting board engagement and development. The ED coordinates Board meetings, maintains official records, and serves as a recording secretary by preparing and distributing agendas and minutes.

Community Awareness/Marketing: The ED serves as the primary spokesperson for the chapter, building relationships with community leaders, partners, and local organizations. While the Engagement & Development Director manages marketing and awareness campaigns, the ED focuses on representing the organization at key events, strengthening high-level partnerships, and promoting the chapter's mission in the community.

Management & Compliance: The ED ensures effective delivery and growth of all programs by collaborating with the program Director to oversee curriculum implementation, volunteer and coach development, and participant engagement. This included building partnerships with schools, golf facilities, and community organizations, and expanding programming to reach more youth. The ED also uses feedback data to evaluate program effectiveness and guide continuous improvement.

## Qualifications

The ideal candidate will have executive experience in the philanthropic or nonprofit community, with a demonstrated history of success in coordinating and implementing integrated fundraising strategies, including grant and proposal writing, major gifts, campaigns, events, donor relationship management, and planned giving.

The Executive Director should have experience overseeing profit and loss, budgeting, and overall fiscal management, as well as managing staff and volunteers, developing and supporting a governing Board, building partner alliances, and securing resources for direct-service programs.

An enthusiastic ambassador for youth development, the ED will have experience promoting access to programs for youth participants, their families, volunteers, donors, and allied community partners. Familiarity with sports, particularly golf, and prior experience in youth development programming is preferred.

The candidate must be a confident strategic thinker, capable of using data and analysis to guide decision-making and effectively lead others. They should be an excellent, transparent, and inclusive communicator who follows through, shares insights constructively, and treats others equitably and with respect.

The ED should be well-organized, energetic, and lead by example, demonstrating a commitment to excellence in leadership, execution, and ethical standards. Additionally, the candidate should be an avid learner, committed to professional development for themselves, staff, and volunteers, fostering a culture of teamwork, collaboration, and professional growth.

## To Apply

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

Closing date for this position is **April 25, 2026**. First Tee – Golden Isles 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 competitive benefits package.

Full Time, Exempt

### Equal Employment Opportunity Statement:

First Tee – Golden Isles 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.