

Evergreen Executive Source



Headquarters located in Indianapolis.

Position to be filled January 2018

Apply now for consideration!

Girl Scouts of Central Indiana announces a search partnership with Evergreen Executive Source, LLC to identify candidates and advise on selection of a new CEO. Evergreen is a retained search firm with depth of experience in nonprofit executive sourcing and selection, and has conducted searches nationwide for over a decade serving the interests of Girl Scout councils in every state. All information provided to Evergreen will be treated with the utmost confidentiality.

THE ORGANIZATION

Girl Scouts of Central Indiana is the preeminent organization serving the interests of girls in the region, seeking to bring out the greatness in every girl, empowering her to pursue her dreams, and make the world a better place. The Council has current membership of 30,000 girls, 12,000 valued adult volunteers, and a staff of 128 full and part-time employees. It has an annual operating budget of \$11 million, and operates headquarters in Indianapolis and a number of camps and multi-use properties within the jurisdiction to provide year-round engagement opportunities for girls, families, adult members, and community partners. All Girl Scout programs and activities - from camping to computing, arts to engineering, service projects to field trips - are designed to challenge and prepare girls for a future of leadership and achievement.



 **POWERED BY GIRL SCOUTS**

THE OPPORTUNITY

The CEO acts in partnership with the Board of Directors to achieve agreed outcomes in all council functions and activities. The CEO will implement the corporate strategic plan through the formulation and execution of short to long range objectives and actions needed to achieve the Council's goals. In addition, the CEO will ensure that diversity is a core value within the Council's activities and functions, promoting opportunities for participation in every aspect of Girl Scouting.

Responsible for stewardship of the Council's human, material and fiscal assets, the CEO provides oversight for policies and practices that enhance the participation of members and leverage the roles of staff and volunteers to effectively engage girls, families, and volunteers in the Council's large service area. The CEO's important outward-facing responsibilities are to expand the Council's visibility and create opportunities for significant strategic partnerships and financial support by ensuring that investing in girls is a priority. The

CEO will build relationships with corporate, nonprofit, government and funding communities by representing the Council at strategic functions and influential speaking opportunities.

CRITICAL GOALS

Under the incoming CEO, focus will continue on these key priority areas for 2017-2020:

- 1) Reach and serve more girls from all communities.
- 2) Deliver consistent, quality outcome-driven girl program.
- 3) Continue to build capacity through board engagement to deliver on the Council mission.
- 3) Work collaboratively with the central Indiana community and Girl Scouts of the USA to build and enhance the Girl Scout brand.

Successful measures of accomplishment will be determined in the following areas.

- Increasing membership to serve girls of all communities and backgrounds.
- Providing girls with the leadership tools that prepare them for success in the real world.
- Ensuring diverse, reliable, sustainable funding and financial stability.
- Inspiring others to be high performers by demonstrating leadership and courage, and fostering a culture that encourages partnership between staff and volunteers, so that Girl Scouts will be viewed as the preeminent girls' organization in central Indiana.
- Demonstrating the highest personal qualities of integrity, judgment, adaptability and self-awareness.

CEO QUALIFICATIONS

The ideal candidate will possess outstanding dedication to the nonprofit sector, with emphasis on youth-serving programs. In addition, this individual's strengths will include broad based business skills with a minimum of five years' comparable executive-level experience including P&L, and eight or more years in leadership roles of progressive responsibility. The new CEO will have demonstrated ability in fundraising and/or direct sales skills and experience, fiscal management of budgets in excess of \$5-million and the ability to provide leadership skills in the management and development of paid staff and volunteer leaders.

The CEO will be a person of strong ideals and integrity who has a combination of vision, strategic, and operational planning abilities and who can serve as a role model of best management practices and effective decision-making. The CEO will possess a style of leadership that embraces partnerships, is collaborative, and empowers stakeholders to achieve their highest potential, all the while satisfying accountability measures mutually agreed upon by the CEO and the Board. The CEO will be recognized as a community and business leader in the Council's jurisdiction, or have the personal and executive presence to achieve this quickly after appointment. It is essential that the CEO have a strong commitment to serving girls from all family, community and economic backgrounds.

Additional desired qualifications include nonprofit board relations, marketing, financial acumen, and volunteer relations leadership. It is expected that candidates will possess a minimum of an undergraduate degree, with advanced degree preferred.

Skilled executives from the world of Girl Scouting, corporate, nonprofit, or other professional backgrounds who are dedicated to providing world-class development opportunities for the young women and girls in this region are encouraged to apply. If this is your background, and you share a passion for advancing the lives of girls in this service area, we want to speak with you.

COMPENSATION/BENEFITS

The Council offers competitive compensation commensurate with the qualifications and experience of the individual selected. It provides a comprehensive benefits package which includes medical, dental, vision,

