

Evergreen Executive Source



Chief Executive Officer **Girl Scouts of NYPENN Pathways** Cicero Headquarters

Position to be Filled February/March 2016
Apply *Now* for Consideration

Girl Scouts of NYPENN Pathways 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 15 years. All information provided to Evergreen will be treated with the utmost confidentiality.

THE OPPORTUNITY

The CEO will act in partnership with the Board of Directors to enhance the outcomes of all council functions to be one of the nation's leaders in membership services and innovation. The CEO will direct the corporate strategic plan through the formulation and implementation of short to long range objectives and actions needed to achieve the council's goals. In addition, the CEO will ensure that pluralism 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.



THE ORGANIZATION

Girl Scouts is the preeminent leadership development program for girls ages 5-17. 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.

Girl Scouts of NYPENN Pathways serves 24 counties in New York and two in Pennsylvania, with membership of nearly 16,000 girls and more than 6,900 adults. The council's gross budget is \$7.5 million. There are 77 staff. Service centers are located in Cicero, Horseheads, Johnson City, New

Hartford, and Watertown. The council also operates four outdoor program centers/camps in their service area.

CRITICAL GOALS

Successful measures of accomplishment as provided by the council will be determined in the following areas.

- *With the Board of Directors and members, develop a new three-year strategic plan which updates the council's strategic priorities and begins to align those priorities with the new GSUSA national strategy. Organize and energize staff to begin implementation.*
- *Along with the new Chief Advancement Officer, work to strengthen and rebuild the advancement department. Develop and implement a fund development strategy that addresses increasing major gifts, corporate giving, alumni giving, and grants.*
- *Leverage the Customer Service Initiative to grow membership, with the aim of maintaining strong programming for older girls, reduced turnover of members, and increased numbers of volunteers. Enhance the volunteer experience through improved communication and involvement at regional and annual meetings.*
- *Implement the council's Camp Master Plan and enhance and refine the council's outdoor experience roadmap to extend outdoor experiences to more girls.*
- *Perform an analysis of all staff salaries, and present recommendations to the board to make certain that staff salaries are reasonable, fair and affordable.*
- *Ensure that the council's remaining three camp properties identified to be sold are marketed and sold in a way that maximizes the benefits to the council.*

CEO QUALIFICATIONS

The CEO's ideal qualifications include solid and broad based business skills with a minimum of 5 or more years of comparable executive-level experience including profit and loss accountability, and 10 or more years in leadership roles of progressive responsibility. The successful CEO will show competency in communications, financial management, fund development, board relations, marketing, property management and program delivery.

Personal attributes of the CEO will include commitment to the Girl Scout mission, and the passion and ability to advocate for that mission across the council's large service area. 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. Adaptability and self-awareness are critical attributes being sought, with a style of leadership that embraces partnerships, is collaborative, and empowers stakeholders to achieve their highest potential. The CEO will be recognized as a community leader in the council's jurisdiction, or have the 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. The ability to communicate effectively across a broad range of constituents is also essential. It is expected that candidates will possess a minimum of a bachelor's degree, with advanced education and training desired.

Skilled executives from the world of Girl Scouting, corporate, nonprofit, or other backgrounds who are dedicated to providing world-class development opportunities 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.

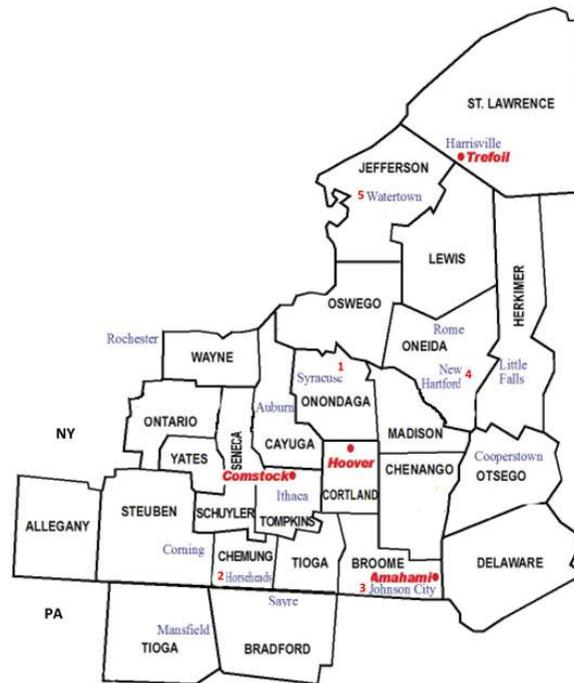
COMPENSATION/BENEFITS

The council offers a competitive compensation plan commensurate with experience as well as a comprehensive benefits package including attractive time off, medical, dental, life and supplemental

short and long-term disability, accident, critical illness coverage, a Flexible Spending Account, a 403(b) Thrift Plan, and an Employee Assistance Program. Benefits are subject to eligibility requirements and may change at the discretion of the council. Relocation support will be considered.

COUNCIL JURISDICTION

The Council's jurisdiction encompasses the middle portion of New York State and two adjacent counties in Pennsylvania. This territory spans an area from the St. Lawrence River in the north to two bordering counties in Pennsylvania, extending from the Finger Lakes Region in the west to Utica in the east. This area offers a variety of four-season recreational opportunities, professional museums, stage and symphony organizations, numerous and outstanding lakes and ski resorts, the Finger Lakes wine country, the Thousand Islands area, and an exceptional array of public and private colleges and universities of national and international stature. In addition the area offers a diverse mix of communities, from the metropolitan to small town life.



COUNCIL WEBSITE: <http://www.gsnypenn.org/>

HOW TO APPLY

Girl Scouts of NYPENN Pathways is an equal opportunity employer and encourages applications from members of diverse communities.

We urge interested candidates to apply as soon as possible to meet the council's accelerated timetable for the selection of a new CEO. If applying after January 1, 2016, please contact Bob Perodeau at (800) 286 4009 to inquire if applications are still being accepted. For *immediate* consideration, please e-mail your cover letter and resume along with salary history to:

Bob Perodeau, Principal
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Providing executive recruiting services to Girl Scouts of the USA since 2001