

The Executive Source



Chief Executive Officer

Girl Scouts of Minnesota and Wisconsin River Valleys

St. Paul Headquarters

Position to be filled September 2015

Apply now for consideration.

By way of context, you'll be pleased to know that the current CEO, the highly esteemed Linda Keene, has announced retirement and plans to lend her experience to onboard the new CEO beginning October 1st. This is a great opportunity to transition to a highly sought after CEO role and learn from a leading edge, innovative, growth focused outgoing CEO.

Girl Scouts of Minnesota and Wisconsin River Valleys 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 across all regions of the country. All information provided to Evergreen will be treated with the utmost confidentiality.

THE ORGANIZATION

Girl Scouts of Minnesota and Wisconsin River Valleys 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. With current membership of 31,100 girls, 12,400 valued volunteers, and a staff of 115, the Council is recognized as one of the top 10 nationwide in a network of 112 councils. The Council has an annual operating budget of \$13.5 million and operates three regional service centers and seven camp properties to provide year-round engagement opportunities for girls, families, adult members, and community partners. All Girl Scouting 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.



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.

CRITICAL GOALS

The Board of Directors is committed to continuing the strategic plan with focus on its most important priority – a return to membership growth. To materially impact 2015/2016, focus will continue on the following three objectives for the first year:

- 1) Driving the evolution of the Council's volunteer systems, technology, business processes, and program delivery models to support membership growth (recruitment and retention),
- 2) Diversifying revenue through enhanced fundraising capabilities, innovative programming and exploration of non-traditional investment opportunities, and
- 3) Building partnerships that enhance capacity to deliver relevant and impactful programming for girls.

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

- Providing volunteers with an enhanced opportunity to serve girls of all populations and backgrounds.
- Making increased use of technology to manage processes and engage staff, volunteers, members, and community stakeholders.
- Developing and cultivating relationships throughout all stakeholder groups to increase advocacy and support.
- Building a culture of employee and volunteer engagement to drive performance and deliver a great Girl Scout experience for girls.
- Ensuring effective use of facilities and properties, and creating an environment where stakeholders can come together and share ideas.
- Demonstrating the highest personal qualities of integrity, judgment, adaptability and self-awareness.
- Inspiring others to be high performers by demonstrating leadership and courage, and by fostering a culture that encourages partnership between staff and volunteers.

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 8 years' comparable executive-level experience including P&L, and 15 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 southern Minnesota, 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 and training desired.

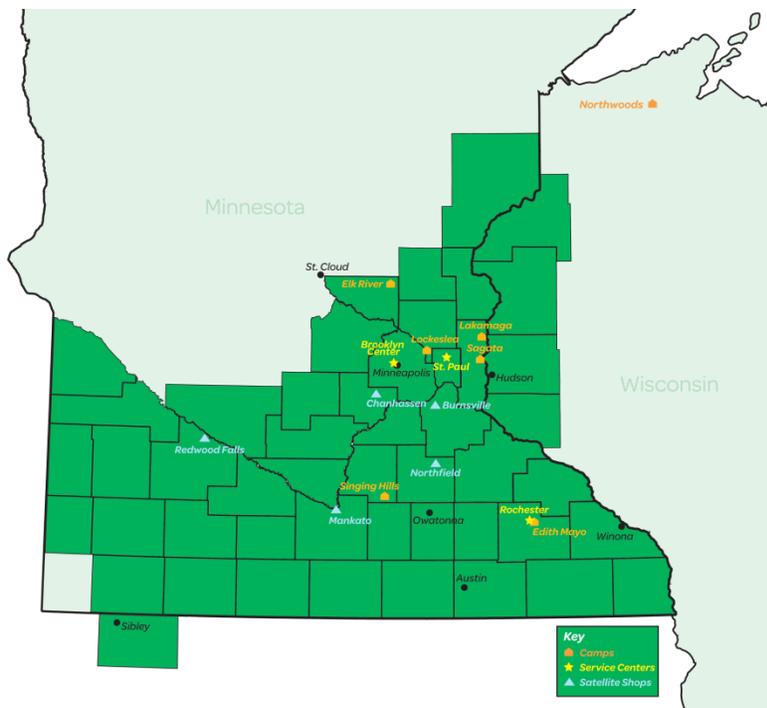
Skilled executives from the world of Girl Scouting, corporate, nonprofit, or other professional backgrounds who are dedicated to providing world-class development opportunities for the young women and girls in this region of Minnesota, Wisconsin and Iowa are encouraged to apply. If this is your background, 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 highly competitive compensation and benefits plan with annual pay commensurate with experience. It provides a comprehensive benefits package under a Flexible Benefit Plan, including medical, dental, long and short-term disability, life, vision, as well as attractive personal time off. Other features include a 403B Defined Contribution savings plan with matching contribution after one year, and an Employee Assistance Program. Benefits are subject to change at the discretion of the Council. Relocation support will be considered.

COUNCIL JURISDICTION

Girl Scouts of Minnesota and Wisconsin River Valleys serves girls in 49 counties in Minnesota, Western Wisconsin, and Iowa. The council area includes the seven-county Twin Cities metropolitan area, the larger southern cities of Rochester and Mankato, as well as suburban, small town, and rural areas.



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

HOW TO APPLY

Girl Scouts of Minnesota and Wisconsin River Valleys 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 timetable for the selection of a new CEO. Applications will continue to be reviewed until this important position is filled. For *immediate* consideration, please e-mail your cover letter and resume along with salary history to:

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Providing executive recruiting services to Girl Scouts of the USA since 2001