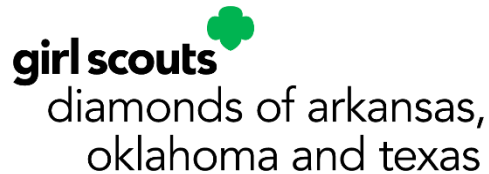


Evergreen Executive Source



Chief Executive Officer Search

Corporate Office: Little Rock
Position to be filled in first quarter 2025
Apply immediately for consideration!

Girl Scouts – Diamonds of Arkansas, Oklahoma and Texas announces a partnership with Evergreen Executive Source, LLC to identify candidates and advise on the selection of its new CEO. This opening is due to the planned retirement of Dawn Prasifka, the Council’s esteemed CEO. Evergreen brings a depth of experience in nonprofit executive sourcing and selection and has conducted scores of searches nationwide for Girl Scout councils. Evergreen will treat all information provided with the utmost courtesy and confidentiality.

THE ORGANIZATION

This council is the preeminent girl-centered leadership development organization serving girls in 74 Arkansas counties, three in Oklahoma, and two in Texas, offering every girl a chance to prepare for a lifetime of leadership, adventure and success. Membership is 4,236 girls, 3,269 valued adult volunteers, and a staff of 58. The Council’s annual operating budget is \$5 million, and operates its corporate office in Little Rock, with three regional offices and a number of camps. Participating in the Girl Scout Leadership Experience, girls develop skills in four areas: STEM (science, technology, engineering, and math), the outdoors, life skills, and entrepreneurship. All Girl Scout programs and activities are open to all girls, and designed to challenge and prepare them for a future of leadership and achievement.

The Council is particularly proud of its Horsemanship Program, which gives girls of all ages and abilities a chance to ride and care for horses in a safe, fun and challenging way. A major portion of each lesson is devoted to learning responsibility as they care for their horses. Riding and working with horses helps build physical, mental and social skills, boosts self-confidence, teaches problem-solving and self-discipline - and, it’s fun!



THE OPPORTUNITY

The CEO acts in partnership with the Board of Directors to enhance the outcomes of all council functions. The CEO directs the strategic plan by formulating and implementing the short- to long-range objectives and actions needed to achieve the Council's goals. The incoming CEO will inspire, align, and lead a high performing team, promoting opportunities for participation in every aspect of Girl Scouting, and ensuring that diversity be a core value in all activities and functions.

Responsible for stewardship of the Council's human, material and fiscal assets, the CEO provides oversight for policies and practices that enhance member participation and leverage the roles of staff and volunteers to effectively engage girls, families, communities, and volunteers over a large service area. By promoting investment in girls as a priority, the CEO's outward-facing responsibilities include expanding council visibility and creating significant strategic partnerships and financial support. The CEO will build relationships with corporate, nonprofit, government, and funding communities by representing the Council at strategic functions and influential speaking opportunities. The CEO interacts with council members by traveling throughout the entire jurisdiction and attending events and programs, which at times occur during evenings and weekends.

CRITICAL GOALS

The CEO is the chief outward facing executive, providing exemplary leadership in the creation, implementation, and execution of plans and programs across the Council, with particular emphasis on the following:

- ✓ Build on an achievement based culture of superior service to its diverse constituents.
- ✓ An emphasis on membership growth (particularly K-5), retention of older girls, and growth of the volunteer force throughout the territory.
- ✓ Continued diversification of the income stream to bring balance including increases in individual giving and bequests, corporate philanthropy, greater support by board members, thus developing an increasingly multi-faceted earnings portfolio.
- ✓ Direct communications strategy and program that raises council visibility in communities served, and demonstrates the excellent and varied programs available to girls.
- ✓ Enhanced teamwork with staff and volunteers in a Strength Based system to ensure long-term dedication to and enjoyment of an increasingly cooperative working environment.

CEO QUALIFICATIONS

The ideal candidate will show outstanding dedication to the nonprofit sector, with an emphasis on youth-serving programs. Other strengths include broad-based business skills with a minimum of five years' comparable executive-level experience (including P&L), and ten or more years in leadership roles of progressive responsibility. The new CEO will have demonstrated ability in fundraising and/or direct sales experience in complex transactions, plus fiscal management of significant budgets. An essential qualification is the ability to model leadership skills in the management and development of paid staff and volunteer leaders.

The CEO will have strong ideals and integrity, with a combination of vision, strategic, and operational planning abilities. The CEO's leadership style will be transparent and collaborative, embracing partnerships and empowering stakeholders to achieve their highest potential. The CEO will satisfy accountability measures, as mutually agreed upon with the Board. The CEO will be known in the region's community and business circles, 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. We are seeking an individual who will bring optimism, collaboration, and solutions to the role of CEO.

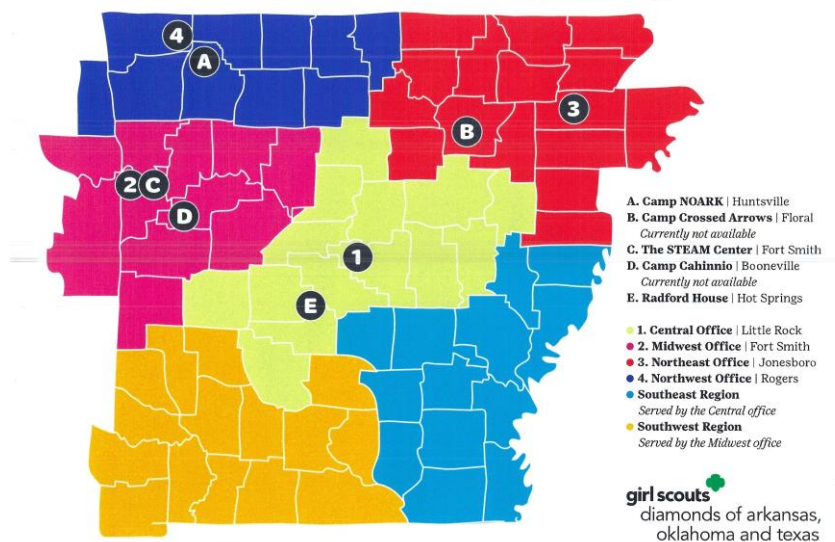
Additional desired qualifications include nonprofit board relations, marketing, financial acumen, and volunteer relations leadership. The CEO is expected to hold an earned bachelor's degree as minimum, with advanced degree and/or training desired.

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 council's jurisdiction are encouraged to apply. If this is your background, and you share a passion for advancing the lives of girls, we want to speak with you.

COMPENSATION/BENEFITS

The Council offers a competitive compensation and benefits plan with annual pay of \$165k+, commensurate with experience. It provides a comprehensive benefits package that includes elements of medical, dental, vision, short- and long-term disability, AD&D, life, accident, cancer, critical illness insurance, as well as a 403 (b) Plan (with council match), a Health Savings Account, and a Flexible Spending Account. Other features include an Employee Assistance Program and attractive personal time off. Benefits are subject to change at the discretion of the Council. Relocation support will be considered.

Council Coverage Map



COUNCIL WEBSITE: <https://www.girlscoutsdiamonds.org/>

HOW TO APPLY

Girl Scouts - Diamonds of Arkansas, Oklahoma and Texas is an equal opportunity employer. We encourage expressions of interest as early as possible to accommodate the Council's need to fill this important position. For consideration, please e-mail your cover letter and resume to:

Bob Perodeau, Principal
Evergreen Executive Source, LLC
E-mail: evergreen.source@att.net
Voice (800) 286 4009 <https://egreensource-exec.com/>

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