



Executive Director
The First Tee of Greater Detroit

The First Tee of Greater Detroit

Founded in 2014, our chapter is one of many in The First Tee network. The First Tee is reaching young people in all 50 states and select international locations on golf courses, in elementary schools, and through other youth-serving organizations.

OUR MISSION

Impact the lives of young people by providing educational programs that build character, instill life-enhancing values and promote healthy choices through the game of golf.

- **Personal Benefits** in the form of physical fitness, enrichment, relaxation and revitalization
- **Social Benefits** in the form of stronger and healthier families; ethnic and cultural harmony; reduced anti-social behavior; and enriched lives for persons with disabilities
- **Economic Benefits** in the form of more productive and healthier citizens; increased tourism; and contributions to the quality of life sought by business and industry

OUR VISION

To serve as a multi-faceted youth and family resource that partners with schools, community organizations/associations, corporate sponsors, and other industry resources to provide, through golf, a life skills experience that encourages recreation, education, and aspiration.



GREATER DETROIT

Greater Detroit is the largest urban center in Michigan, comprising three counties: Wayne, Macomb, and Oakland. The metropolitan area is home to 4.3 million people.

Statistics state that 1 in 5 public school students drop out before graduation. For African American and Hispanic students, just 1 in 2 public school students graduate from high school. Unfortunately, Detroit remains one of the most racially segregated cities in the United States. Of every three Detroit residents, one lives in poverty.

Opportunity abounds for The First Tee of Greater Detroit to make a positive impact on the region!

THE FIRST TEE OF GREATER DETROIT

As a registered 501(c)(3) non-profit organization, The First Tee of Greater Detroit is proud to pursue our mission of making golf accessible to youth in the largest urban center in Michigan. Our organization has a goal of providing education, exercise, and mentorship to all youth, particularly those that are underrepresented in the game of golf.

- Home Course: Palmer Park Golf Course
- Rackham Golf Course
- Lakes of Taylor Golf Course
- Maple Lane Golf Course



THE POSITION

The Executive Director of The First Tee of Greater Detroit provides direction and overall management of The First Tee program. Responsible for the day-to-day management of programming and facilities, the Executive Director oversees a budget of \$500,000, 2 full-time staff, and over 50 volunteers committed to providing an extraordinary golf experience to guests.

The Executive Director is critical in:

- Increasing, strengthening and diversifying the organization's funding sources
- Guiding the development and effective use of The First Tee Board of Directors
- Enhancing the relationship between the First Tee and its families, funders and stakeholders
- Developing an organizational infrastructure that supports growth
- Expanding the First Tee's visibility, reach and influence throughout greater Detroit
- Assisting with long-term planning
- Effectively managing operations and vendors within the appropriated budget

As primary representative of The First Tee of Greater Detroit, the Executive Director serves as the organization's leader, advocate and main contact in developing relationships with the various communities of greater Detroit, attending meetings and seminars to represent The First Tee and interacting with various organizations committed to supporting the programs.

THE FIRST TEE OF GREATER DETROIT: BY THE NUMBERS

\$500,000 operating budget

22 Detroit public and charter schools participate in our school-based program

13,000 students exposed to our life skills curriculum through the school program

500 participants served through our full, facility-based life skills experience

7 founding corporate partners

THE IDEAL CANDIDATE

The First Tee of Greater Detroit seeks candidates who are strong managers with outstanding communication and interpersonal skills; optimistic with a 'can do' attitude; progressive, proactive and flexible; self-starting and effective leaders; and, can inspire a volunteer community to create a strong team. The ideal candidate will have at least seven years of recreational management experience including considerable experience in institutional fundraising, advancement, development and marketing. Possession of a Bachelor's Degree in public administration, business management, recreation, facility management, communications or closely related field is required.

To be successful, the ideal candidate must be service-oriented, have excellent organizational skills and possess the ability to manage and coach staff, volunteers and guests. As a key leader within the First Tee management team, significant and proven leadership, critical thinking and strong communications skills are required.

COMPETENCIES AND PERSONAL CHARACTERISTICS

Impressive candidates will also exhibit the following competencies, characteristics and style:

- Program Development
- Facility Management and Maintenance
- Event Management and Communications
- Financial Budgets, Contract Negotiation, Legal Compliance and Administration of Fundraising Activities
- Staff Development
- Representation at local, state, regional and national meetings and training sessions





COMPENSATION AND BENEFITS

Compensation package, including health benefits, is negotiable and will be based upon qualifications and experience of the successful candidate.

BOARD OF DIRECTORS

Niall Hay, Chairman
Leroy Richie, Vice-Chairman
Thomas Hines, Treasurer
Mark Douglas, Secretary
Sue Brueckman
Corey Bryon
Lane Coleman
Peter Curran
Michael Follis
Erica Holton, Esq.
Orlando Juarez
Jeff Jewell
Kevin Katschanow
Randall W. McAdory
Todd Piersol
Michele Samuels
Judy Skiles
Rick Smith
Ari Techner
Robert Vargo
Paul Wills

APPLICATION PROCESS AND RECRUITMENT SCHEDULE

RECRUITMENT

To be considered for this challenging and rewarding career opportunity, candidates are invited to contact Niall Hay at nhay@thefirstteegreaterdetroit.org.

EVALUATION

Application materials will be reviewed and evaluated. Candidates who demonstrate the experience, skills, education and abilities required will continue through the recruitment process.

ASSESSMENT

Candidates identified to move through the selection process may be asked to take a series of Assessment tests.

INTERVIEW

Qualified candidates deemed to possess skills to succeed in the position will be invited for interviews.



PO Box 21728, Detroit, MI 48221

Call: 313.820.3362

Visit: www.thefirstteegreaterdetroit.com