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THE FIRST TEE OF GREATER CHICAGO

Chief Executive Officer

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The First Tee of Greater Chicago
Chicago, Illinois

ABOUT THE FIRST TEE OF GREATER CHICAGO

The First Tee is a youth development initiative of the World Golf Foundation that was founded to 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. Today, The First Tee offers programs in all 50 states and in six international locations. In addition to the strong internal network, The First Tee is supported by the leading organizations in golf including the Masters Tournament, LPGA, PGA of America, PGA TOUR and United States Golf Association. Since its inception in 1997, The First Tee has reached and positively impacted more than 15 million kids.

The First Tee is reaching young people on golf courses, in elementary schools and through other youth-serving organizations through its three programs:

- **The Life Skills Experience Program** is a curriculum developed with the help of academic, sport psychology, youth development and golf experts, to proactively teach life-skills lessons as part of the basic program. The Life Skills Experience is delivered by trained coaches. Through this experience, participants learn to apply life skills and transfer the positive values of golf to everyday life.
- **The First Tee National School Program** introduces elementary students to the game of golf, The First Tee Nine Core Values and The First Tee Nine Healthy Habits during physical education classes. The program creates an environment where young people experience the lifelong sport of golf while learning basic golf motor skills and the inherent values of the game. Physical educators receive professional development training and are provided age-appropriate curriculum and equipment for effective implementation into their programs.
- **The First Tee DRIVE** is an after-school program that is a fun, engaging opportunity for young people and is designed to **Develop Rewarding, Inspiring Values for Everyone** who participates. Created with youth development professionals and volunteer leaders in mind, the program modifies traditional sports—including baseball, football, bowling and tennis—to incorporate the four basic golf shots: putt, chip, pitch and full swing. Each activity empowers young people to explore their abilities and develop life-enhancing values along the way by integrating The First Tee Nine Core Values in each lesson.

The First Tee of Greater Chicago, a chapter of the national First Tee network, impacted more than 55,000 youth in 2018, and is well positioned to grow its impact significantly in the coming years. In its next phase, The First Tee of Greater Chicago is focused on reinforcing the organization's reputation as a leading youth development organization in the region and serving as the primary entry point for junior golf. With a number of high-profile facility projects under consideration such as a Junior Learning Center at the Tiger Woods designed South Shore-Jackson Park course in conjunction with the Obama Presidential Center, as well as the possibility to create a "First Tee Kids Clubhouse" at the historic Sydney Marovitz Clubhouse on the lake, a tremendous opportunity exists for The First Tee of Greater Chicago to exponentially expand its Chicago presence and reach.

To learn more about The First Tee of Greater Chicago, please visit thefirstteegreaterchicago.org.

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THE OPPORTUNITY

As The First Tee of Greater Chicago enters this exciting phase in its history, the next Chief Executive Officer (“CEO”) will provide leadership and direction to fulfill the organization’s mission. Inspired by a genuine passion for empowering and helping youth succeed in life, s/he will work diligently to promote and expand the efforts of the organization.

Reporting to and partnering with the Board of Directors, the CEO will have overall strategic and operational responsibility for The First Tee of Greater Chicago’s staff, programs, expansion and execution of the mission. The Board sees this next chapter as a period of significant growth with the goal to expand programming and engage additional communities.

The CEO will be a highly visible member of the community, representing The First Tee of Greater Chicago throughout the region. S/he will embody the First Tee’s strong commitment to its youth and will promote the organization throughout the community, accelerating its impact, resource development and brand recognition.

The CEO will be instrumental in helping The First Tee of Greater Chicago achieve its potential.

Key criteria for success of this role include:

- Achieving strong fundraising success through a robust development program, including expanded engagement with individuals, corporations and foundations;
- Embodying a clear, inspiring, entrepreneurial vision and guiding the team to translate those strategies into effectively executed plans;
- Partnering effectively with the Board of Directors and staff to build on the success of the program to continually innovate and improve outcomes for youth;
- Ensuring program effectiveness through evaluation of quantitative and qualitative program analytics to articulate a comprehensive impact story that connects with people’s heads and hearts; and
- Expanding and scaling The First Tee’s programming in additional high-priority, at-risk Chicago neighborhoods.

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CANDIDATE PROFILE

The ideal candidate will have the following personal competencies, qualities and characteristics:

Passion for the Mission

The CEO will have a passion for the mission of the First Tee with a personal interest in youth development. On the most fundamental level, s/he will care deeply about the youth in Chicago. S/he will actively promote ways to empower youth to succeed in life. The CEO will actively and strategically seek partnerships and build coalitions with other organizations, institutions and leaders on behalf of the strategic vision of the organization. S/he will embrace the First Tee's spirit, while continually innovating to help expand its brand and reach. S/he will be an individual of unquestioned integrity, ethics and values; someone who can be trusted without reservation.

Leader in Development

The CEO will work in a collaborative manner, building relationships and promoting The First Tee of Greater Chicago. S/he will be a demonstrated or emergent leader in the field of development, playing the organization's lead role in fundraising. S/he will work in close collaboration with the Board and staff to identify, approach and cultivate partners and donors to help advance the organization's objectives. S/he will have a strong orientation towards data and analysis and an ability to use metrics to drive development decisions and achieve strategic objectives. The CEO will adopt an entrepreneurial approach to expanding and deepening new and existing donor support. S/he will build strong brand equity and awareness, continually seeking opportunities to promote The First Tee of Greater Chicago.

Strategic Leader & Charismatic Ambassador

The CEO will be a strategic leader who, with the Board, will set and articulate a vision for the organization's growth. S/he will be a charismatic, results-oriented leader responsible for effectively conveying the First Tee's mission and priorities to a range of constituents. As the external voice of the organization, s/he will lay the groundwork for the organization's expansion to its current supporting community and future stakeholders, including donors, the Board, staff, partners, youth and parents. The CEO will be a dynamic, energetic and credible leader who evaluates outcomes with a metrics-based approach. S/he has exceptional verbal and written communication skills. S/he will have a track record of motivating and inspiring others to achieve impact through teamwork. The CEO will have strong financial and operational experience to continually improve First Tee of Greater Chicago's programs and outcomes. S/he will have a successful track record in staff management, development and Board relations.

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Entrepreneurial Mindset

The CEO must have an entrepreneurial ambition and approach. S/he will have demonstrated experience working in a highly adaptive model during a period of expansion. S/he must be hands-on, agile and versatile, with an ability to switch gears at any moment. S/he will have a track record of motivating and inspiring others to achieve impact through creativity and teamwork and of leveraging individual strengths to meet organizational goals.

CONTACT

Koya Leadership Partners has been exclusively retained for this search. Cheryl Stevens, Alison P. Ranney and Steve Fundarek are leading the engagement. To express interest in this role please email FirstTee@koyapartners.com. All inquiries and discussions will be considered strictly confidential.

ABOUT KOYA LEADERSHIP PARTNERS

Koya Leadership Partners is a retained executive search and human capital consulting firm that partners exclusively with mission-driven clients, institutions of higher education and social enterprises. We deliver measurable results, finding exceptionally talented people who truly fit the unique culture of our clients and ensuring they have the strategies to support them. For more information about Koya Leadership Partners, visit www.koyapartners.com.