



## **The First Tee of Central Florida**

### **Executive Director**

#### **About The First Tee of Central Florida**

The First Tee of Central Florida is an independent 501(c)3 nonprofit organization. It began operation in August, 2012 and is the Central Florida licensee of The First Tee Program, a youth development organization founded to positively 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.

The First Tee offers programs in all 50 states and in six international locations and is supported nationally 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 reaches young people on golf courses, in elementary schools and through other youth-serving organizations through its three programs:

- **The Golf & Life Skills Experience Program.** This program is offered at nine golf courses throughout the Central Florida community and features a curriculum that was developed with the help of academic, sport psychology, youth development, and golf experts. The Golf & 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.** This program introduces elementary students to the game of golf, The First Tee Nine Core Values and The First Tee Nine Healthy Habits during their regular physical education classes. It 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 of Central Florida currently administers this program at 123 local elementary schools.
- **The First Tee DRIVE.** This is an after-school program that is a fun and engaging opportunity for young people. It is designed to Develop Rewarding, Inspiring Values for Everyone (DRIVE) 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 Central Florida currently delivers and administers this program at 23 after-school locations.

The First Tee of Central Florida impacted more than 90,000 youth in 2018 through our three programs and is well positioned to continue to grow its impact in the coming years. Over the organization's seven years of existence, participants from The First Tee of Central Florida have been selected as KPMG Future Leaders, designated as The First Tee Scholars, participated in the PURE Insurance Championship benefitting The First Tee and the Perfect Sense Digital Pro-Am, and attended the Joe Louis Barrow Jr. Life Skills and Leadership Academy. Locally, participants from The First Tee of Central Florida have served as Standard Bearers at the Arnold Palmer Invitational, received clinics from PGA TOUR and LPGA Tour Professionals, and been featured on Golf Channel.

## **About the Position**

The Executive Director will be the public face and internal engine of the First Tee of Central Florida. The Executive Director will be responsible for ensuring that The First Tee of Central Florida continues to positively impact the lives of Central Florida youth to an ever-growing extent.

The Executive Director will provide overall management of all fiscal operations, lead all fundraising efforts, manage the organization's committees, implement the organization's policies and procedures with a strong focus on risk management, and provide detailed reports to the Board of Directors.

The Executive Director must embody The First Tee's strong commitment to the youth the First Tee of Central Florida serves and promote the organization throughout the community. The Executive Director will be responsible for creating resource development and brand recognition as part of continued fundraising efforts.

### **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;
- Strong community engagement to expand the reach of The First Tee throughout the community to families, donors, partners, and community stakeholders.
- Embodying a clear, entrepreneurial vision and guiding the team to translate those strategies into effectively executed plans; and
- Working effectively with the Board of Directors and staff to build on the success of the program to continually innovate and improve outcomes for youth.

## **Candidate Profile**

### **Passion for The First Tee of Central Florida's Mission**

The Executive Director will have a passion for positively impacting young people through the game of golf to achieve the organization's mission and goals. The Executive Director will consistently strive for excellence to all participants, parents, volunteers and co-workers in a manner that reflects The First Tee's Nine Core Values of: Honesty, Integrity, Sportsmanship, Respect, Confidence, Responsibility, Perseverance, Courtesy, and Judgment.

### **Proven Fundraiser**

The Executive Director will work in a collaborative manner, building relationships and promoting The First Tee of Central Florida. The Executive Director will be a demonstrated or emergent leader in the field of development with conceptual knowledge of fundraising and development trends with an ability to leverage relationships and partnership opportunities. The Executive Director will work in close collaboration with the Board to identify, approach and cultivate partners and donors to help advance the organization's objectives by strengthening and diversifying the organization's funding sources. The Executive Director will adopt a creative approach to expanding and deepening new and existing donor support and will build strong brand awareness throughout Central Florida.

### **Entrepreneurial Mindset**

The Executive Director must be self-motivated and entrepreneurial in nature. The Executive Director will be working in a fast-paced environment needing to prioritize and balance many tasks. The First Tee of Central Florida is structured in such a way that requires the same ingenuity and resourcefulness required of an entrepreneur running a similarly sized for-profit organization. In order to meet this requirement, the Executive Director will have a track record of motivating and inspiring others to achieve impact through teamwork and leveraging individual strengths to meet organizational goals.

### **Strategic Leader**

The Executive Director will be a strategic leader who, with the Board, will set and articulate a vision for the organization. They will share in the development of the strategic plan including the fundraising, public relations, finance and programming goals and lead its implementation. The Executive Director will have strong financial, operational, and staff-management experience to continually improve The First Tee of Central Florida's outcomes.

### **Charismatic Communicator**

The Executive Director is responsible for effectively conveying the First Tee's mission and priorities to a range of constituents. As the external voice of the organization, the Executive Director will share and promote the organization's purpose to its current supporting community and future stakeholders, including donors, the Board, staff, partners, youth and parents. The Executive Director will need to be a dynamic, energetic and credible leader.

## **Professional Qualifications**

- Significant executive level business management or non-profit management experience
- Strong understanding of and connections within Central Florida
- An understanding of the non-profit sector in Central Florida
- Proven track record in raising money including the ability to connect, listen, and close. The successful candidate will have had significant experience in fundraising initiatives and projects
- Conversant in the game of the golf
- Extensive experience in strategic planning
- Proven ability in strong fiscal management and resource development
- Experience in managing fundraising events, golf tournaments, and other large-scale events
- Effective written and oral communication skills.
- Strong organizational skills
- Bachelor's degree
- Ability to analyze and report statistical data
- Experience in public relations and mediation relations
- Experience in youth development or youth sports
- Working knowledge of office computer functions and other electronic equipment
- Knowledge of the basics of the game of golf
- Computer and database knowledge
- Able to work flexible schedule

## **Compensation**

Open and negotiable depending on qualifications and experience, with a starting salary in the range of \$75,000.00 to \$85,000.00. Health insurance stipend for employee. Vacation/Holiday/Sickleave benefits. The Executive Director will be eligible for an annual performance-based incentive bonus.

## **Application Process**

Please email resumes and cover letters to: [EDsearch@thefirstteeefl.org](mailto:EDsearch@thefirstteeefl.org)

Application materials provided after **July 19, 2019** may not be considered.

The First Tee of Central Florida will reach out to applicants that meet its qualification requirements to continue the interviewing process.

Because of the number of applicants, the First Tee of Central Florida will not directly reply to each submission of application materials.