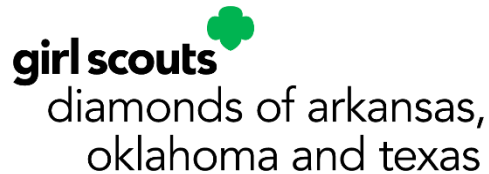


Evergreen Executive Source



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 search partnership with Evergreen Executive Source, LLC to identify candidates and advise on the selection of a new CEO. This opening is due to the planned retirement of Dawn Prasifka, the Council’s esteemed CEO.

Evergreen is a retained search firm with depth of experience in nonprofit executive sourcing and selection, and has conducted scores of searches nationwide serving the interests of Girl Scout councils nationwide. All information provided to Evergreen will be treated with the utmost courtesy and confidentiality.

THE ORGANIZATION

Girl Scouts – Diamonds of Arkansas, Oklahoma and Texas is the preeminent girl-centered leadership development organization serving girls in 74 Arkansas counties, three in Oklahoma, and two in Texas. The Council offers every girl a chance to prepare for a lifetime of leadership, adventure and success, with a membership of 2,297 girls, 2,279 valued adult volunteers, and a staff of 58. The Council has an annual operating budget of \$5 million, and operates its corporate office in Little Rock, with three additional regional offices and a number of camps. While participating in the Girl Scout Leadership Experience, Girl Scouts gain important skills in four areas: STEM (science, technology, Engineering, and math), the outdoors, life skills, and entrepreneurship. All Girl Scout programs and activities are designed to challenge and prepare girls for a future of leadership and achievement and are open to all girls.

The Council is particularly proud of the Diamonds Horsemanship Program that gives girls of all ages and abilities a chance to ride and care for horses in a safe, fun and challenging way. A key portion of each lesson is spent on learning responsibility by caring 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 will act in partnership with the Board of Directors to enhance the outcomes of all council functions. The CEO will direct the organization's strategic plan through the formulation and implementation of short to long-range strategic objectives and actions needed to achieve the Council's goals. The incoming CEO will inspire, align, and lead a high performing team, ensuring that diversity 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, communities, 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. The CEO also interacts with council members by traveling throughout the entire jurisdiction and attending events and programs, which may occur during some evening and weekend hours.

CRITICAL GOALS

The CEO will provide exemplary leadership in the creation, implementation and execution of plans and programs across the Council, with particular emphasis on the following.

- ✓ A culture of superior service to the diverse constituents of the Council.
- ✓ An emphasis on growth of membership, particularly K-5, and retention of older girls, as well as growth of the volunteer force across the large territory served.
- ✓ Diversification of the income stream to increase fund-raising through individual giving and bequests, corporate philanthropy, and greater support by board members, to achieve a multi-faceted earnings portfolio.
- ✓ Communications strategy and program that raises the visibility of the Council across the communities served, and demonstrates the excellent programs available to girls with a variety of interests. The CEO is the chief outward facing executive of the Council.
- ✓ Enhanced team development of staff and volunteers to reduce turnover and create an increasingly cooperative working environment.

CEO QUALIFICATIONS

The ideal candidate will possess an outstanding dedication to the nonprofit sector, with an emphasis on youth-serving programs. In addition, this individual's strengths will 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. The ability to model leadership skills in the management and development of paid staff and volunteer leaders is essential.

The CEO will be a person of strong ideals and integrity who has a combination of vision, strategic, and operational planning abilities to lead the Council. The CEO will possess a style of leadership that is transparent, 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 the region, 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.

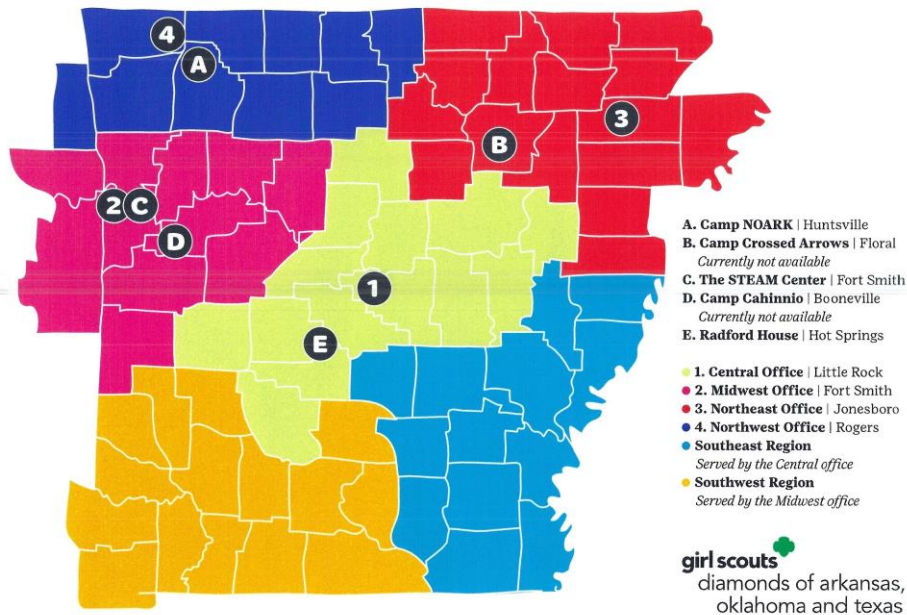
Additional desired qualifications include nonprofit board relations, marketing, financial acumen, and volunteer relations leadership. The CEO is expected to possess a minimum of an earned bachelor's degree, with advanced degree and/or training desired.

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 in this service area, we want to speak with you.

COMPENSATION/BENEFITS

The Council offers a competitive compensation and benefits plan with annual pay 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