

# Evergreen Executive Source



**girl scouts**  
of eastern washington  
and northern idaho  
**Chief Executive Officer**

Headquarters located in Spokane.

Position to be filled January/February 2018

*Apply now for consideration!*

Girl Scouts of Eastern Washington and Northern Idaho announces a search partnership with Evergreen Executive Source, LLC to identify candidates and advise on selection of a new CEO. Evergreen is a retained search firm with depth of experience in nonprofit executive sourcing and selection, and has conducted searches nationwide for over a decade serving the interests of Girl Scout councils in every state. All information provided to Evergreen will be treated with the utmost confidentiality.

## THE ORGANIZATION

Girl Scouts of Eastern Washington and Northern Idaho is the preeminent organization serving the interests of girls in the region, seeking to bring out the greatness in every girl, empowering her to pursue her dreams, and make the world a better place. The Council has current membership of more than 3,400 girls, nearly 1,400 valued adult volunteers, and a staff of 32 full and part-time employees. It has an annual operating budget of \$3.9 million. The Council's administrative headquarters is located in Spokane, Washington, with field staff located in Coeur d'Alene, Idaho and the Tri-Cities Metropolitan Area in Washington State. All Girl Scout programs and activities - from camping to computing, arts to engineering, service projects to field trips - are designed to challenge and prepare girls for a future of leadership and achievement.



 **POWERED BY GIRL SCOUTS**

## THE OPPORTUNITY

The CEO acts in partnership with the Board of Directors to achieve agreed outcomes in all council functions and activities. The CEO will implement the corporate strategic plan through the formulation and execution of short to long range objectives and actions needed to achieve the Council's goals. In addition, the CEO will ensure 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, and volunteers in the Council's large service area. The CEO will expand and amplify 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.

## CRITICAL GOALS

Key objectives for the incoming CEO in the coming year include:

- 1) Drive membership growth of girls K-5 and retention of older girls.
- 2) Inspire others to be high performers by demonstrating leadership and courage, while fostering a culture that encourages partnership between staff and volunteers.
- 3) Promote a culture of philanthropy and giving to support Council programs, ensuring diverse, reliable, sustainable funding, and financial stability.
- 4) Elevate the Girl Scout mission and brand in the region, to increase the Council's visibility and generate increased opportunities for community engagement with partners, funders, and community organizations.

## CEO QUALIFICATIONS

The ideal candidate will possess an outstanding dedication to the nonprofit sector, with emphasis on youth-serving programs. The new CEO will have demonstrated ability in fundraising and/or direct sales skills and experience, fiscal management of budgets in excess of \$2-million, and the ability to provide leadership skills in the management and development of paid staff and volunteer leaders. In addition, this individual's strengths will include broad-based business skills with a minimum of five years' comparable executive-level experience, and eight or more years in leadership roles of progressive responsibility. Relevant work experience in nonprofit organizations with a record of overall functional success will distinguish top candidates.

The CEO will be a person of strong ideals and integrity who has a combination of vision, strategic, and operational planning abilities and who can serve as a role model of best management practices and effective decision-making. The CEO will possess a style of leadership that 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 also be recognized as a community and business leader in the Council's jurisdiction, 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.

Additional desired qualifications include nonprofit board relations, marketing, financial acumen, and volunteer relations leadership. It is expected that candidates will possess a minimum of an undergraduate degree, with advanced degree preferred.

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 region 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.

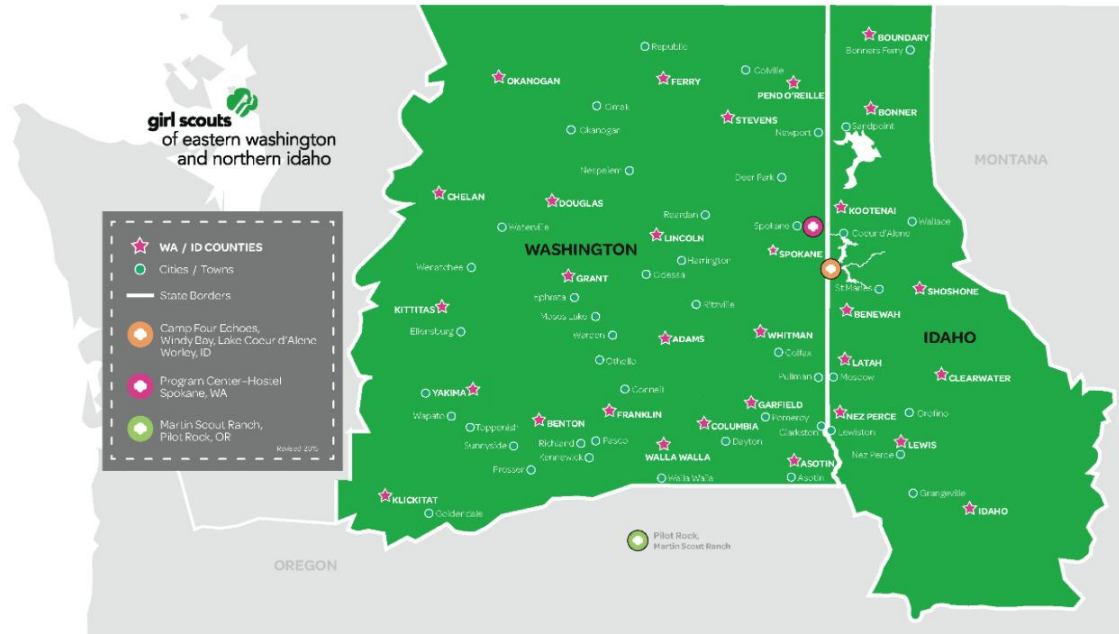
## COMPENSATION/BENEFITS

The Council offers competitive compensation commensurate with the qualifications and experience of the individual selected. It provides a comprehensive benefits package which includes medical, dental, vision,

long and short-term disability, life insurance, and a 401K retirement savings plan. Benefits are subject to change at the discretion of the Council. Relocation support will be considered.

## COUNCIL JURISDICTION

Girl Scouts of Eastern Washington and Northern Idaho serves girls across an area comprised of 20 counties in central and eastern Washington, and 10 counties in northern Idaho, for a total of 30 counties covering 67,000 square miles.



COUNCIL WEBSITE: <http://www.gsewni.org/>

## HOW TO APPLY

Girl Scouts of Eastern Washington and Northern Idaho is an equal opportunity employer.

We urge interested candidates to apply as soon as possible to meet the Council's timetable for the selection of a new CEO. Applications will continue to be reviewed until this important position is filled. For *immediate* consideration, please e-mail your cover letter and resume along with salary history to:

Bob Perodeau, Principal  
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Voice (800) 286 4009 [www.egreensource.com](http://www.egreensource.com)

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