



OREGON
FFA FOUNDATION

Opportunity to Lead Fundraising and Development for the Oregon FFA Foundation and Support Oregon's Premier Youth Leadership Development Program

The Oregon FFA Foundation is accepting applications for an Executive Director. The Foundation's mission is to coordinate sustainable, long-term funding for agriculture education and the Oregon FFA Association. FFA has a sharp focus and clear objective: develop leaders for agriculture. Each year, FFA makes a positive difference in the lives of over 650,000 student members throughout the nation and more than 6,700 student members in Oregon by developing their potential for premier leadership, personal growth, and career success through agricultural education.

The Oregon FFA Foundation works with business and industry, organizations, and individuals to raise funds to support its mission. The Foundation's Board of Directors is recruiting its next Executive Director to raise, invest, and manage funds to benefit the Oregon FFA Association and its student members. The Board seeks a proven leader with a strong entrepreneurial vision to continue to enhance the Foundation's systems and structure, lead its staff to carry out this important work, and build relationships and partnerships with individual, corporate, governmental, and philanthropic donors in support of the Oregon FFA Association's distinctive mission.

Over the last seven years, the Foundation made significant improvements in its performance, efficiency, and effectiveness and implemented new processes and programs. These changes, and the leadership of the Foundation's Executive Director and Board, allowed the Foundation to expand its annual fundraising collections from about \$6,000 per year to \$700,000 per year. This has allowed the Foundation to increase its financial support to the Oregon FFA Association. The Foundation's Board has aggressive fundraising goals and seeks a new leader to take the Foundation to the next level.

The National FFA Organization and Oregon FFA Association

The Oregon FFA Association is one of 52 state FFA associations across the United States, Puerto Rico, and the Virgin Islands. Since its founding in 1928 as "Future Farmers of America," the organization has grown to have a tremendous impact on American agriculture. Millions of students have participated in hands-on work experiences through FFA, enabling them to apply knowledge gained in agricultural education classes. Students whose lives are impacted by FFA and agricultural education achieve academic and personal growth, strengthen American agriculture, and provide leadership to build healthy local communities, a strong nation, and a sustainable world.

In 1988, the official name changed to "The National FFA Organization" (www.ffa.org) to reflect the growing diversity of agriculture and the fact that production farming reflects only a small part of FFA's impact on the agriculture, food, and related industries. This change also occurred in Oregon. FFA's student membership is also increasingly diverse. More than 49.3% of members are women, and about 42% of members are from suburban and urban areas. FFA prepares students for more than 300 careers in agriculture, including business, science, food safety and security, and production.

Today, in Oregon, more than 124 FFA advisors and agriculture teachers in more than 100 chapters deliver an integrated model of agricultural education and provide students with innovative and leading-

edge education, enabling their students to grow into competent leaders. Each year, more than 3,000 student members and guests attend the Oregon State FFA Convention.

Neither the Oregon FFA Association nor Oregon FFA Foundation receives any state or federal funding. State-level dues are only \$8.00 per student. This means that the Oregon FFA Association relies on the Oregon FFA Foundation to fund its programs.

The Position

The Executive Director of the Foundation will be based at a location mutually agreed upon with the Foundation's Board. The Executive Director will report to the Foundation's Board and is responsible for planning and leading fundraising, developing and managing staff and budgets, and maintaining the Foundation's external relationships. More specific responsibilities include:

- Develop and update the Foundation's vision, mission, and strategy, and support annual and long-term goals with the Board.
- Inspire and direct staff to achieve strategy and annual goals of the Foundation. Identify, recruit, develop, and retain top-quality staff members committed to the Foundation's mission and support them with appropriate infrastructure.
- Direct and participate in the Foundation's fundraising efforts. Identify and evaluate opportunities for funding. Build and maintain strong working relationships with donors and partners. (Role will require frequent in-state and occasional out-of-state travel.)
- Serve as the primary liaison between the Foundation and the Oregon FFA Association while encouraging staff to collaborate in identifying opportunities to provide resources and support.
- Represent Foundation to other organizations and the general public while strengthening its brand and public profile.
- Ensure the Foundation's stewardship of donated funds represents best practices; monitor and support management of its investments and endowed funds; and oversee the design and operation of best practices for development support (e.g., gift processing, acknowledgement, endowment management, grant monitoring, and reporting, etc.).
- Prepare Foundation's annual plan and budget for approval by Board. Manage implementation of budget and ensure Foundation's fiscal responsibility, long-term sustainability, and management of restricted and unrestricted donations.
- Ensure the Foundation complies with laws and regulations relating to operations of a nonprofit foundation.

Note: The Foundation is currently engaged in conversations with the Oregon FFA Association and Oregon FFA Alumni about establishing a shared management and staffing structure, including the possibility of hiring a Chief Executive Officer who would manage day-to-day operations of the three organizations. Other restructuring is also possible. If the decision is made to hire a Chief Executive Officer, the Foundation's Executive Director would be eligible to apply for that position.

Candidate Profile

Desired experience:

- Proven fundraising and development skills, including a successful track record in identifying, cultivating, and stewarding individual, foundation, and corporate donors in a range of

development activities (e.g., major gift fundraising, annual campaigns, capital campaigns, events, planned giving, etc.).

- 5+ years of leadership or management responsibility with a nonprofit organization, including a working relationship with a strong volunteer board of directors.
- Knowledge of and appreciation for agriculture and FFA's heritage, culture, and potential and an understanding of FFA's special characteristics and values and its supporters and friends.
- High proficiency in training, developing, and retaining skilled, experienced, and committed staff.
- Proven financial management skills and ability to supervise Foundation investment advisors.
- Excellent oral, written, interpersonal, and presentation communication skills.
- A bachelor's degree.

Desired personal characteristics:

- A strong, effective executive presence and leadership style that reflects confidence and integrity and inspires trust, respect, and engagement from stakeholders at all levels.
- An innovative and entrepreneurial self-starter who can lead an organization to meet strong growth goals.
- A creative thinker who can develop, communicate, and implement a vision and strategy for the Foundation's growth.
- A leader who is a team player and consensus builder and makes effective use of the diverse talents and experience of Foundation board members.
- A strong relationship builder with donors.
- A collaborative leader who will develop a strong working relationship with the Oregon FFA Association.

Compensation

Compensation commensurate with experience, including salary, benefits, and potential bonus.

To Apply or Recommend Candidates

For consideration as a candidate, please submit the information listed below to careers@oregonffa.com.

- Cover letter
- Resume
- List of references
- Response to the following prompt: *Based on your knowledge of the Oregon FFA Foundation, describe the top fundraising opportunity you would pursue to grow the Foundation.*

To suggest a prospective candidate to the Foundation's Board, please contact in confidence Kirk Maag (kirk.maag@gmail.com or 541.881.9613) or Elin Miller (elin@elinmiller.com or 415.613.5251).

The Foundation intends to begin reviewing applications on **September 21, 2018** but will accept applications until the position has been filled.