



**OREGON FFA**  
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## **Oregon FFA Launches Search for Chief Executive Officer to Lead Oregon’s Premier Youth Leadership Development Program**

Oregon FFA is launching a search for its first Chief Executive Officer after an exciting and historic restructuring was approved by the Oregon FFA Association (Association), Oregon FFA Foundation (Foundation), and Oregon FFA Alumni and Supporters (Alumni). Those three entities—the Association, Foundation, and Alumni—approved the formation of an Oregon FFA joint board that will hire and supervise the CEO. The CEO will manage the staff and finances of the Association, Foundation, and Alumni and implement their respective missions under the direction of the joint board. The restructuring creates a leadership and management structure that will improve the efficiency and effectiveness of the Association, Alumni, and Foundation and allow them to best support the development and delivery of engaging experiences for student members.

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 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](http://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 agricultural educators 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.

### **The Oregon FFA Foundation and Oregon FFA Alumni and Supporters**

The Oregon FFA Association does not receive any state or federal funding, and state-level dues for students are only \$8.00 per year. This means the Association relies on the financial support and

volunteer efforts of the Oregon FFA Foundation and Oregon FFA Alumni and Supporters to carry out its mission.

The Oregon FFA Foundation is the primary source of funding for the Association at the state level. The Foundation works with business and industry, organizations, and individuals to raise funds to support its mission and the Association. Over the last seven years, the Foundation made significant improvements in its performance, efficiency, and effectiveness and implemented new processes and programs. These changes allowed the Foundation to expand its annual fundraising collections from about \$6,000 per year to \$700,000 per year. This allowed the Foundation to increase its financial support to the Association. The new CEO will be responsible for pursuing the Foundation's aggressive fundraising goals.

The Oregon FFA Alumni and Supporters organizes financial and volunteer support for the Association and its members, and the Alumni's local affiliates organize financial and volunteer support for local FFA chapters across the state. Alumni members act as mentors, advocates, fans, volunteers, and donors, and local FFA chapters rely on the Alumni to coordinate community support, raise funds for chapter activities and scholarships, and volunteer to support local activities. The new CEO will support the Alumni board to coordinate support for local chapters.

## The Position

The CEO will be co-located with the Association staff at Oregon State University in Corvallis, Oregon, or at a location mutually agreed upon with the Oregon FFA joint board. The CEO will report to the joint board and will be responsible for managing the staff and finances of the Association, Foundation, and Alumni and implementing their respective missions under the direction of the joint board. Although the Foundation has been led in recent years by an executive director, the CEO will be responsible for the day-to-day management of the Foundation going forward, with the support of staff. The position will involve regular in-state and occasional out-of-state travel. More specific responsibilities include:

- Pursue, review, and when necessary, update the vision, mission, and strategy of the Association, Foundation, and Alumni under the direction of the joint board. Establish short- and long-term goals for the Association, Foundation, and Alumni.
- Inspire and direct staff to pursue and achieve the goals of the Association, Foundation, and Alumni. Identify, recruit, develop, support, and retain top-quality staff members.
- Work with the Association to support agricultural educators and ensure they have the necessary resources to support student success.
- 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; and ensure the Foundation's stewardship of donated funds represents best practices.
- Work with the Alumni to coordinate support for local chapters.
- Serve as the primary liaison between the Association, Foundation, and Alumni.
- Represent Oregon FFA to other organizations and the general public while strengthening its brand and public profile.
- Monitor and support management of donations, investments, and endowed funds. Oversee the design and operation of best practices for development support (*e.g.*, gift processing, acknowledgement, endowment management, grant monitoring, and reporting, etc.).
- Prepare annual budgets. Manage implementation of budgets and ensure fiscal responsibility, long-term sustainability, and management of restricted and unrestricted donations.
- Ensure compliance with laws and regulations relating to nonprofit organizations.

## Candidate Profile

### *Desired experience:*

- Management experience, including 5+ years of leadership and/or management responsibility.
- Experience working with nonprofit entities and a volunteer board of directors.
- 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, and planned giving).
- 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.
- 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 Oregon FFA.
- A leader who is a team player and consensus builder and makes effective use of the diverse talents and experience of volunteer board members.
- A strong relationship builder with donors.
- A collaborative leader who will align the Association, Foundation, and Alumni and staff.

## Compensation

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

## To Apply or Recommend Candidates

Applicants are encouraged to submit materials by **December 15, 2018**, but the search committee will accept applications until the position has been filled.

For consideration as a candidate, please submit the information listed below to [careers@oregonffa.com](mailto:careers@oregonffa.com).

- Cover letter
- Resume
- List of references
- Response to the following prompt: *Describe your top priorities for your first six months on the job if you are hired as Oregon FFA CEO.*

To suggest a potential candidate to the search committee, please contact in confidence Kirk Maag ([kirk.maag@gmail.com](mailto:kirk.maag@gmail.com) or 541.881.9613) or Elin Miller ([elin@elinmiller.com](mailto:elin@elinmiller.com) or 415.613.5251).