



OREGON FFA

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Oregon FFA Launches Search for CEO to Lead Oregon’s Premier Youth Leadership Development Program

Oregon FFA is launching a search for its next Chief Executive Officer. The CEO will collaborate with the boards of directors of the Oregon FFA Association (Association), Oregon FFA Foundation (Foundation), and Oregon FFA Alumni and Supporters (Alumni) to implement each organization’s respective mission under the direction of a joint board of directors (Joint Board). The CEO will also manage the staff and finances of the Association and Foundation.

FFA has a sharp focus and clear objective: develop leaders for agriculture. Each year, FFA makes a positive difference in the lives of over 750,000 student members throughout the nation and more than 11,000 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) 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 45% of members are women, and an increasing percentage 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 130 FFA advisors and agricultural educators in more than 110 FFA 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 3,500 student members and guests attend the Oregon State FFA Convention.

Oregon FFA Foundation and Oregon FFA Alumni and Supporters

For most of the past decade, the Oregon FFA Association received no state or federal funding. During that time, the Association relied on the financial support and volunteer efforts of the Oregon FFA Foundation and Oregon FFA Alumni and Supporters to carry out its mission. Since 2019, the Association has received additional funding from the State of Oregon. This additional funding expanded student access to FFA by removing economic barriers and increased leadership and career development programming and opportunities for students enrolled in agricultural education.

The Foundation remains a primary source of funding for the Association and secures financial support for Oregon FFA and agricultural education through partnerships with business and industry, private foundations, and individuals. Over the last ten years, the Foundation made significant improvements in its performance, efficiency, and effectiveness to implement new processes and programs. These changes allowed the Foundation to expand its annual fundraising collections and increase financial support to the Association from about \$6,000 per year to \$700,000 per year. The new CEO will lead Oregon FFA's fundraising efforts, working with the Foundation board of directors.

The Oregon FFA Alumni and Supporters organizes financial and volunteer support for the Association and its members. Additionally, local Alumni chapters organize financial and volunteer support for local FFA chapters across the state. FFA chapters rely on Alumni members as advocates, mentors, donors, and volunteers who coordinate community support to raise funds for chapter activities, scholarships, and chapter activities. The new CEO will work with and support the Alumni board of directors to coordinate support for local chapters.

The Position

The CEO will be located at Oregon FFA's office at Oregon State University in Corvallis, Oregon, or at a location mutually agreed upon with the Joint Board. The CEO will report to the Joint Board and will be responsible for managing the staff, finances, and operations of the Association and Foundation and implementing their respective missions under the direction of the Joint Board and in collaboration with staff and stakeholders. The position will involve regular in-state and occasional out-of-state travel. More specific responsibilities include:

- Pursue the vision, mission, and strategy of the Association, Foundation, and Alumni under the direction of the Joint Board and in collaboration with staff and stakeholders. Set short- and long-term goals to achieve the mission, vision, and strategy.
- Collaborate with the boards of directors of the Association, Foundation, and Alumni to review and update each organization's vision, mission, and strategy.
- 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.
- Foster a culture of collaboration and continual improvement.
- Establish, review, and revise staff job descriptions; evaluate staff performance based on established job descriptions.
- Work with the Association board of directors 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 in cooperation with the Alumni board of directors to coordinate support for local chapters.
- Serve as the primary liaison between the Association, Foundation, and Alumni boards of directors.
- Represent Oregon FFA to other organizations, government agencies, elected officials, 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 for the Association and Foundation in collaboration with each organization's board of directors and with input from staff. Manage implementation of budgets and ensure fiscal responsibility, long-term sustainability, and management of restricted and unrestricted funds, including any funds appropriated to Oregon FFA by the State of Oregon.
- 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.
- Non-profit 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, leading, 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 boards of directors of the Association, Foundation, and Alumni and staff, with demonstrated experience working with volunteer boards of directors to achieve consensus and utilize the talents and connections of board members to broaden the reach and impact of Oregon FFA.

Compensation

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

To Apply or Recommend Candidates

Applicants are encouraged to submit materials by **January 15, 2021**, 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.

- 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 Greg Thompson, Search Committee Chair, at Greg.Thompson@oregonstate.edu or (541) 231-6410, or Kirk Maag, Oregon FFA Joint Board Chair, at Kirk.Maag@stoel.com or (541) 881-9613.