

# Evergreen Executive Source

**girlscouts**   
of northern illinois  
**Chief Executive Officer**

Opportunity to work from resource centers:  
Lake Zurich, Oswego, Rockford and South Elgin  
Position to be filled in first quarter 2025  
*Apply immediately for consideration!*

Girl Scouts of Northern Illinois (GSNI) announces a partnership with Evergreen Executive Source, LLC to identify candidates and advise on the selection of its new CEO. Evergreen brings a depth of experience in nonprofit executive sourcing and selection and has conducted scores of searches nationwide for Girl Scout councils. Evergreen will treat all information provided with the utmost courtesy and confidentiality.

## THE ORGANIZATION

Girl Scouts of Northern Illinois is the preeminent girl-focused leadership development organization serving girls in 16 northern counties of the state to the Iowa border. The Council offers every girl a chance to prepare for a lifetime of leadership, adventure, and success, with a membership of 8,530 girls, 4,119 valued adult volunteers, and a staff of 70 full- and part-time employees. The Council has an annual operating budget of \$5.7 million, and operates resource centers in Lake Zurich, Oswego, Rockford and South Elgin, as well as three camps. Participating in the Girl Scout Leadership Experience, girls develop 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.



## THE OPPORTUNITY

The CEO will act in partnership with the Board of Directors to enhance the outcomes of all council functions. The CEO directs the organization's strategic plan through the formulation and implementation of short to long-range objectives and actions needed to achieve the Council's goals. The incoming CEO will inspire, align, and lead a high performing team, promoting opportunities for

participation in every aspect of Girl Scouting, and ensuring that diversity be a core value in all activities and functions.

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. By promoting investment in girls as a priority, the CEO's outward-facing responsibilities include expanding council visibility and creating significant strategic partnerships and financial support. 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 GSNI geographic area and attending events and programs, which may occur during evening and weekend hours.

## CRITICAL GOALS

Key objectives for the CEO in the coming year include:

- Increasing membership through new recruitment plans and by supporting volunteers with a new staff structure.
- Increasing relevant and impactful programs and experiences for existing and future members.
- Developing a reliable Fund Development program to ease pressure on product sales through increased Alumni and supporter relationships and recognition program.
- Embedding Diversity, Equity, Inclusion, and Racial Justice into all of GSNI's ways of work by providing an equitable and welcoming Girl Scout experience for staff, volunteers, and Girl Scouts.

## 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 seven 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 skills and experience, and fiscal management of significant budgets demonstrating the ability to manage the Council's budget. 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 education and training desired.

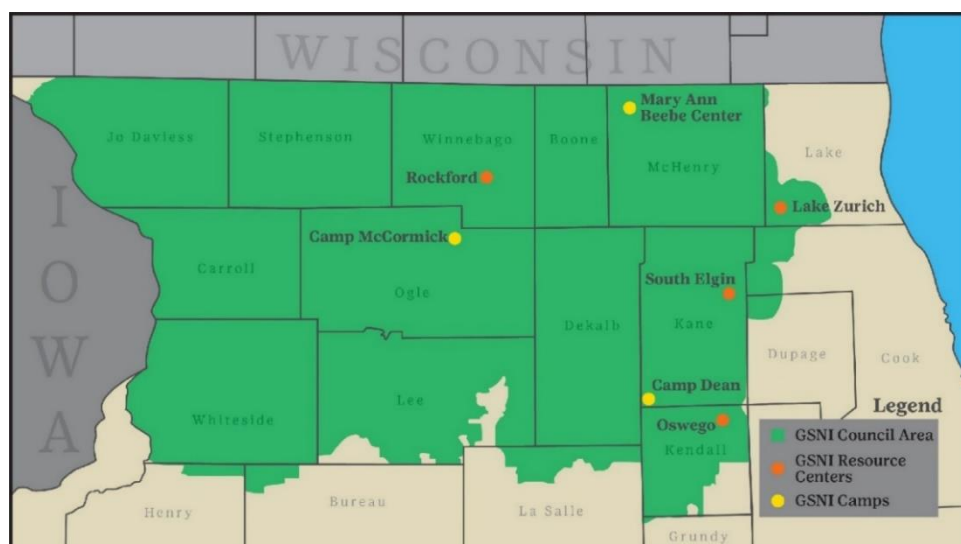
Skilled executives from the world of Girl Scouting, corporate, nonprofit, or other professional backgrounds who are dedicated to providing world-class development opportunities for the young women and girls in Northern Illinois are encouraged to apply. If this is your background, and you share a passion 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 qualifications and experience. Starting pay is budgeted at \$150,000 per year for this full-time position. The Council offers a comprehensive benefits package that includes medical, dental, vision, short and long-term disability, life, accident insurance, as well as a 401(k) Plan with a strong matching feature, and a healthcare Flexible Spending Account and dependent care 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 JURISDICTION

GSNI is the second-largest council in Illinois, and covers 16 counties including parts or all of Boone, Carroll, Cook, DeKalb, DuPage, Jo Daviess, Kane, Kendall, Lake, LaSalle, Lee, McHenry, Ogle, Stephenson, Whiteside, and Winnebago.



COUNCIL WEBSITE: <https://www.girlscoutsni.org/>

## HOW TO APPLY

Girl Scouts of Northern Illinois 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](mailto:evergreen.source@att.net)  
Voice (800) 286 4009 <https://egreensource-exec.com/>

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