



invites applications for

Executive Director

THE OPPORTUNITY

Arkansas FFA is changing lives. Across 217 school chapters, 18,228 young Arkansans are developing the leadership skills, agricultural knowledge, and personal character that will define their futures — and shape the future of Arkansas agriculture. Behind those students is the **Arkansas FFA Foundation**: the independent 501(c)(3) nonprofit that raises and stewards the private resources that make it possible. The Foundation is seeking an Executive Director to lead that work.

This is not a caretaker role. It is a leadership role for someone who sees a growing organization — membership at record levels, \$642,000+ raised in the current fiscal year, \$550,000 in endowed funds, 21 active corporate partners, and a board with genuine ambition — and wants to build something. The right person will inherit real momentum and a clear mandate to expand it.

THE ORGANIZATION

FFA and Agricultural Education

The National FFA Organization is a career and technical student organization — school-based, intracurricular, and student-led — for young people enrolled in agricultural education programs in middle and high schools. FFA operates within a three-circle model: classroom instruction, Supervised Agricultural Experience (SAE) projects, and FFA membership. Together these three components develop the whole student — technically competent, personally confident, and community-minded.

Members compete in Career Development Events (CDEs) and Leadership Development Events (LDEs), earn degrees and proficiency awards, and progress through a chapter-state-national structure led at every level by elected student officers. The FFA mission: *to make a positive difference in the lives of students by developing their potential for premier leadership, personal growth, and career success through agricultural education.*

The Arkansas FFA Association

The Arkansas FFA Association is the state affiliate of the National FFA Organization, chartered in 1928. It is a school-based organization operating within the Arkansas Department of Education, led by its student membership and administered by professional state staff and agricultural educators in the field. The Association's 217 chapters and 338 agricultural educators serve 18,228 members statewide, with a record 3,902 attendees at the most recent State Convention.

The Arkansas FFA Foundation

The Arkansas FFA Foundation, Inc. is an independent 501(c)(3) nonprofit established in 1970. It is **not** a department of the Arkansas FFA Association. The Foundation has its own Board of Directors, its own staff, and its own governance, with an annual operating budget of approximately \$490,000 and \$550,000 in endowed funds under management.

The Foundation's purpose is to build partnerships with agriculture industry, education, government, other foundations, and individuals to secure the private resources that support FFA member achievement across Arkansas — through scholarships, program grants, Camp Couchdale operations, career and leadership events, and direct support to chapters and advisors. In the current fiscal year, the Foundation has raised \$642,000+ and directed \$485,000+ to the Association.

The Executive Director reports solely to the Foundation's Board of Directors and works in close collaboration with the Association's executive director and state staff — as a partner, not a subordinate — to identify needs, coordinate support, and align fundraising with programmatic priorities.

THE WORK

The Executive Director is the Foundation's chief executive, principal fundraiser, and public face. The role spans the full lifecycle of a nonprofit development operation: strategy and planning, donor cultivation and stewardship, financial oversight, board support, event and program coordination, and communications. Below is an honest picture of where time and energy will go.

Fundraising & Development

- Develop and implement annual fundraising plans and long-term development strategies.
- Cultivate and maintain relationships with corporate sponsors, donors, alumni, foundations, and industry partners.
- Secure financial support through sponsorships, grants, major gifts, endowments, and special events.
- Manage annual giving campaigns — including Give FFA Day — and prepare sponsorship proposals, grant applications, and donor communications.
- Coordinate donor recognition and stewardship activities.

Financial Management

- Oversee Foundation finances, including budgeting, financial reporting, and investment monitoring, with an annual operating budget of approximately \$490,000.
- Manage scholarship funds, endowments, and donations according to donor intent.
- Work with accountants, auditors, and financial advisors to ensure accurate records and compliance with nonprofit regulations and Board policies.

Board & Organizational Leadership

- Coordinate monthly board meetings, agendas, reports, and committee activities.
- Maintain Foundation policies, procedures, and governance documents.
- Support recruitment and engagement of board members and volunteers.
- Represent the Foundation to the Arkansas FFA Association Board of Directors.

Program & Event Support

- Support Arkansas FFA programs, conventions, leadership conferences, and scholarship programs through fundraising and coordination efforts.
- Coordinate donor and sponsor involvement at FFA events and State Convention.
- Administer scholarship programs and recognition activities, including the Legendary Owl Hall of Fame and Corduroy Club.
- Collaborate with agricultural education staff and FFA leadership to identify funding needs and opportunities.

Communications & Public Relations

- Serve as a public representative and advocate for the Arkansas FFA Foundation.
- Develop marketing and communications materials including newsletters, the annual report, social media content, and donor updates.
- Promote the impact of agricultural education and FFA programs to stakeholders across the state.

THE CANDIDATE

We are looking for someone who cares about what FFA does. Agricultural education, youth development, and the specific mission of preparing young Arkansans for leadership and careers in agriculture — these are not background context for this role. They are its reason for being. The Executive Director needs to believe in this mission personally and be able to communicate that belief compellingly to donors, partners, and the public.

Character and Leadership

- A genuine relationship builder — comfortable with corporate executives, agricultural educators, FFA alumni, major donors, and student members alike, and able to earn trust across all of them.
- A self-directed leader who sets ambitious goals, builds plans to achieve them, and holds themselves accountable to results.
- An effective communicator in every medium — written proposals, donor correspondence, annual reports, social media, and public speaking — who can tell the Foundation's story in ways that move people to act.
- Someone with the integrity and professionalism to represent the Foundation at all times as its chief executive and public advocate.

Professional Experience

- Meaningful experience in nonprofit development — fundraising, donor cultivation, grant writing, sponsorship, or a combination — with a demonstrated record of results.
- Experience managing budgets and reporting financial performance to a governing board.

- Experience coordinating events, managing donor databases, and handling donor communications and gift administration.
- Experience building or growing an organizational program, giving society, or fundraising initiative from a small base.
- Familiarity with agricultural education, FFA, or similar youth development organizations is a significant advantage.

Credentials

- Bachelor's degree required. Advanced degree a plus.
- CFRE (Certified Fund Raising Executive) certification preferred, or demonstrated commitment to obtaining it.
- Minimum five years of professional experience in a comparable nonprofit development role.

18,228

FFA Members Statewide

\$642,000+

Raised Current Fiscal Year

217

Active FFA Chapters

\$485,000+

Directed to Association Programs

73

Scholarships Awarded in 2026

\$550,000

Endowed Funds Under Management

WHAT WE OFFER

The Foundation offers a competitive salary and benefits package commensurate with the scope of the role and the candidate's experience. The position is based at the Foundation's offices at Camp Couchdale, 301 Catherine Park Road, Hot Springs, Arkansas — on the banks of Lake Catherine, in one of the most scenic settings the state has to offer.

The Foundation enters this search from a position of genuine strength. In the current fiscal year, it has raised **\$642,000+** — with more than **\$485,000** of that directed to the Association through scholarships, program grants, and direct member and chapter support. These are not aspirational numbers; they are the baseline the next Executive Director inherits and builds from.

The Foundation's Board of Directors includes representatives from the Arkansas Farm Bureau Federation, agricultural equipment, electric cooperatives, commercial banking, higher education, and farming — people with deep roots in Arkansas agriculture and a genuine commitment to FFA's mission. The Board completed a governance modernization process in 2024-25 and is ready to invest in the organizational capacity needed to sustain growth.

Arkansas consistently ranks among the most affordable states in the nation — approximately 14% below the national average in overall cost of living, with housing more than 20% below the national average. The combination of mission-driven work, a strong and supportive Board, and a genuinely affordable, high-quality place to live makes this an unusual opportunity.

HOW TO APPLY

The Arkansas FFA Foundation is committed to a thorough, fair, and timely search. Applications will be reviewed on a rolling basis; the position will remain open until filled.

To be considered, please submit the following:

- A letter of interest — not a form cover letter, but a direct statement of why this role and this mission matter to you, and what you would bring to it.
- Your current résumé.
- Contact information for three professional references who can speak to your fundraising, leadership, or nonprofit management experience.

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The Arkansas FFA Foundation is an equal opportunity organization.
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