



PRESIDENT & CEO

CINCINNATI, OH



ABOUT THE COMPANY

Founded in 1997, **Crayons to Computers (Crayons)** has worked to level the playing field in the classroom by ensuring that teachers can provide their students in need the tools to succeed in school. To date, Crayons has distributed more than \$208 million worth of free school supplies, hygiene items, healthy snacks, enhancement and incentive items thanks to our partnerships with sponsoring companies and organizations, including Hubbard's Cupboards. The need in our community is simply growing. Research has shown that student outcomes are affected by teacher morale and teacher turnover. Crayons learned from their 2025 Educator Survey Impact Report that:

- 96.4% of educators feel a sense of support because of their experience with Crayons (teacher morale)
- 84.6% agree that because of the supplies they receive from Crayons, they experience joy in teaching more often (teacher morale)
- 85.3% agree that supplies and sense of support they receive from Crayons makes them more likely to continue teaching at a high-need school (teacher turnover)

Today, Crayons focuses on 16 counties in Ohio, Indiana, and Kentucky. Crayons' distribution strategies are adaptable and responsive to what teacher-shoppers need and include the traditional store, in-school Hubbard's Cupboard (stocked by Crayons with school supplies, hygiene product and healthy snacks) serving 36 K-12 schools, online ordering for pickup and delivery (to 20 K-12 schools) and more. Serving more unique teachers means serving more students. Further, Crayons continues to collaborate with a range of community partners to improve student outcomes.

THE OPPORTUNITY

- Are you ready to lead an organization into its next phase of growth and community impact?
- Are you committed to supporting teachers and students and inspire hope and a future vision of possibilities for the K-12 student population in Cincinnati and NKY?
- Do you enjoy being the face of an organization with business leaders, school districts, community partners and donors?
- Can you develop and execute strategy with a talented and passionate team and committed Board of Directors?



WHAT YOU'LL BE DOING

Reporting to the Board of Trustees, the President & CEO is responsible for establishing and implementing strategy called Vision 2030, ensuring that Crayons remains operationally sound, staying on course with mission, and setting the tone and culture for the staff, volunteers, funders, as well as external partners. Mission and fundraising are a top priority for the President & CEO to grow the organization strategically and to engage key stakeholders to achieve greater results. Executing and delivering on the on-going comprehensive campaign is a top priority.

Further, the President & CEO provides leadership over all agency functions with 5 talented direct reports and a total team of 19 and 500+ volunteers. The CEO creates a culture of team development, manages the operating budget and serves as the external face of the organization with partners, sponsors, donors, schools and community.

BOARD RELATIONS AND MANAGEMENT:

- Create/review/implement the strategic plan for mission-delivery and adjust based on changing priorities at Crayons with approval from the Board of Trustees.
- Serve as staff liaison for all Board of Trustee functions and ensure that members have an opportunity to provide a meaningful contribution of time, talent, and treasure.
- Collaborate with Board of Trustees for governance policies and ensure implementation.
- Provide training for the Board on a range of topics, as needed (to include fundraising).

PHILANTHROPY/FUNDRAISING/COMMUNICATIONS/MARKETING:

- Create a culture of philanthropy where Board of Trustees and staff understand the importance of connecting people with charitable resources to Crayons' mission.
- Inherit and execute on the on-going comprehensive campaign to raise funds for program expansion, modernization of facilities and to increase teacher accessibility. This will include the expansion of Hubbard's Cupboard from 36 schools to 70 schools and online ordering from 20 to 70 schools.
- Work with the Director of Development to set annual fundraising goals and to develop and execute comprehensive development plan with specific measurable goals with an emphasis on growing annual giving and major gifts and planned giving.
- Identify, cultivate, steward, and request funds from major gift donors and prospective donors.
- Collaborate with the Director of Marketing & Communication for all organization functions and to amplify critical messages, share outcomes, promote social media, and position the agency.





WHAT YOU'LL BE DOING, CONTINUED

STAFF LEADERSHIP:

- Recruit, hire, evaluate, coach/mentor, hold accountable, and develop all direct reports.
- Lead the team to achieve defined objectives and goals.

OPERATIONS/FINANCE:

- Collaborate with the Chief Financial Officer to ensure a balanced budget, proper operational policies and procedures, and compliance with said policies and procedures. Evaluate budgetary needs of Crayons and the various departments so all have the proper resources to succeed.
- Collaborate with the Chief Programs Officer and Director of Operations to ensure programs align with revenue and mission goals.
- Operate within the confines of the annual operating budget.
- Strategically manage the Endowment/Board-Designated Fund and Working Capital Fund.

COMMUNITY CONNECTIONS:

- Serve as the "face" for Crayons with funders, stakeholders, and community leaders
- Create and cultivate connections with other nonprofit leaders who have an interest in Crayons' mission, looking for opportunities to collaborate.
- Build connections leading to product/in-kind donations.
- Provide support and involvement in The Collective – a national conference of 28 organizations similar to Crayons that shares best practices, provides educational programs to its members, shares and stores product at a separate warehouse, and increases buying power through collective purchasing.
- On occasion, you will provide hands-on support including answering telephones and receiving donations and participate in evening and Saturday 'shopping days' for the teachers.

IDEAL CANDIDATE QUALIFICATIONS AND EXPERIENCE

- Demonstrated passion for the organization’s mission
- Strong business acumen, with overall management and P&L responsibility within a nonprofit or business entity
- Experienced and comfortable with being the face of an organization with school districts, community agencies, donors, students, partners, business leaders and a variety of stakeholders to increase awareness and commitment
- Meaningful fundraising success with major gifts, capital campaigns, planned giving and/or foundations
- Robust network of business and community leaders in the region
- 7-10 years of demonstrated and collaborative leadership experience, including experience leading and developing staff
- Experience working with an engaged board
- Excellent written and verbal communication skills, including strong public speaking
- Strong interpersonal skills
- A willingness to wear multiple hats and participate in events, shopping days and fill in when needed
- Comfortable working in small team atmosphere
- Strong computer skills, including proficiency with Word, Excel, and other computer programs related to duties, as well as social media proficiency
- A Bachelor’s degree
- Nice, but not required to have experience in logistics, operations or retail experience





KEY PERSONAL ATTRIBUTES

- Possess a passion for Crayons' mission and hold a belief that education is key to breaking the cycle of poverty.
- Proven track record of results and solid knowledge of the nonprofit sector, fundraising, operations, and staff development.
- Demonstrates experience and success in nonprofit fundraising.
- Strong executive presence with compelling oral and written skills including a proven comfort level with public speaking and presentation development.
- Possesses excellent interpersonal skills; comfort in connecting to all types of stakeholders and able to build authentic, long-term relationships.

THE PAYOFF

- Inherit and be the steward of a reputable, financially sound organization poised for even greater community impact
- Lead an experienced, passionate and talented management team and staff
- Work with a Board that is supportive, engaged, connected and a willing collaborator
- Play a role in creating a more vibrant, equitable and inclusive community



Please visit
Gilman Partners'
website to apply.



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