



Executive Director

Candidate Briefing Document

[www.pebbletossers.org](http://www.pebbletossers.org)



## About Pebble Tossers

Pebble Tossers is a youth development nonprofit organization serving metro Atlanta, with a volunteer base of 2,000 youth. Pebble Tossers was founded in 2008 by two mothers who recognized a lack of service opportunities for youth and the need for a central resource to connect kids with age-appropriate volunteer projects.

Pebble Tossers is dedicated to nurturing young people's potential and guiding them toward a future of leadership and empathy. Service is the core of who we are. As an organization, Pebble Tossers embodies servant leadership by putting the needs of our youth and community first, creating a positive ripple effect of giving.

## History of Pebble Tossers

Since its founding in 2008, Pebble Tossers has grown into Atlanta's premier youth development nonprofit, enabling youth to lead through service. By partnering with 65 vetted nonprofit partners across Metro Atlanta, Pebble Tossers creates pathways for youth to engage in volunteerism to effect real change in their communities and develop lifelong leadership skills. Over the past 15 years, Pebble Tossers has engaged over 20,700 youth, ages four to 24, in volunteer service. Pebble Tossers unites youth from all socio-economic backgrounds to serve those most vulnerable in our community.

Pebble Tossers projects focus on 12 major cause areas: the Arts, Animals, Citizenship and Social Justice, Education and Literacy, the Elderly, Environment, Family Stabilization, Vulnerable Communities, Global Awareness, Homelessness, Hunger, and U.S. Troops and Veterans.

At its founding, Pebble Tossers recognized a community-wide need and provided service-related youth development programming, including character-building and leadership development workshops and enrichment opportunities. These programs utilize a unique service-learning curriculum incorporated with social-emotional learning, principles of Positive Psychology, Positive Youth Development, and social justice awareness to help youth serve, lead, and succeed.

Pebble Tossers believes youth grow and develop along three pathways: Service, Leadership, and Personal Success. The three pillars of our programming culminate in three outcomes:

- Pebble Tossers volunteers possess relevant, applicable tactical, and soft skills to succeed in school and careers,
- Pebble Tossers are active, unbiased, and engaged citizens,
- Pebble Tossers make socially responsible and healthy life choices. Our ultimate achievement is developing youth into life-long volunteers and engaged citizens.

## Mission

Pebble Tossers is a youth development nonprofit with a mission to empower and equip youth to lead through service.

## Vision

Pebble Tossers' vision is to raise a new generation of youth who will grow into service leaders and change the world.

## Core Values

- **Inspiring** – serving motivates us to be better
- **Fun** – finding great joy in serving
- **Innovative** – ever-improving and expanding
- **Engaging** – projects that touch the heart, mind, and hands
- **Collaborative** – working together, building community
- **Trustworthy** – dedicated leaders, projects, and partners
- **Enriching** – deepening empathy and understanding





## Culture + Expectations

This Culture Code reflects our commitment to servant leadership principles and our mission to empower youth to become compassionate and impactful leaders, starting a ripple of giving.

### 1. Purpose-Driven Service

- *Youth-Centric Focus:* We are dedicated to nurturing the potential of every young person, guiding them towards a future of leadership and empathy.
- *Service as Core:* We embody servant leadership by putting the needs of our youth and community first, creating a positive ripple effect of giving.

### 2. Empathetic Leadership

- *Lead to Lift:* Our leaders are compassionate and empowering, lifting our team and youth to create an environment of growth and support.
- *Heartfelt Understanding:* We actively listen and seek to understand, fostering deep connections that inspire meaningful action.

### 3. Growth through Generosity

- *Constant Evolution:* We believe in continuous learning and adaptability, evolving to provide the best possible support to our youth and community.
- *Generous Learning:* We generously share knowledge, skills, and experiences, nurturing a culture of curiosity and personal development.

### 4. Inclusive Unity

- *Diverse Harmony:* We celebrate diversity and unity, creating an inclusive space where everyone is valued for their unique contributions.
- *Collaborative Synergy:* Together, we achieve more. Collaboration is the bedrock of our success, allowing us to amplify our impact.

### 5. Empowerment and Accountability

- *Empowered Responsibility:* We entrust our team with ownership, fostering a sense of pride and accountability in our meaningful work.
- *Responsible Impact:* We take purposeful actions, aware of their potential to create lasting change in the lives of our youth and beyond.

### 6. Ethical Integrity

- *Honesty Unwavering:* We uphold the highest standards of ethics and transparency, ensuring our actions align with our mission and values.
- *Integrity in Action:* Our commitment to honesty and integrity guides us in every interaction, building trust with our youth, partners, and community.

### 7. Resilient Gratitude

- *Resilient Spirit:* We approach challenges with resilience and optimism, seeing them as opportunities for growth and learning.
- *Grateful Milestones:* We celebrate achievements and milestones, big and small, acknowledging the positive ripples of giving we've set in motion.

### 8. Holistic Well-being

- *Balanced Fulfillment:* We prioritize the well-being of our team and community, promoting a holistic approach to health and happiness.

- *Caring Community:* We create a caring ecosystem where well-being is valued, fostering an environment of mutual support and self-care.

## 9. Legacy of Impact

- *Enduring Empowerment:* Our work extends beyond the present, leaving a lasting legacy of empowered youth who continue to make a difference.
- *Ripple Effect Continues:* We inspire our youth to carry forward the spirit of giving, ensuring a perpetuating ripple of positive change in future generations.

## Team Member Expectations

- *Collective Empowerment:* We empower our community through servant leadership, always centered on our members.
- *Supportive Unity:* We uplift and care for each other, amplifying our efforts for the benefit of our members.
- *Constructive Growth:* We value productive failure, learning, and improvement opportunities for our members' development.
- *Authentic Engagement:* We respond authentically, acknowledging our biases and blind spots, always in our members' interest.
- *Continuous Excellence:* We continually raise the bar because our members deserve nothing but the best.
- *Respectful Community:* We approach each other with kindness, respect, and empathy, respecting diverse perspectives for our members' sake.
- *Transparent Communication:* We engage openly, valuing our members' voices in all discussions and decisions.





## Fact Sheet

<b>Founded</b>	September 29, 2008 – Date of Incorporation February 22, 2009 – IRS designations of 501(c)(3) certificate
<b>Headquarters</b>	1155 Mt. Vernon Hwy, NE, STE 800, Dunwoody, GA 30338
<b>Website</b>	<a href="https://www.pebbletossers.org">https://www.pebbletossers.org</a>
<b>Budget FY '24</b>	\$353K
<b>Board of Directors</b>	<div> Brandon Nivens, VP, Board of Directors  Lloyd Richardson, Treas, Board of Directors  Kris Manning, Secretary, Board of Directors  Alison LeVasseur  Brandy Brock  Emmie Berberick  Jenna Scheinfeld  Jonathan Leon  Keirsten Henderson  Kelly Weber  Kyra Balentine  Matt Carr  Neal Chatigny  Spencer Rees  Vicki Reyzelman </div> <div> Salesforce  Federal Reserve Bank of Atlanta  Educational Consultant  Alston &amp; Bird  Google  NCR  Avant Search  The Moriah Group  Siemens  OneDigital  Plaid Enterprises  AWS  WebMD  Bennett Thrasher, CPA  UKG </div>
<b>Team Members</b>	<div> Barbara Hamilton  Alysha Alimohamed  Earline Johnson  Eric Greenwald  Emma Koenig  Julia Dao  Sharmelle Brooks </div> <div> Finance + Administration Director  Program Manager  Youth Development Coordinator  Communications Manager  Community Development Coordinator  Community Engagement Coordinator  Marketing Specialist </div>
<b>Impact Reports</b>	<a href="https://www.pebbletossers.org/our-impact/">https://www.pebbletossers.org/our-impact/</a>
<b>Financials</b>	<a href="https://www.guidestar.org/profile/26-3588376">https://www.guidestar.org/profile/26-3588376</a>

## Awards and Recognitions





## Executive Director Position - Role Description

The Executive Director (ED) will report directly to the Board of Directors and will be responsible for overseeing Pebble Tossers staff, programs, expansion initiatives, and mission execution in a strategic and operational manner. They should have a deep understanding of youth development principles, core programs, operational intricacies, and strategic business plans to provide leadership and guidance to the Pebble Tossers community. The ED should foster a culture of collaboration and empowerment to drive the organization toward its goals while keeping a sharp focus on youth development and community impact.

### Responsibilities

#### *Fundraising & Communications (40%)*

- Provides oversight for the organization's financial affairs, including preparing budgets, statements of financial position, and profit and loss statements. Ensures financial policies and procedures are followed. Serves as primary support to the finance committee. Ensures ongoing financial growth of the organization;
- Oversees development and implementation of fundraising plans to secure adequate funding, including relationship building, preparing and supervising foundation grants and corporate proposals;
- Cultivate a network of dedicated donors and volunteers. Have an innovative approach toward new fundraising opportunities;
- Plan fundraising initiatives to help the organization meet financial goals;
- Form strong relationships with external stakeholders and ensure major donors are satisfied and kept in the loop;
- Deepen and refine all aspects of communications – from web presence to external relations with the goal of creating a stronger brand;
- Leverage external presence and relationships with key stakeholders to garner new opportunities.

#### *Leadership & Management: (30%)*

- Ensure ongoing local programmatic excellence, program evaluation, and consistent quality of finance and administration, fundraising, communications, and systems; recommend timelines and resources needed to achieve the strategic goals;
- Actively engage and energize Pebble Tossers volunteers, Board members, event committees, partnering organizations, and funders;
- Develop, maintain, and support a strong Board of Directors; serve as ex-officio of each committee. Seek and build board involvement with strategic direction for both ongoing local operations and ongoing sustainability;
- Lead, coach, develop, and retain future Pebble Tossers employees;
- Ensure effective systems to track database management, scaling progress, and regularly evaluate program components so as to measure successes that can be effectively communicated to the Board, funders, volunteer members, and nonprofit affiliate members;
- Plan and prepare for expanding Pebble Tossers to other regions.

#### *Planning & New Business (30%)*

- Lead the strategic planning and implementation process, setting long-term objectives and identifying programmatic and regional growth opportunities based on community needs and feedback.
- Build partnerships in new markets: schools, youth organizations, faith-based organizations, establishing relationships with the funders and political and community leaders at each expansion site;
- Be a thought leader, publishing and communicating program results with an emphasis on the success of Pebble Tossers and advocating the principals for positive youth development.



## Qualifications

The ED will be thoroughly committed to the Pebble Tossers mission for youth development through service. Candidates should have proven leadership and relationship management experience, as well as the following qualifications:

- Bachelor's or Advanced degree in nonprofit management, business, communications, public relations, or related field, with at least five years of senior management experience; track record of effectively leading a performance and outcomes-based organization and staff.
- Servant Leadership mindset and skillset.
- Unwavering commitment to quality programs and data-driven program evaluation.
- Excellence in organizational management with the ability to lead staff, manage and develop high-performance teams, set and achieve objectives, and manage a budget.
- Past success working with a board of directors with the ability to cultivate existing board member relationships.
- Strong marketing, public relations, and fundraising experience with the ability to engage a wide range of stakeholders and cultures.
- Strong written and verbal communication skills, a persuasive and passionate communicator with excellent interpersonal and multidisciplinary project skills.
- Action-oriented, entrepreneurial, adaptable, and innovative approach to business planning.
- Ability to work effectively independently and in collaboration with diverse groups of people.
- Passion, idealism, integrity, positive attitude, mission-driven and self-directed.

## Benefits

- The annual salary range is \$65K-\$75K, commensurate with experience. Bonus opportunities based on annual performance and revenue.
- Health, dental, and vision insurance.
- Flexible work environment.

