

POSITION ANNOUNCEMENT



EXECUTIVE DIRECTOR

Overview.

Extra Special People, Inc. (ESP) is a 501(c)(3) organization that exists to create transformative experiences for people with disabilities and their families, changing communities for the better. The ESP team is unrelenting in their mission. They are champions of people of ***all abilities***, the tireless advocates, the activators, and the believers-in-potential. Team members are cheerleaders, celebrators, innovators, and connectors for all. ESP now has Georgia campuses in Athens, Atlanta, and Rome. Work is underway to raise funds for an ESP Savannah as well. Each campus will have an Executive Director position.

About the ESP Rome, Georgia Position.

Prior experience in the area of disabilities is not required.

The ESP Rome Executive Director will oversee the strategic and operational implementation of the organization's programs, operations, and fundraising for the Rome site specifically. The professional will be heavily involved in the construction of a new campus in Rome and a key member of the fundraising team to keep ESP viable in the area. The Executive Director will be responsible for selecting and building a team for the ESP Rome campus. The leader will manage full-time staff directly and hold the entire team accountable for the completion of their annual goals. The Executive Director is responsible for the development and execution of transformative experiences for participants and their families; staff, volunteers, and interns; donors and community partners; and the greater ESP community. The Executive Director is a representation of ESP's core values and mission, ensuring the site fulfills the greater objectives of the organization as a whole.



THE CHASON GROUP
EXECUTIVE SEARCH



A Milestone: January 23, 2024. The Floyd County, GA Board of Commissioners approved a conditional zoning permit for the ESP Rome site.

ESP's History.

In 1986, Martha Wyllie, ESP's founder, held the first camp for people with developmental disabilities. She noticed an unequal number of opportunities for children with disabilities, beginning ESP as one week of summer camp for 21 participants. Programs took place in local schools, churches, jails, and community gathering spaces while Martha looked for a place for ESP to call home. Five years later, ESP opened its own building on VFW Drive in Watkinsville, Georgia and started serving participants. For two decades, ESP conducted all programming in the 1,600 square foot gym, with the number of participants growing each year. Martha passed away in 2004, leaving behind a growing legacy and four post-it-notes.

The following year, Laura Hope Whitaker, a college volunteer, officially assumed the role of Executive Director. In the years ahead, the ESP Leadership Team identified the need for wrap-around support including family support and year-round programming and created ESP 360. In 2014, ESP was gifted a 70-acre camp property in Jackson County, Georgia with a vision for it to become the country's first universally accessible overnight camp, parent respite center, and recreation facility.

In June of 2016, after a \$3 million capital campaign, ESP opened the doors to a new 14,000 square-foot Activity Building and renovated the original gym. As a result of two new spaces, ESP enrollment grew 25% immediately, allowing the organization to serve the hundreds of participants who now call ESP home. The same year, ESP expanded programs through the launch of Java Joy, a mobile coffee cart that employs adults with disabilities.

ESP, through Java Joy, started its expansion in 2020 to Atlanta and Rome, Georgia with their very first program. And in 2022, ESP opened the Miracle League Complex in Watkinsville, an extension of the National Miracle League nonprofit. The complex includes a universally accessible baseball field and the City of Watkinsville's Playground of Possibilities, encouraging people of all abilities to play side by side with no limitations. ESP's volunteers and Leadership Team have developed a 10-year strategic plan that envisions ESP being a nationally recognized leader in transforming communities in multiple states through programs for people with all abilities.

The Ideal Candidate.

The ideal candidate for the Executive Director's position is a professional who is prepared to become engaged in the lives of the participants and their families. The individual must have the energy and drive to love and celebrate the abilities of the participants as well as lead ESP Rome in terms of strategy, development, growth of team members, and its inspirational mission. The professional should also have experience in fundraising and developing community partnerships and relationships. The Executive Director must have excellent communication skills in the areas of listening, speaking to groups of all sizes, and writing. The professional must become active in the ESP programs while at the same time develop a trust between the organization, participants, parents, donors, and the community.

More About The Position.

Utmost important to the position and professional chosen to lead ESP Rome is a commitment and demonstration to uphold the mission, vision, and values of the organization at all times. ESP has created a loving and caring environment beginning with Martha Wyllie's first gathering in 1986. Working with participants and their families requires interaction, physical contact, and understanding the needs of each stakeholder. The professional must have a desire to engage in activities, socials, and individuals on all levels.

Other responsibilities for the Executive Director include: leading the accountability for the Rome site reaching its annual fundraising goals; supporting the local Development Officer and Coordinator to grow and implement an actionable plan for fundraising in the areas of individual gifts, corporate partners, and events; and recruit and sustain key relationships with donors of \$15,000 or more through meetings, personal updates, emails, and other forms of communication.

It will also be important for the Executive Director to maintain a working knowledge of significant trends in the field to provide context and application in day-to-day operations and strategies.



Key Skill Sets Required of Executive Director

Accountable
Collaborator
Communicator
Community Engagement
Experienced Fundraiser
Servant Leader
Storyteller
Team Builder
Tireless Advocate

Key Position Requirements.

- Experience in the areas of leadership, fundraising, and community engagement are key skill sets required of the position. Prior experience in the area of disabilities is not required.
- Experience in successfully leading, managing, engaging with, and holding a team accountable.
- Eligible to obtain a valid State of Georgia driver's license within the first 90 days of employment.

How To Apply.

ESP has retained The Chason Group, an executive search firm specializing in non-profit organizations, to lead the search process. Professionals interested in applying for the Executive Director's position with ESP Rome may upload a cover letter and resume at www.thechasongroup.com.

For more information about the position, candidates may contact Tim Chason at 404.735.0540. The position will remain open until filled. Leading candidates will be tasked with completing a detailed application prior to interviews. The anticipated start date for the Executive Director is March 2024.