



PI KAPPA PHI

Organizational Summary

Pi Kappa Phi Fraternity's current Chief Executive Officer ("CEO") will retire on July 31, 2022, with almost 30 years of service. A national search has commenced to secure a new leader to serve as its CEO.

The successful candidate will serve as CEO of four legally distinct affiliated organizations that operate under the auspices of Pi Kappa Phi: Pi Kappa Phi Fraternity, Pi Kappa Phi Properties ("Properties"), Pi Kappa Phi Foundation ("Foundation"), and The Ability Experience ("AbEx"). Together, the Fraternity and its affiliates have combined annual revenues of \$15.3 million, combined net assets of \$54.2 million, and employ approximately 64 full and part-time employees.

Pi Kappa Phi has only had eight executive directors or CEOs in its 116-year history and only two since 1959.

Leading this process is a search committee ("Committee") consisting of nine alumni members appointed by the National President. The Committee's charge is to recommend a new CEO to the National Council by January 2022.

About Pi Kappa Phi Fraternity

Pi Kappa Phi Fraternity was founded in 1904 in Charleston, SC, and is headquartered in Charlotte, North Carolina. Since its founding, it has had over 145,200 initiates from approximately 261 chapters across the United States. It presently has 169 active undergraduate chapters, almost 10,000 undergraduate members, and over 112,000 living alumni. Over 12,000 of those alumni can be considered "active," in that they either volunteer for or donate to a local chapter or the National Fraternity.

Pi Kappa Phi is a 501(c)(7) organization with approximately 40 full or part-time employees and annual revenues of \$6.2 million, primarily from undergraduate fees and dues, undergraduate risk management fees, and grant support from the Foundation. Its roles include helping undergraduate chapters to comply with Supreme Law and Fraternity expectations, identifying and executing opportunities to charter new chapters, disciplining undergraduate chapters and members who violate Supreme Law, and promoting the growth and development of undergraduate members and chapters through volunteer and staff support and educational programming and conferences.

The Fraternity is ultimately governed by a constitution and supreme law which is enacted at its biennial legislative convention called the Supreme Chapter. The CEO reports to a board of directors (National Council) consisting of seven elected members and an appointed student member.

The following illustrations reflect the governance and organization structure of Pi Kappa Phi and its affiliates:



The Fraternity hosts a national legislative conference in even-numbered years, a national summer undergraduate educational conference every year, and a series of regional leadership development conferences each January.

The Fraternity's National Headquarters secures liability insurance on behalf of the Fraternity, its chapters, and some volunteers. The Fraternity also provides prevention education and risk management guidance to its chapters. These functions have become more important over time and will continue to grow in importance.

The Fraternity provides common “corporate services” such as accounting, human resources, technology, communication, and office space on a centralized basis for itself and to each of the affiliates.

Like other Greek organizations, Pi Kappa Phi is currently experiencing an unprecedented level of disruption and uncertainty arising from COVID-19, national economic challenges, increases in the cost of liability insurance, and changing attitudes in higher education and the general populations about Greek organizations. Pi Kappa Phi’s website: <https://pikapp.org/>

About Pi Kappa Phi Foundation

The Foundation is a 501(c)(3) tax-exempt organization that serves as the fraternity's general fundraising arm. It has a board of directors consisting of up to 25 members (currently 19) and has three employees. The Foundation’s endowment is approximately \$12 million, and it receives approximately \$2.5 million annually from contributions and investment earnings.

The Foundation supports the Fraternity's educational activities by making grants from restricted and unrestricted gifts from donors. The Foundation supports a summer event for alumni every other year in non-Supreme Chapter years. The Foundation’s website: <https://pikapp.org/foundation/>.

About Pi Kappa Phi Properties

Properties is a 501(c)(7) non-profit organization that supports the residential experience of undergraduate chapters by providing housing and housing support, thru owning and leasing fraternity houses to local chapters, and by providing infrastructure loans to local housing corporations. The current Properties portfolio includes 26-chapter houses and loans to local housing corporations of approximately \$32.6 million. It has a 12-member board of directors, employs six persons, and has annual revenues from rent, parlor fees and meal charges and interest on loans of approximately \$7.4 million. Pi Kappa Phi Properties website: <https://pkpproperties.org/>.

About The Ability Experience

The Ability Experience is a 501(c)(3) tax-exempt organization that provides experiential leadership development opportunities to undergraduate members through fundraising, interaction with, and service to persons with disabilities. It has a 13-member board of directors, 9 full or part-time employees, an investment corpus of approximately \$2.5 million, and annual revenues of approximately \$1.35 million (from fundraising and investment earnings). It donates roughly \$400,000 to organizations serving people living with disabilities each year.

The experiential leadership development programs offered by AbEx include three cross country cycling events (Journey of Hope), one cycling event across Florida (Gear Up Florida), a summer camp construction program (Build America), and a variety of smaller activities. Each year, approximately 7500 of the Fraternity's more than 11,300 undergraduate members participate in an AbEx event. The Ability Experience website: <https://abilityexperience.org/>

Ideal Candidate Experience/Attributes

In conjunction with Board leadership, the CEO helps set the strategic vision for all of Pi Kappa Phi entities, then defines and prioritizes the tactical steps necessary to reach that vision. The CEO represents Pi Kappa Phi to our external constituents, including through active engagement at interfraternal and higher education events and conferences.

The CEO is responsible for the operations of the National Headquarters, which is housed in the Kelley A. Bergstrom Leadership Center in Charlotte, NC. The National Headquarters team is responsible for the administrative functions of Pi Kappa Phi and our affiliates, including finance, administration, chapter services, education & training, prevention education and risk management, expansion and recruitment, alumni relations development, and publication of a magazine. The characteristics of an ideal candidate include:

- proven transformational leadership experience and accomplishments;
- the demonstrated ability to drive strategic alignment among varied constituencies (undergraduate members, alumni, Board, undergraduate institutions, staff, etc.) and across related organizations;
- an understanding of the mutually beneficial, sometimes complex, relationship between Pi Kappa Phi and host educational institutions;
- credible experience working with students, alumni, staff, and the academic community, and a familiarity with the higher education landscape;
- a recognized ability to think beyond today while capitalizing on the rich traditions and values of an established organization;
- a distinguished career in for-profit or not-for-profit;
- a Fraternity alumnus or willingness (and availability) to be initiated;
- demonstrated success as an articulate and engaging spokesperson;
- outstanding leadership and management capabilities;
- demonstrated experience and success in change management and organizational transformation;

- experience managing a large, complex, geographically dispersed organization/enterprise, and understands how to manage people; and
- experience in major gift fundraising, including active engagement in cultivation, solicitation, and stewardship functions.
- a demonstrated commitment to furthering diversity, equity, and inclusion priorities within organizations;
- an understanding of risk management concerns regarding fraternity operations

General Duties

The CEO reports to the National Council and attends all Board meetings. Duties are assigned by the National Council and the respective boards of related affiliates. Generally, he is responsible for:

- serving as the chief staff member for the Fraternity, Foundation, Properties, and the Ability Experience;
- creating and maintaining long-term strategic plans and shorter-term operations plans for the Fraternity and affiliates;
- keeping the Fraternity and affiliates focused on key goals and completion of strategic objectives;
- leading staff and constituencies of all entities in the successful implementation of their mission;
- moral and ethical leadership of the overall organization;
- working with volunteers to expand and grow the Fraternity and its affiliates in the pursuit of their respective missions;
- helping to coordinate activities between the Fraternity and its affiliates in the pursuit of their respective missions;
- leveraging inclusion and diversity among members, staff, volunteers, and on alumni boards;
- demonstrating high standards of conduct as a model for others to follow.

Specific Duties

- attracts, trains, and employs other executive and administrative personnel as he may deem advisable, or as may be required by the strategic direction for the Fraternity and affiliates;
- functions as Editor in Chief of *The Star & Lamp* magazine and other publications. Also, responsible for the overall Social Media Marketing Strategy for Pi Kappa Phi and affiliated organizations;
- organizes Fraternity meetings including Supreme Chapter, Pi Kapp College, and other gatherings that are deemed necessary and appropriate;
- oversees policies and strategic efforts related to engagement with house corporations, alumni corporations, and chapter advisors;
- Oversees legal and tax compliance;

- coordinates work with the Fraternity's officers, chapter leaders, volunteers, and staff to carry out the Fraternity's mission, strategies, and financial objectives;
- directs staff in the communication with and the provision of support for all chapters, undergraduate members, and alumni to ensure that our constituent services are available on a timely basis;
- ensures that Pi Kappa Phi's programming meets or exceeds stated objectives and drives member experience, benefits, and value;
- builds upon the Fraternity's strong national image and reputation;
- fosters improved relations and a foundation of trust and value with the national office, local chapters, host institutions, and alumni;
- works with external organizations, specifically:
 - administrators at colleges and universities where Pi Kappa Phi is represented;
 - interfraternal organizations, to improve the fraternity system and individual fraternities, and to influence the course of legislation and regulation affecting fraternities.
- participates with organizational leadership on board development activities;
- ensures the financial stability of the organization and growth of membership;
- serves a diverse membership pool at the chapter level and engages a broader number of alumni in the Fraternity's work; and
- builds a strong and healthy organizational culture.

Critical Competencies for Success

- exceptional communication, presentation, and motivational skills;
- expertise in building consensus among board and staff leadership regarding tactics and priorities required to achieve established business objectives;
- financial management expertise;
- fundraising expertise;
- implementation of strategies to build the brand, image, and success of an organization;
- ability to further diversity, equity, and inclusion priorities within complex organizations; and
- entrepreneurial experience.

Key Personal Characteristics

- an advocate for and supporter of leadership development & service opportunities;
- a charismatic leader with a pragmatic, proactive, and can-do attitude;
- represents the high standards of conduct expected of all Fraternity members;
- high energy and strong work ethic;
- visionary and a strategically oriented leader;
- embracing of diversity, equity, and inclusion practices;

- unquestionable integrity and a reputation for ethics that will build trust among members, staff, and volunteers;
- a transparent style and a good sense of humor;
- excellent judgment and critical thinking skills; and
- flexibility to travel extensively.

Position Location: Charlotte, NC

Qualified candidates should submit a cover letter, resume, and a listing of accomplishments through [this online form](#).

Pi Kappa Phi has retained Columns Fundraising to coordinate and assist with this search. Please direct all questions regarding the search or application process to them via email:

pikappaphi@columnsfundraising.com