

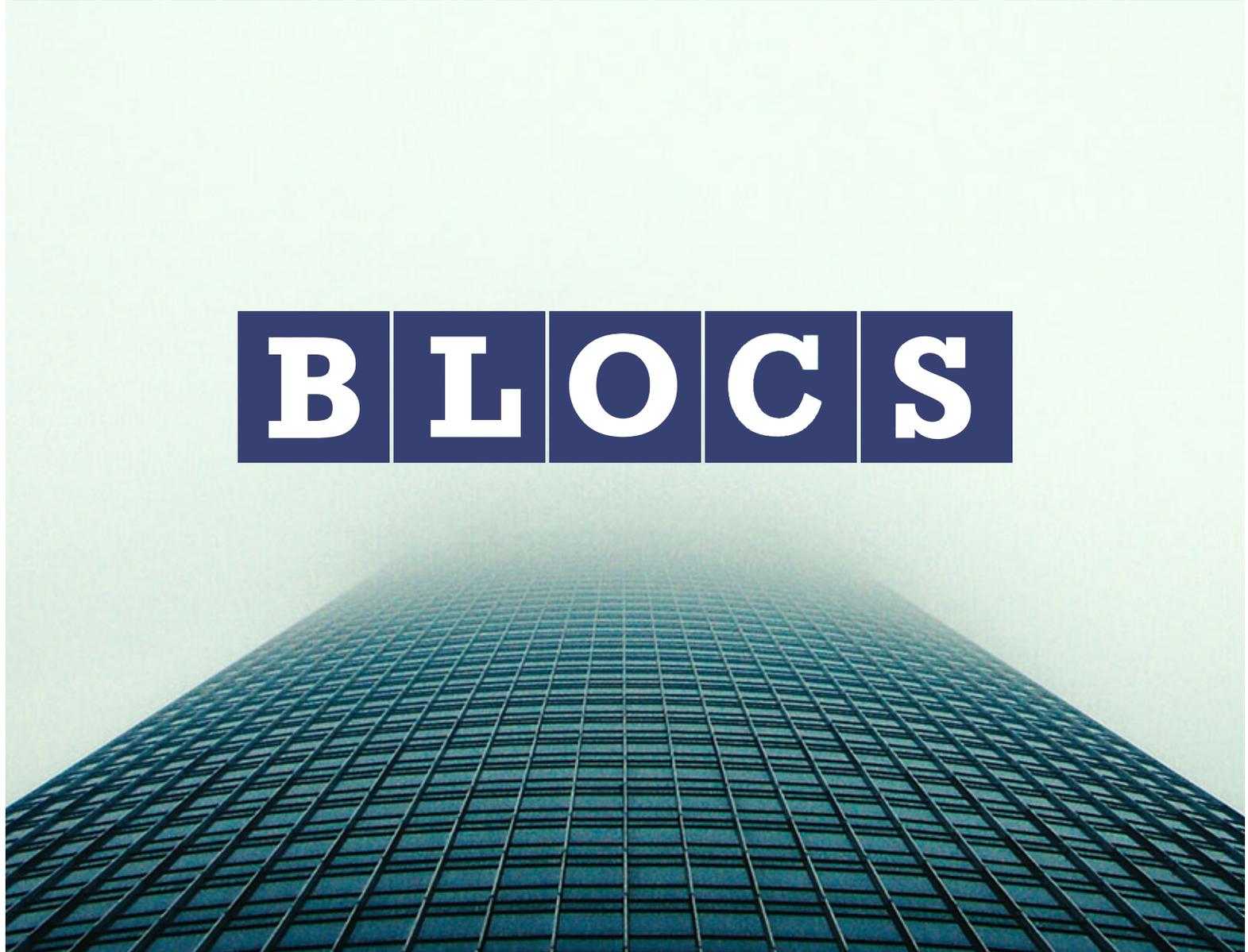


KORN FERRY®

# Business Leaders Organized for Catholic Schools (BLOCS)

Chief Executive Officer  
Position Specification  
2019

**B L O C S**



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## Position Specifications

Role Specifics	
Position	Chief Executive Officer
Company	BLOCS - Business Leadership Organized for Catholic Schools <a href="http://www.blocs.org">www.blocs.org</a>
Location	Philadelphia, Pennsylvania
Reporting Relationship	Executive Committee & Board of Directors

### BLOCS

Business Leadership Organized for Catholic Schools, BLOCS, is an independent charitable organization supported by individuals, companies, firms and foundations of all sizes in the five county Philadelphia region. Since 1980, BLOCS has invested in the lives of tens of thousands of children throughout the Philadelphia area, including some of the poorest neighborhoods in the City.

BLOCS is committed to giving children access to a high quality, values-based education in Philadelphia area Catholic schools. From its inception BLOCS has been supported by a diverse group of businesses and individuals.

Children who attend grade school, high school or the schools of special education in and around Philadelphia are eligible for BLOCS Scholarships. Through its scholarships, BLOCS reaches more children in more communities than almost any other private education charity in the region.

During the 2017-2018 school year, BLOCS was able to grant partial tuition scholarships to more than 14,000 students totaling \$24.5 million and raised over \$40.8 million in funds for families in need.

With the support of its Board, friends, and donors, BLOCS endeavors to increase the number of scholarships distributed each year and help strengthen the schools for future generations and for the good of our region.

### Mission

BLOCS bridges the business community and Catholic schools to establish financial assistance to families in need, and expand educational opportunities for families.

BLOCS is a substantial impact player, governed entirely around the mission. BLOCS raises a significant amount of funds and the present impact of their scholarships are well documented. The organization has deep relationships in Catholic, non-Catholic and philanthropic worlds as

scholarships don't just benefit Catholic students. The cross section of students reached is also non-denominational.

## **BLOCS By the Numbers**

STATISTICS FOR THE 2017 / 2018 SCHOOL YEAR

- 24,066 Applicants
- Approximately 3% of donations are used for operating expenses
- \$83,080,000 Qualified Need of all applicants
- 89% of Scholars come from families making less than \$90k per year

## **Tax Credit Programs**

### **Business Tax Credits**

The majority of funding for BLOCS comes from small businesses through the Pennsylvania EITC and OSTC tax credit programs. The clearest value for donors is to take advantage of these credit programs and BLOCS is structured to fully support and facilitate the processes.

Businesses in Pennsylvania can receive up to a 90% tax credit by donating to BLOCS through the Educational Improvement Tax Credit (EITC) and the Opportunity Scholarship Tax Credit (OSTC) programs. By directing tax dollars your business will already be paying, you can help provide a quality education for children who otherwise would not be able to afford it. The EITC & OSTC PA tax credits allow businesses to make these donations to BLOCS for pennies on the dollar. BLOCS relies on the EITC and OSTC donations to enable children who can't pay full tuition to attend a Catholic School.

#### **STEP 1**

The online application can be filed out with the Department of Community and Economic Development (DCED) or the 1-page application, can be given to BLOCS and they will submit it for you.

#### **STEP 2**

Once approved by the DCED, the business has 60 days from the date of the letter to make the charitable contribution to BLOCS.

#### **STEP 3**

Within 90 days of the letter from the DCED the business must send proof of the contribution to the DCED.

This would be the written acknowledgment from BLOCS.

#### STEP 4

The DCED will then notify the PA Department of Revenue to have the credit applied to the taxpayer's account.

### **Special Business Partnerships Utilizing The Pennsylvania Educational Tax Credits for Personal Taxes**

A special purpose limited liability company established to provide tuition assistance scholarships to low income families through the use of Pennsylvania's Educational Improvement Tax Credit (EITC) and Opportunity Scholarship Tax Credit (OSTC) programs. An individual or legal entity who wish to support this mission becomes a member in the BLOCS Scholarship LLC (the "LLC") by signing an operating agreement and making a 2-year commitment to fund the LLC.

These programs allow members to receive up to a 90% tax credit against their personal PA state tax liability. Essentially, you turn your PA tax liability into scholarships! Reinforcing the mission of providing families seeking a private or faith-based education for their children access to these schools. Families are eligible for scholarships if they meet the income and geographic guidelines established by the state. If eligible, these families will receive tuition assistance through Business Leadership Organized for Catholic Schools ("BLOCS", the charity) to attend a qualifying private school.

### **Position Summary**

The organization has been markedly successful to date not only in providing scholarship dollars and support to individuals and families in need, but in creating both new life opportunities and professional and educational pathways for the youth at times of their greatest need. In under a decade, BLOCS has gone from serving 1,100 students with ~50 donors to over 16,000 students and ~500 donors in the Philadelphia region providing tens of millions of dollars in scholarship support every year.

As an organization, BLOCS are now at inflection point where a visionary Chief Executive Officer will continue to drive strategic direction, forge new partnerships through new business development tactics, and foster a proactive and sophisticated sales environment. Paramount to this direction and growth will be the ability to be a compelling storyteller, be able to leverage executive networks, and act as the outward face of the organization.

The Chief Executive uses considerable independent judgment in decisions that influence operations for the organization. As these operational functions and frameworks of the office have been historically strong and fluid, the Chief Executive Officer will be able to lead prospecting, public relations and marketing efforts to drive new market and donor identification and a much larger endowment.

The CEO will provide strategic leadership for BLOCS by working closely with a truly committed and impassioned Board of Directors and Executive Committee to establish long-range goals, strategies, plans, and policies. They are also responsible for working with senior

leadership to drive and execute the strategic plan which encompasses the critical components and infrastructure focused on BLOCS charitable giving vehicles; advancement strategies (larger endowment, donor cultivation, fund raising, brand development/promotion; press releases and communications); Community and School Outreach; Human Resources and Finance.

The following criteria are necessary for success:

- Uphold, promote and protect the BLOCS mission, vision, values, and service philosophy in all aspects of the organization, including business practices, client services, staffing responsibilities, and community involvement.
- Demonstrate a progressive, forward-thinking, visionary attitude about the history, growth and potential of BLOCS mission and work.
- Provide the overall leadership by ensuring a proactive culture where those involved in the organization feel engaged and a part of the mission.
- Work in close collaboration and advisement with the Board of Directors and Executive Committee
- Manage staff with professionalism and skill, specifically working closely with the Senior Leadership Team.
- Generate and monitor the implementation of a strategic plan for the organization.
- Develop a strong fundraising culture and significantly increase the level of giving to the endowment.
- Exercise collaborative efforts with the impoverished school districts, companies, institutions, and individuals to develop and expand services that benefit students, families and the community.
- Develop and preserve relationships with foundations, trusts, companies, organizations, and individuals who could become donors or funding sources.
- Serve as the face of BLOCS to the public.

The incumbent provides the leadership, management, and vision necessary to ensure that BLOCS continues to have the proper operational controls, administrative and reporting procedures, and people systems in place to achieve the organizational mission and to ensure financial strength and operating efficiency, while preserving and facilitating BLOCS culture of philanthropic outreach, educational impact, and endowment growth.

## **Fundraising**

At the core, BLOCS is a fundraising and sales organization. The Chief Executive Officer will promote a fundraising culture and broaden the donor base through strategic fundraising that affirms and supports the BLOCS mission.

In close coordination with the Development staff and SLT, the CEO will continue to build the foundation for sound development processes through collaboration with external partners, information technology, marketing and communications to support the service needs of BLOCS. Successful fundraising will ensure that the philanthropic and fundraising activities are conducted in accordance with ethical principles, practices and standards. These efforts will help to convey to donors and potential donors the mission, vision and values of BLOCS and its funding and community partnership priorities.

## Key Responsibilities

- Represent the organization with high ethical standards as an appropriate professional image at all times.
- Formulate and administer organizational policy, practice, and procedure to further the BLOCS mission and message.
- Evaluate, select and develop senior management staff. Provide supervision to senior management and key support staff.
- Establish work methods to ensure achievement of organization goals with financial integrity, thus managing the overall budget effectively.
- Attend and participate in Board meetings.
- Prepare and submit to the Board of Directors reports of finance, staffing, program and other administrative activities.
- Managing and providing operations framework leading to a balanced budget / operating profit.
- Put in place new systems of donor recognition and tracking
- Ability to advocate / lobby and appeal to constituents in greater Philadelphia regions, Harrisburg and Washington, DC
- Develop and implement organizational and program plans; research applicable laws, legislation, lobbying requirements and regulations; prepares reports, correspondence, memos, records and forms, evaluate activities and interact with representatives or comparable agencies.
- Prepare and deliver formal presentations before various public and private committees, Philadelphia executive boards, corporations and individuals. Attend meetings, conferences, and seminars as needed.

## Qualifications

- Well organized and self-directed leader with a minimum of 15-20 years of progressive leadership who can relate to people of all levels in the organization serving on the Board of Directors, and in the community.
- Integrative and inclusive leadership style with an ability to lead multiple units and navigate complex external relationships.
- A strong commitment to the mission of BLOCS through awareness of poverty and pressing education needs in Philadelphia regions.
- Should have experience in partnering with an executive team and have a high level of written and oral communication skills.
- A proven successful track record of fundraising activity and building sales culture.
- Ability to model, execute and sustain a significant endowment plan.
- Ability to make effective and persuasive speeches and topical presentations to the Board, prospective Executive populations and other members of the community.
- A strong desire for continued professional growth and development.
- Independent leader with strong work ethic, engaging leadership style, access to regional executives and extensive networking potential.

## Direct Reports to the Chief Executive Office

- Executive Director
- Chief Financial Officer
- Development staff

## Education

Bachelor's Degree Required

## Compensation

A competitive compensation package will be offered to the finalist candidate

## Application Process

Interested and qualified candidates are welcome to submit a resume and cover letter to:

[BLOCS\\_CEO@kornferry.com](mailto:BLOCS_CEO@kornferry.com)

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