



Blaine Smith

Community Director for BBYO

Education

- *Master of Business Administration (MBA)- Florida International University (FIU) March 2023-December 2024*
- *Bachelor's Degree- Florida Atlantic University (FAU) August 2011- May 2016*

WORK EXPERIENCE

Professional Experience

Community Director

BBYO

Florida, United States

July 2023 - Present

- Managed the health and viability of the state of Florida, its programming, relationships, and operations.
- Deployed 20+ staff strategically to sustain metrics such as obtaining new members with a goal of 450+ a year, consistent membership attendance, 10% increase in revenue for yearly program budget and raising over \$250,000 for future programing across geographies.
- Lead the team to achieve goals around membership and experiences, and participation. Over the past 4 year have surpassed total membership from 1000 in 2021 to over 1400 members by EOY 2024. Not only have increased our membership by 30% also have successfully built out a capital campaign that has grown Florida fundraising from \$50,000 in 2021 to over \$250,000 in 2024. Our revenue has increased in Florida by 12% each year.
- Cultivated a high-performance team culture through strategic hiring and effective leadership: • Recruited, onboarded, and mentored a team of 10 direct reports, achieving 100% retention rate • Implemented a comprehensive performance management system, resulting in 40% of team members earning promotions within 18 months • Fostered a culture of innovation and continuous improvement, leading to a 25% increase in team productivity • Developed and executed targeted professional development plans for each team member, aligning individual growth with organizational goals
- Served as the final arbiter on compliance, discipline issues and parent concerns.
- Strategically cultivate and nurture relationships with parents, alumni, and community partners to expand BBYO's reach and influence. Implemented data-driven strategies to increase engagement, resulting in measurable growth in membership, participation, and community impact.
- Analyzed and tracking data to drive decision making
- Built a strong culture aligned with BBYO's Culture Credo

About Me

Dynamic leader with a proven track record in operations management and strategic planning, honed across roles from Director at Congregation of Reform Judaism to Community Director at BBYO. Currently oversee a staff of 10 full time employee. I excel in operational management, budgeting, leadership training, and fundraising. Increasing organizational efficiency by over 30% through targeted strategies. Skilled in supervising diverse teams, I bring strong supervisory and leadership abilities along with expertise in fundraising and stakeholder engagement to foster growth and build meaningful community connections.

Contact

PHONE:



EMAIL:

Blaineesmith5@gmail.com

DOB:



Hobbies

Spending time with daughter and wife
Golfing and basketball
Netflix documentaries

SKILLS

Key Skills

- Operations Management
- Budgeting
- Supervisory Skills
- Managerial Experience
- Leadership Training
- Strategic Planning
- Fundraising

- Actively contributed to critical organizational initiatives, cross-functional teams, and innovative summer programs, driving BBYO's expansion and enhancing teen leadership development. Key accomplishments include: • Spearheaded a summer leadership program that increased participant engagement by 30% • Collaborated on a project team that successfully launched a new outreach initiative, resulting in a 25% increase in new member recruitment • Implemented a peer mentoring system that improved retention rates of first-year members by 20%

Senior Regional Director

BBYO

Boca Raton, Florida, United States

October 2022 - July 2023

- Led and mentored a diverse staff team in executing a comprehensive calendar of high-impact, engaging programs, resulting in: • 95% participant satisfaction rate across all events • 40% increase in program attendance year-over-year • Successfully implemented 5 new signature events, each attracting over 200 participants • Developed and launched an innovative peer-led programming initiative, empowering teen leaders and increasing overall program offerings by 30
- Mentored teens and provided leadership training throughout the school year.
- Engineered and implemented a comprehensive member recruitment strategy, significantly expanding BBYO's reach and engagement: • Developed an innovative peer-to-peer recruitment model, resulting in a 50% increase in new member acquisition • Created a streamlined prospect pipeline, improving conversion rates from initial contact to membership by 35% • Designed and delivered recruitment training programs for teens, empowering 200+ youth leaders to effectively engage peers • Orchestrated collaborative efforts across stakeholders, including parents, alumni, and community partners, leading to a 40% boost in referrals • Implemented data-driven recruitment analytics, enabling real-time adjustments and optimizing outreach efforts
- Spearheaded the planning and execution of high-profile regional conventions and community-wide events, elevating BBYO's presence and impact: • Successfully managed 5 annual regional conventions, each hosting 500+ attendees, with a 98% satisfaction rate • Orchestrated a landmark community-wide event attracting 2,000+ participants, resulting in a 30% increase in community engagement • Implemented innovative programming and technology solutions, reducing event costs by 20% while enhancing attendee experience • Coordinated cross-functional teams of 40+ staff and volunteers, ensuring seamless event execution • Secured sponsorships and partnerships, increasing event revenue by 35% year-over-year • Developed comprehensive risk management protocols, resulting in zero safety incidents across all events
- Managed and balanced a major programmatic budget and contracts.
- Seek out and cultivated relationships with parents, alumni and community partners to mobilize more people to grow and support BBYO
- Participated in organizational projects, teams, and summer programs as assigned to expand the movement and strengthen teen leadership.
- Attended summer camp as I lead teen leadership programs.
- Flexed my creative muscles by executing new and noteworthy programming.
- Analyzed and utilized data to drive decision making.

Regional Director

BBYO

Boca Raton, Florida, United States

February 2021 - October 2022

- Spearheaded regional growth efforts and cultivated relationships with key community stakeholders.
- Provided operational and budget oversight for the region's programs.

Restaurant Manager

Charlie & Jake's Brewery & Grill

Florida

May 2020 - February 2021

- Managed daily operations, including staff supervision, customer service, and financial oversight.
- Ensured quality control and optimized restaurant processes.

Director of Youth Engagement

Congregation of Reform Judaism

Orlando, Florida

August 2017 - May 2020

- Directed youth programs, coordinating events and managing budgets.
- Fostered community engagement through strategic youth initiatives.

Youth Advisor

Congregation Kol Tikvah

Parkland, Florida

May 2015 - May 2017

- Advised and mentored youth, organizing and executing events to promote community involvement.
- Collaborated with community leaders to strengthen youth programming.