

THON 2024 Executive Committee Application

On a cover sheet, please provide the following information:

Name	Major(s)/Minor(s)
Email Address	Cumulative GPA
School Address	Anticipated Credits Fall '23 & Spring '24
Permanent Address	Summer Plans and Location
Phone Number	Top 3 Position Preferences
Semester Standing	Attach: Resume

Please provide complete answers to each of the following questions:

1. Why do you want to be on the Executive Committee of the largest student-run philanthropy in the world?
2. What past positions and experiences with Penn State THON have contributed to your skills as a leader? How will these skills support you in being a member of the THON Executive Committee?
3. Consider areas where THON can grow to improve the culture and further the mission. How would you contribute to developing these goals as a member of the Executive Committee?
4. Specific to the position(s) you are applying for and its role within THON at large, what suggestions or ideas do you have that will improve the individual committee for THON 2024 and beyond?
5. Please include a 1-page single-spaced summary (in outline form) of your goals and visions for THON 2024.

Directions:

Applications should be a maximum of 13 pages or less, 1" margins, 12-point font and double-spaced (excluding Question 5). Cover sheets do not count as a page. Applicants should turn in complete applications and resumes via email to Director@thon.org no later than **5pm on Monday, March 20, 2023. Late applications will not be accepted.**

Please note that not all applicants are guaranteed an interview. Candidates will be contacted by phone regarding interview status on or by Sunday, March 26. Interviews will be held March 27 through March 31, 2023.

No gifts or supplemental/additional materials will be accepted.

If you have any questions or concerns, please contact:

Lily Pevoto: THON 2023 Executive Director (director@thon.org)
Jeff Zapletal: THON Advisor (jcz3@psu.edu)

THON 2024 Executive Committee Position Descriptions

Communications Director

Overseeing the Communications Committee of about 24 Captains and 100+ Committee Members, the Communications Director serves as the primary liaison for all of THON's student volunteers. The Communications Director works in four primary areas: Student Outreach; Diversity, Equity, and Inclusion; Volunteer Education; and Organization Relations. This Director is responsible for collecting, coordinating, and disseminating all of THON's vital information to the 16,500+ THON Volunteers, supporters, and anyone looking to learn more about the Penn State THON.

The Communications Director works alongside the Communications Captains to spread information related to events, deadlines, fundraising, development, announcements, promotions, and more. Additionally, the Communications Director manages THON's student recruitment initiatives such as involvement fairs, information sessions, and info tables. They lead THON's DEI efforts through programming, training, and planning/facilitation of inclusivity conversations. Furthermore, the Communications Director also manages the continuation of THON's education of volunteers across all committees to expand our volunteer's knowledge of THON, and to help them succeed in their roles. In addition to the above responsibilities, the Communications Director is charged with bringing the organization-perspective to all executive-level decisions made within the Executive Committee.

Lastly, THON Weekend responsibilities include helping to provide clear and succinct information to all spectators in the BJC, overseeing the coordination and execution of Captain sleep shifts, and the Lost & Found.

Other General Responsibilities:

- Sending the THON Chair and THON Volunteer Updates
- Coordinating tours of Penn State Health Children's Hospital
- Managing the THON Office
- Coordinating with the Office of Student Activities
- Managing the THON Blood Drives
- Overseeing First-Year Committee Captains

Dancer Relations Director

The role of the Dancer Relations Director is to serve, alongside their 24 Captains and 700+ Committee Members, as the primary liaisons to student volunteers selected to dance THON Weekend. They ensure that all dancer processes and protocols are in the best interest of the dancers' safety and well-being by coordinating all logistical aspects of the dancer experience, as well as training and educating their Captains on how to best provide emotional and physical support to every dancer throughout THON Weekend, so that they can educate their Committee Members on these subject matters as well.

The Dancer Relations Director works very closely with EMS, College of Nursing, and Athletic Training in order to properly train volunteers in EMS and dancer safety practices throughout the year. This Committee prepares the student volunteers selected as dancers by collecting all necessary information and communicating important updates, such as safety and health practices, leading into February. This role will oversee the execution of various pre-THON events such as orientations and workshops for Committee Members, as well as the Commonwealth Dancer Retreat, Dancer Registration, Color Wars Kickoff, and Medication Drop-Off for dancers. They are also in charge of coordinating THON Weekend elements utilized by dancers, such as the Line Dance, Dancer Storage, Mail Call, Package Call, Kids Mail Call, EMS services, Athletic Training services, College of Nursing services, and many more. This Director will also plan All-Captain Summit and All-Captain Briefing, as well as Dancer Meeting #1 and #2.

Donor and Alumni Relations: Alumni Engagement Director

The Alumni Engagement (AE) Director is responsible for working extensively with members of the Penn State alumni community and creating new ways to involve alumni in THON's yearlong fundraising and awareness efforts. This director incorporates many of THON's fundraising initiatives into the Penn State alumni community and creates various solicitations and awareness pieces provided to them to enhance THON's presence nationwide. You will also help foster student volunteer's knowledge of alumni involvement through various events and resources. The AE director will aid in the execution of AE's campaigns as well as analyzing new initiatives that can be implemented into THON. In addition, the AE Director will work with individuals and alumni groups in the organization of Third Party and Alumni Group Fundraisers via THON Nation.

As the AE director, you will oversee and work to improve THON's solicitation techniques in hopes of expanding our donor base into new demographics. This is primarily accomplished through outreach campaigns, a series of mailers, an increasing online presence, and various channels within the Penn State community. The AE director will also have a large focus on stewardship and maintaining relationships of donors after the donation is made in order for all supporters to feel recognized. Working alongside the Development director, the AE director will continually develop ways to recognize the efforts and support of our donors. The combination of both DAR committees executes all benefits allotted to companies and alumni throughout the year based on their level of support. These include writing hand-written thank you cards, recognition on THON.org, suite access THON Weekend, and behind-the-scenes tours of the BJC THON Weekend.

In this position, the AE director works closely with the Penn State Alumni Association, Dance Marathon Alumni Interest Group (DMAIG), Penn State's Office of Development, and various alumni groups across the country.

Donor and Alumni Relations: Development Director

The DAR Development Director works in three primary areas to ensure financial growth and participatory involvement in THON: actively soliciting new individual and corporate donors, retaining and benefitting existing donors, and developing initiatives that grow the organization's revenue streams.

As DAR works with corporate and individual donors, the Development Director works actively to solicit new corporate and foundation sponsors, maintain existing relationships, and execute large solicitation campaigns. Through the creation of THON's benefit structure, DAR provides opportunities for large and small donors to engage and donate to THON in meaningful ways. The Development Director works extremely close with the Alumni Engagement Director, Annual Giving, Planned Giving, Corporate Engagement, University Development, and other entities to ensure effective solicitation campaigns.

In addition to seeking out new partnerships and contributions, the Development Director must steward and retain existing donors through benefitting and thank you projects. In order to secure recurring donations, either monetary or in-kind, he or she will need to continue building upon existing relationships. For general donors, the Development director also oversees THON's Giving Society. Strong interpersonal skills and professionalism are essential.

Lastly, and maybe most importantly, the Development Director is responsible for creating strategies that ensure long-term financial growth for THON. This can involve projects targeted at how THON interacts with donors at every stage of their journey, creating or restructuring giving programs, developing strategies for growth in various donor segments, as well as thinking about comprehensive strategies to retain donors. While fundraising for the current year is important, this director must be able to take a 5-10 year perspective in developing ideas that will enable greater fundraising years.

This director will lead a committee of around 14 captains who aid in the management of giving programs, stewardship, creation of solicitation campaigns and partnerships, engagement of the local community, in addition to other roles.

Entertainment Director

The Entertainment Director's primary focus is to ensure the highest level of production value in performances and audio/visual entertainment at every THON event throughout the year. The position can be broken down into three buckets; production/event management, talent management, and spectator engagement (through in-person and digital opportunities).

The ENT Director is the primary contact with the Production Management at the Bryce Jordan Center as well as the contact for stage, lighting, and sound companies throughout the year. The ENT director works yearlong to plan the technical needs for events as well as ensuring we are aligned with our budget. Captain positions related to this line of work include Head of Timeline and DJ Coordinators/DJs-- who work on executing events and planning the timeline of said events.

Talent Management is a large portion of the position, as the ENT Director oversees the securing of the National Act performers, as well as ensuring all talent relations are positive. The director is responsible for overseeing all contracts and ensuring the proper protocol is followed for executing all contracts and riders. Captain positions related to this line of work include Talent Coordinator, Stage Performance/Bands Coordinators and Floor Entertainment.

Lastly, the ENT Director has a duty to ensure all spectators are engaged with the help of the Crowd Entertainment captain positions. This could range from helping to plan crowd games to working with 46-Live for our livestreaming broadcasts. 46-Live produces the livestreaming for our events and it is the ENT Directors responsibility to foster strong relationships with 46-Live and ensure they have all their needs met to produce a livestream.

These roles matched with duties leading a team of 26 Captains and overseeing the leadership of 2 pairs of Captains with Committees results in a total of over 75 volunteers directly involved with the Entertainment Committee.

Family Relations Director

The duties of the Family Relations Director are to oversee the involvement and interactions of all Four Diamonds Families within the THON Community. Alongside the Family Relations Committee, the Family Relations Director is responsible for communicating with families on a daily basis to ensure they are provided the emotional support needed throughout and beyond their journey with childhood cancer and connected to the THON Community.

Throughout the duration of the year, the Family Relations Director plays a large role in facilitating the interactions of Four Diamonds Families at all pre-THON and THON Weekend events. These include: Harvest Day, the THON 5K, Family Carnival, various Penn State Athletic events, and much more. At each event, the Family Relations Director works to foster interaction between THON Volunteers and families by incorporating new and innovative activities that help to build long-lasting relationships with

members of the community. Along with pre-THON events, the Family Relations Director works alongside multiple Family Relations Captains to provide many exciting and engaging events during THON Weekend. These include: the THON Explorers Program, Fashion and Talent Shows, Kids Mail Call, Captain-In-Training, Athlete Hour, Bereaved Family Events, and Adult Family events. These opportunities take place throughout the entirety of THON Weekend and require coordinating with multiple committees and organizations to give families an enjoyable experience.

The relationship that the Family Relations Director maintains with several Four Diamonds staff members at Penn State Children's Hospital is crucial to the success of the position. The Family Relations Director works hand in hand with Four Diamonds staff to become well-educated on patients' treatment statuses and help plan local events in the Hershey area, such as several Teen Nights and New Family Orientations.

Lastly, the Family Relations Director assists in overseeing the Adopt-A-Family (AAF) Program. Since the program was established in 1991, hundreds of families and organizations have been brought together in the hopes of providing emotional support to the entire family. The Family Relations Director and Adopt-A-Family Team serve as the primary liaisons to every organization paired with a Four Diamonds family to ensure the proper resources and education are being given as to how to engage members and maintain contact with the family.

Finance Director

The Finance Director is responsible for managing all the financial aspects of THON. This includes creating and maintaining THON's budget as well as reconciling and publishing the Summary of Fundraising Activities. Finance works to enable confidence in our donors by establishing and maintaining honorable practices on the committee and throughout the organization. The Finance Director works closely with Penn State Development to ensure all donors are properly recognized and all gifts are properly recorded. They also work to maintain THON's account within the Associated Student Activities office. They also work to maintain THON's donor and financial history database, solicit targeted donor audiences, and analyze the financial progress of THON throughout the year.

Day to day, the Finance Director will help to process and record all monetary donations made on behalf of THON, with the help of the Captain Committee. They are also responsible for tracking organizations totals and managing the THINK Finance Portal to assure accurate records for organizations alongside the Assistant Treasurers. During THON Weekend, responsibilities include processing donations made over the weekend, assuring accurate records, and calculating the final THON Weekend total.

Hospitality Director

The primary responsibility of the Hospitality Director is to secure and organize all food and beverage donations to THON throughout the year. As the Hospitality Director, you will have the opportunity to lead 20 Captains, who in turn lead ~260 Committee Members. It will be your job to ensure that everyone is trained in food safety and serving. All of your Captains are Captains With Committees, so it is important that the Committee Member experience and its optimization is a focus for you and your Captains.

You will get to work with donors inside and outside of the State College Community to spread THON's mission, and to supply the food and beverages for all THON events. While you directly work with a handful of donors, your Captains are assigned to donor contacts to work with as well. It is your responsibility to oversee these relationships and provide guidance where need-be. You will also work with DAR and SL to make sure that all donors are being properly benefitted for the generosity they show us. Fostering donor relationships is vital to the future success of Hospitality, so this is a large role. You will also work with your Promotions Captains to plan and execute donor events such as Rita's FTK, El Jefe's FTK, and Playa Bowls FTK.

Simultaneously, you will work with OPP and SL to ensure that Hospitality and THON as a whole are taking all necessary steps to further sustainability. You will work on tracking inventory with the most effective methods, allowing Hospitality to decrease food waste from year to year. Along with this, you will work to expand your donor base in order to provide the most nutritious options for each dancer, family, and volunteer you feed, effectively fueling the entire fight to the best of your ability.

You will also have the responsibility of working closely with the BJC Concessions Managers to ensure that we are playing our role in staffing the stands. While you will have two captains assigned to manage this role, our relationship with the BJC needs to be held with up-most care. You will work with these Managers and these captains a lot throughout the year.

In preparations for THON Weekend, the Hospitality Director also plays a critical role in facilitating the relationship between the Hospitality Committee and the PSU Housing and Food Services department and the BJC catering team. Hospitality works heavily with both groups to plan and execute THON Weekend, and the Director is responsible for coordinating these relationships.

Overall, Hospitality is a committee that works hard throughout the entire year, and so will you! Whether it is planning for THON weekend, working on logistics of events, securing donations, planning with Captains with Committees events, or working with donors, there is always something to do.

Merchandise Director

The Merchandise Director is responsible for overseeing the daily operations of the THON Store, the online THON Store, and all special event sales leading up to—and including THON Weekend. In order to do this, the Merchandise Director must develop and uphold positive relationships with various vendors to create and order new and innovative products to help spread awareness of THON's message. Placing these large orders and developing new products requires a combination of creativity and calculation to maximize financial efficiency. The Merchandise Director is also responsible for continuing to develop the THON Store and maintaining prior relationships related to the Store. This includes but is not limited to serving as a point of contact for all THON related shipping questions, creating an inviting atmosphere in the THON Store in the HUB, and managing stock across different locations. While spreading THON's brand worldwide, he or she must also hold a thorough knowledge of licensing requirements and work to clearly communicate those to the THON Community. As Director, they will remain in touch with Penn State licensing contacts to ensure that THON's brand is protected moving forward. While balancing these responsibilities, among many more, the Merchandise Director will also work as a member of the Executive Committee to continue to ameliorate the overall prosperity of this organization.

OPPerations Director

The OPPerations Director is primarily responsible for the setup, logistical planning, maintenance, and tear down of the 5K, Family Carnival, and THON Weekend. Another major responsibility is collaboration with the Bryce Jordan Center and Penn State OPP staff. It is the OPPerations Director's responsibility to lead biweekly meetings between the Executive Committee and BJC Management in addition to personal meetings with various members of BJC staff. Through these meetings, the OPPerations Director will schedule all BJC workdays, further training opportunities, and establish a trusting relationship between THON and one of our largest donors.

The OPPerations Director oversees 21 Captains and 750 Committee Members through all events, training days, and meetings throughout the year. This involves the scheduling and oversight of all OPP events, mat cleanings, and Committee Member training opportunities. On a day-to-day basis, this individual will be in various meetings relating to Special Event logistics, BJC needs, waste management and sustainability, supply requests, or family safety. It is important to have good organization and time management skills, as the OPPerations Director works ensure that THON is able to hold safe and lasting events.

Overall, the OPPerations Director works to maintain OPP's core values of protecting the safety of all volunteers, spectators, and Four Diamonds Families as well as working to make THON a zero-waste organization.

Public Relations Director

The Public Relations Director is responsible for both protecting and developing THON's brand across the entirety of the organization year-round. The purpose of this is to portray our organization to the public in a clear and accurate way in order to engage new stakeholders and secure coverage on a local, state, and national level. The Public Relations Director aims to consistently present a cohesive message by tying together the diverse moving parts of the Public Relations Committee. They manage the Photography and Production teams, coordinate Graphic Design and Social Media strategy, pitch THON nationally with the Media Relations team, develop and manage the content and aesthetic of THON.org, and assist in developing the Diamond Guide. In addition to running their Captain committee, the Public Relations Director initiates many of their own projects that are aimed at improving THON as a whole. They also manage relationships with various stakeholders throughout the year. This position carries a significant and consistent workload from when they are selected in the Spring all the way through THON Weekend.

Rules and Regulations: Event Safety Director

The Rules & Regulations Event Safety Director is responsible for maintaining the safety and security of all THON events by designing and implementing detailed policies and protocol. Throughout the year, the Event Safety Director will work closely with other Committees and University Staff to help plan and execute events like the THON 5K, Family Carnival, 100 Days 'til THON, and THON Weekend.

This position focuses heavily on the planning of THON Weekend and will create training for all Rules & Regulations Captains and Committee Members to fulfill all necessary security responsibilities in the Bryce Jordan Center during the event. In the process of planning THON Weekend, the Event Safety Director will work to develop and improve the details regarding all security planning and protocol along with working closely with the Technology committee and the Dash (THON Weekend Dashboard) team to manage building capacity, floor access, and many other logistical operations during THON Weekend. In addition to this, the Event Safety Director will plan or assist with the planning of many THON Weekend events including Entrance Plan, Dancer Support Pass, Athlete Hour, Pep Rally, Entertainment headliner entry/exit, and Dancer Exit Strategy. It is critical to the planning of these events that they navigate relationships with stakeholders through the year to ensure that safety protocols are continually being updated. These stakeholders include University Police, the Bryce Jordan Center, and Emergency Management Services, Environmental Health & Safety, among others.

Rules & Regulations: Fundraising Safety Director

The Fundraising Safety Director is responsible for designing and implementing the rules and processes surrounding THON's fundraising policies to maintain the safety of all volunteers and the integrity of funds raised while promoting organizational success. The Fundraising Safety Committee oversees most of THON's student-led fundraising initiatives through DonorDrive, Canvassing, Alternative Fundraisers,

and Donation Boxes, while directly communicating with organizations and advising them on how to use these fundraising practices most effectively. Primary responsibilities of the Fundraising Safety Director include the maintenance and upkeep of the THON Rulebook, administration and implementation of DonorDrive, oversight of alternative fundraisers, donation boxes, and canvassing trip approvals, and assisting organizations to be most successful in utilizing all of these fundraising methods.

- **THON Rulebook**
 - Comprehensive understanding and review of the purpose of all official policies.
 - Additions, removals, or revisions of any rules or policies as deemed necessary by members of the THON Executive Committee.
 - Oversight of the enforcement of all policies laid out in the Rulebook to ensure the consistency and integrity of all THON-related activities.
- **Online Giving**
 - Manage the administration and implementation of THON's online fundraising platform as run by the Online Giving Team
 - Communicate with Penn State Development, Four Diamonds, and DonorDrive staff to develop THON's as a top administrative user of DonorDrive.
 - Develop strategies for improving the THON Community's online fundraising success.
- **Alternative Fundraising, Canvassing, & Donation Boxes**
 - Oversee of the approval process of Donation Boxes, Alternative Fundraisers, and Canvassing as run by the Fundraising Development team.
 - Ensure all Alternative Fundraisers, canvassing trips, and Donation Boxes placements comply with the regulations set forth in the THON Rulebook.
- **Communication with Organizations**
 - Oversee the communication with all fundraising organizations as run by the Fundraising Outreach team.
 - Serve as a direct liaison to a set number of fundraising organizations.
- **THON Weekend**
 - Work alongside the Rules & Regulations Event Safety Director and Captains to ensure the safety of all volunteers, Four Diamonds Families, and spectators.

Special Events Director

The Special Events Director is responsible for all events leading up to and after THON Weekend. These events include, but are not limited to, the THON 5K, 100 Days 'Til THON Celebration, Family Carnival, all THON Athletic Events, No Hair, Don't Care, The THON Showcase, THON Dodgeball, THON Skate, the Closer to a Cure Celebration (CCC), and other events throughout the year. Responsibilities also include organizing all hair donation events, overseeing award presentations during the year, serving as the primary liaison between THON and Penn State Athletics, and assisting in the execution of THON History Tours, Athlete Hour, and Pep Rally during THON Weekend.

The Special Events Director will work closely with the 18 Special Events Captains and 100+ Committee Members to oversee the detailed planning of each event while constantly exploring ways to better each. Day by day, this director works to make sure that all paperwork, permits, contracts, and overall planning are on track for each event and serves as the main point of contact for many of the facilities

and other contacts that aid in event creation. The Special Events Director constantly reviews layouts and timelines for events to make sure each will run smoothly. This person oversees the committee responsible for ensuring that THON is truly a year-long effort, and thus is expected to be constantly looking for ways to engage the THON Community all year long. In planning events, the Special Events Director must ensure that all stakeholder groups are being considered and thought of, including all volunteers, community members, supporters, and Four Diamonds Families. This director works with every committee, but especially closely with the Entertainment, OPPerations, and Rules & Regulations: Event Safety Committees, to plan all logistics and guarantee the success of each event.

Supply Logistics Director

The Supply Logistics Director oversees all in-kind donations which help to supply all pre-THON and THON weekend events throughout the year. In addition, they work to establish and maintain relationships with businesses across the country, while guiding the Donor Contacting team to do the same. The Supply Logistics Director works with various donors to fulfill all of THON's printing needs and unique projects, such as the THON logo banner, dancer bags, runner number bibs for the 5K, and more. They also work closely with the Development and Hospitality Director to ensure that all donors are being appropriately benefited. The SL Director is also in charge of maintaining all five of THON's storage areas on campus. This includes the inventory, organization, and allocation of supplies to every Committee.

Additionally, this Director supervises 19 Captains that are responsible for initiatives such as THON Raffle, Hershey Holiday Toy Drive, Gift Card Initiative, Supply the Fight Initiative, Costume Drive, Towel Drive, Extra Items Drive and Garage Sale. Further, this Captain Committee is also in charge of the effective distribution of supplies, and the contact of donors across the country to acquire supplies ranging anywhere from arts and crafts to lumber and all the medical supplies needed for THON weekend. Together, this committee is also striving to improve THON's sustainability efforts through donations of sustainable supplies and greener alternatives.

Technology Director

The Technology Committee is broken into 6 teams, each of which the Technology Director must manage. The Dash (THON Weekend Dashboard) team maintains & develops Dash, which manages building capacity, floor access, and many other logistical operations during THON Weekend. The THINK Team is tasked with the development of [THINK](#) (the THON Information NetworK), THON's year-round information system. The THON.org team manages THON.org, the THON Online Store, THON Photos, and other front-facing platforms. The Special Projects team picks up all other miscellaneous projects and seeks to collect new project ideas from other committees year-round. The User Experience team services all UI/UX-heavy needs of every other team. Finally, the Systems team supports all the underlying infrastructure and operations of the previous five teams. The Technology

Director must be a good communicator to manage these teams simultaneously and make the committee dynamic a harmonious one.

A strong candidate should have previous experience with a variety of coding languages, and experience as a member of an Agile development team. However, only a willingness to learn is necessary – even with previous experience, the systems mentioned above are complex enough that a learning curve is to be expected. Most of THON's systems are written in Python using the Django web framework, so it is strongly recommended that applicants familiarize themselves with the language. THON's frontend sites use the WordPress framework, so experience with this technology is a bonus as well. A basic understanding of server administration is also recommended. This all being said, the Director's primary job is to communicate, not code.

They can expect to coordinate with the Supply Logistics Director to secure, distribute, and recollect laptop & radio donations for use during THON Weekend. The Technology Director is also responsible for configuring internet connections for the THON 5K, Family Carnival, and THON Weekend itself, meaning they must collaborate with Bryce Jordan Center Staff year-round. Finally, the Technology Director can expect to communicate frequently with contacts within and outside the University to ensure proper management of THON's Microsoft resources, server infrastructure, recurring expenses, and other miscellaneous needs.

The Technology Committee is unique in that they work with each of the other 15 Committees in THON in some way, and have a behind-the-scenes role in countless other aspects of THON. As such, the Technology Director must be level-headed and be able to think realistically, as there are so many projects but only so much time. While the Director's primary job is not to code, they must be able to have a vision for Technology, and must be able to communicate to carry out this vision.