



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

EXECUTIVE VACANCY ANNOUNCEMENT Clinton County Family YMCA (Frankfort, IN)

Position: CEO

Address: 950 S Maish Rd. Frankfort, IN 46041-2838

The Clinton County YMCA, Indiana is an equal opportunity employer committed to valuing diversity and practicing inclusion.

Salary Range: \$70,000-\$80,000
Salary offer is commensurate with experience

Benefits: Retirement contribution fully funded by YMCA at 7% Y and 3% employee funded; vacation plan, health plan and other benefits per personnel policy included

Relocation: Relocation assistance provided

Base Criteria:

1. Accredited 4-year college degree.
2. Must demonstrate excellent written and verbal communication skills and personal values consistent with the YMCA mission.
3. Must reside in Clinton County.
4. Minimum two years prior experience in a senior management role with a YMCA or related experience at a comparable organization with multi-branch supervision of diverse staff.
5. A proven track record of budget and fiscal management experience.
6. Have the ability to develop new programs, review and enhance programs being offered or considered for both economy and the effectiveness in broadening our engagement in the communities in which we serve.

Preferred Criteria for Candidates:

1. YMCA Organizational Leader Certification.
2. Fiscally sound business management approach.
3. Proven board development and engagement experience
4. Strategic planning and Fundraising experience including annual campaigns and the securing of grants.

Position Description & Board Expectations:

The Board of Directors of the Clinton County YMCA is looking for a compassionate leader who can build strong relationships with high visibility in the communities we serve. This innovative leader must exhibit high energy, outgoing personality and an engaging manner while positioning this YMCA as an indispensable community asset.

Key Deliverables: Key Deliverables and requirements for the CEO include, but are not limited to:

- **Lead and Develop the Staff Team**

Must possess the confidence and skill to evaluate the current strengths and development needs of all key staff and create a plan for individual development to achieve excellence in their work. Create a plan to ensure that the YMCA has an outstanding, dedicated and empowered staff team. Encourage the team by creating a spirit of camaraderie and commitment to mission. Be the heart and soul of the operation, actively interact and communicate with staff. Role model the behavior you want reflected in Y staff; be visible.

- **Improve Operating Performance**

Using astute financial expertise, identify and develop new and long-term revenue streams. Establish programs as identified in strategic plan that impact community needs and solidify organizational sustainability, leading to superior results in programs, membership, customer service and community engagement. Balance the budget through revenue growth and expense management to support day-to-day operations including facility maintenance, cleanliness and facility safety standards.

- **Develop and Implement a Strategic Plan**

In partnership with the Board, develop and identify critical needs of the Y and Clinton County. Develop a plan of action to review and enhance programs offered; identify potential new programs, for both economy and effectiveness in broadening our engagement and impact in the community in which we serve. Set priorities, enhance the operations, increase marketing and awareness. and appropriate Y staff to develop an annual tactical plan for achieving key goals and objectives. Remain fully informed of all operational issues and have the keen ability to quickly address any issues that may arise as well as forecast future needs.

- **Provide Strong Fiscal Leadership/Lead Fund Raising Efforts**

Maintenance and enhancement of the comprehensive fund development strategy currently in place to ensure a balanced budget, revenue growth to support the current day-to-day operations as well as the continued development of reserves for the future needs of the YMCA. The new CEO will achieve this through his/her skilled efforts in the generation of annual support. Also, the candidate must be skilled in the management and development of endowment funds, foundation grants, special events, community collaborations and creative revenue streams necessary to support and sustain the needs of the YMCA.

- **Create High Visibility in the Community**

Be viewed and respected as a key leader within the community, proactively creating collaborations while always upholding the highest standards and values of the YMCA. Actively interact and communicate with YMCA members, donors, staff and volunteers. Seek every opportunity to promote the key strategies and strength of the YMCA.

About the YMCA:

Our Mission Statement: To put Christian principles into practice through programs that build healthy spirit, mind and body for all.

In 1983, a group of Clinton County citizens met to found the YMCA of Clinton County. With their hard work and dedication, on July 20, 1984, our YMCA was officially chartered. Within months of this first meeting the group decided to build a permanent facility. A capital campaign of \$2.4 million was raised and construction began. From that beginning the community has continually supported our YMCA by sharing time, talent and treasure to make our YMCA the strong, viable organization it is today boasting 1959 units and 4163 total members.

Facility Features:

Frankfort Facility (owned) – 36,349 square feet. 2-two court gymnasiums; 4 lane, 25 yard, indoor pool; 1 racquetball courts; 2 aerobics rooms; 2 multipurpose spaces; licensed ministry early childcare and school age program; youth activity center; wellness center. Building built in 1991

Staff: 2 full time, 66 part time with full time directors reporting to CEO

Operating Budget Size: \$1,000,000

Annual Campaign: 2017 Actual \$36,953
2018 Goal \$38,000

of Board Members: 12 board members

Committees: Executive, Finance, Governance, Development, Building and Grounds

About the Service Area:

The county seat of Clinton County is the city of Frankfort, and the largest city Frankfort. As of 2015, the population for Clinton County was 32,609 and as of 2016 the city of Frankfort was 15,951 . Y facilities located in Frankfort. Frankfort offers dining, shopping, museums, outdoor activities and options for just browsing. ...combines the hospitality and serenity of small town living with the economic viability and cultural opportunities of a diverse city.

Other sites for information:

<http://www.ccfymca.net>

School or chambers

Target Dates for the search process

Resumes accepted through: September 28th 2018

Committee Resume Review October 2nd 2018

Interviews scheduled on: October 19th , 2018

New CEO on board (anticipated): November 12th 2019

***IF NEEDED**

To Apply

Candidates will apply via the following website:

Clintoncountyyymca@yahoo.com

*Online applications accepted only. Candidates will be requested to submit the following with their online application in order to be considered: **A resume, cover letter, and six professional references.***

Note: References will be checked on all final candidates.

Inquiries:

Questions about this particular YMCA may be directed to Paul Stanzione, Resource Director, YMCA of the USA.

paul.stanzione@ymca.net or 217-433-7760