EXECUTIVE VACANCY ANNOUNCEMENT – FINAL
GREATER SYRACUSE YMCA

Position: President and CEO

Address: 340 Montgomery Street, Syracuse, NY 13202-2015

The Greater Syracuse YMCA is an equal opportunity employer committed to valuing diversity and practicing inclusion.

Position Description and Board Expectations:

The Greater Syracuse YMCA is an association of more than 60,000 people dedicated to the cause of strengthening community in Central New York. We have been meeting the needs of our community since 1858. We deliver on our promise through our programs, people and facilities that nurture the potential of youth, support health and wellness, and foster a shared commitment to others.

The CEO of The Greater Syracuse YMCA will work closely with the senior leadership team and a strong volunteer Board of Directors to deepen recent gains and outcomes aligned with the organization’s current strategic plan. Moving forward, the CEO will further strengthen a vision of youth development, healthy living and social responsibility that engages the communities, delivers quality programs, and drives for member satisfaction, philanthropic support and operational results.

The CEO is expected to be visible in the community, ensuring that The Greater Syracuse YMCA remains a highly respected and desired partner with a strong stake in identifying and addressing solutions to community opportunities. The CEO must lead the organization in promoting the Greater Syracuse YMCA brand and community image, while at the same time, maintaining and enhancing the association’s strong balance sheet to ensure the strength of the YMCA.

PROFESSIONAL QUALITIES AND COMPETENCIES OF THE NEXT LEADER

The Board believes its new CEO should be an experienced leader who has the background and qualities that will permit him or her to achieve excellence in the following roles:

Advocate the Vision of the Y serving as a Cause-Driven Leader: Inspiring and mobilizing every community member and every Y staff member, program volunteer, board volunteer, and Y member—everywhere the Y has a presence—to make our communities stronger. Actively interact with and communicate with Y members, donors, staff and volunteers and be seen as an active and integral member of the community. Serve as an ambassador for the mission, cause, and vision for the Y and be seen and respected as a community leader. Develop and cultivate relationships with key stakeholders, while always upholding the highest standards of the values of the Y.

Key competencies: volunteerism, values, community, collaboration, communication, relationships, influence, developing others, emotional maturity
Develop and Implement a Strategic Plan: Have the ability to work effectively with board of directors, volunteers, community leaders and key staff to identify critical community needs and develop a strategic roadmap focused on organizational strategies. Lead staff in the development and implementation of goals through an annual operating plan. Lead volunteers in aligning committees and their charts of work to support the strategies and goals of the Y.
Key competencies: influence, values, relationships, inclusion, communication, project management, innovation, decision making, quality results

Build and Manage the Staff Team: Serve as a leader who is able to teach, develop, bring together, motivate, engage, reward, and retain staff in a positive and productive manner by creating and setting an expectation for excellence. Demonstrate an engaging, open, positive, and inclusive leadership style, and display integrity, a high regard for honesty and courage, and an open mind to innovative ways of improving services and expanding impact.
Key competencies: quality results, relationships, influence, community, communication, developing others, change management, values

Nurture a Mission-Driven Culture: Champion a culture of inclusion, integrity, character and life-long learning within the Y organization that reinforces, encourages, and promotes values of caring, honesty, respect, and responsibility. In alignment with the Y’s mission, seek to foster an environment where diversity is celebrated and where all members, program participants, volunteers, and staff can reach their fullest potential.
Key competencies: communication, self-development, change capacity, innovation, inclusion, community, philanthropy

Improve Operating Performance: Partner with the board of directors to identify issues and develop an annual tactical plan for achieving key YMCA goals and objectives to solve them. Remain fully informed of all operational issues and be able to quickly address issues that arise as well as forecast future needs. Manage and direct the Y’s operations and activities.
Key competencies: communication, influence, quality results, finance, decision making

Address Specific Area(s): The YMCA has the opportunity to strengthen these areas in order to have greater impact:
- Capital development, i.e., for facilities expansion
- Philanthropic efforts (annual, special events, planned giving, and grant expansion)
- Membership and program expansion
- Community outreach – effectively reaching those people who may not otherwise have an opportunity to be a part of the YMCA (e.g., children of low-income households)
- Endowment development
- Building reserves for deferred maintenance and planning
- Greater collaboration within our community with school districts, federal and local government, and other agencies
- Public Policy
- Educate the community on the multitude of programs offered at the YMCA and eliminate the image of “a swim and gym”
Key competencies: values, community, volunteerism, philanthropy, inclusion, relationships, influence, communication, developing others, decision making, innovation, project management, finance, quality results, self-development, change capacity, emotional maturity, functional expertise
PERSONAL PROFILE OF THE NEXT CHIEF EXECUTIVE OFFICER

- Strong sense of ethics, fairness, honesty and integrity
- Passion for the YMCA mission and compassion for those we serve
- Sound business acumen and judgment
- High level of comfort working with private and public sector executives
- Strong understanding of charitable and non-profit sector
- Master negotiator
- Entrepreneurial spirit
- Accepted and respected in influential circles
- Transparent and servant leader
- Understanding of the role of technology and communication in advancing the mission
- Strong supporter of diversity, inclusion, and cultural competency
- Understanding of the historical mission of the YMCA as a movement and the Greater Syracuse YMCA and the counties it serves
- Strong understanding of the YMCA’s role in chronic disease prevention
- Commitment to continuous learning
- Energy, enthusiasm, and courage.
- Knowledge of and compliance with applicable government regulations

Minimum Candidate Criteria:

1. Accredited 4-year college degree; Master’s Degree preferred
2. Excellent written and verbal communications skills
3. Personal values consistent with the YMCA mission
4. Minimum ten years of prior experience in senior management role with a YMCA or related experience at a comparable organization with direct supervision of multiple levels of staff and employees and multiple sites
5. Strategic planning experience
6. A clear vision of how to serve “all” of the community

Preferred Candidate Criteria:

1. YMCA Organizational Leader Certification (Note: Candidates not already in possession of this certification have up to three years to obtain via YMCA of the USA).
2. A proven track record of budgetary and fiscal management.
3. Proven experience in developing and executing a strategic vision.
4. Fundraising experience in annual campaigns, capital efforts, endowment and grants
5. Strong operational skills and experience.

Salary Range: Commensurate with experience

Benefits: Retirement contribution, vacation, health plan, dental plan, disability insurance, life insurance and other benefits per policy.
The Greater Syracuse YMCA Association Facts

The Greater Syracuse YMCA is a diverse organization of men, women and children joined by a shared commitment to strengthening the community by nurturing the potential of kids, promoting healthy living and fostering social responsibility. With more than 60,000 members in branches and outreach sites throughout Onondaga County, the Y has the presence and partnerships to deliver lasting personal and social change. The mission of the Greater Syracuse YMCA is to put Christian principles into practice through programs that build healthy spirit, mind, and body for all.

Our services can be found in the locations below, as well as in schools and churches throughout Onondaga County

**Staff:** The Association employs approximately 1,260, of whom 150 are full-time, with an additional 150 seasonal employees each summer. The annual payroll (salary, taxes, and benefits) is approximately $13 million. Currently, the direct reports to the CEO are:

- Chief Financial Officer
- Director of Human Resources
- Director of Philanthropy
- Director of Marketing & Communications
- Executive Director, Arts Branch
- Executive Director, Downtown Branch
- Executive Director, North & Northwest Branches
- Executive Director, East & Manlius Branches
- Executive Assistant
- Director of Education

**Capital Development:** The most recent successfully executed capital development initiatives include the Northwest Branch in 2014: raised $5M and borrowed $16M and the East Branch in 2004: raised $5M and borrowed $5M.

**Governance:** The Greater Syracuse YMCA Board of Directors consists of 28 diverse community and business leaders.

**Financial:** The 2017 annual operating budget of The Greater Syracuse YMCA is approximately $23 million. Approximately 83% of the operating revenue is derived from fees and membership with the remainder coming from support revenue.

**Membership:** Association wide total # of members: 60,009; # of units: 24,961.

**Annual Campaign:** The 2017 annual campaign goal is $682,400, an increase of $72,000 from the 2016 annual campaign. The Downtown Branch YMCA has been awarded the following grants for renovations to begin this summer: HHAP - $3,697,779; Federal Home Loan Bank - $1,806,269; Non Profit Capital Improvement Program - $903,000.
Facilities/Branches:
- Downtown Branch: 176,203 sq. ft. (More than 130 men, seniors and people with disabilities live in apartments which connect to the fitness facility).
- East Branch: 100,000 sq. ft. and 14 acre day camp.
- Manlius Branch: 60,000 sq. ft.
- North Area Branch: dual 45,000 sq. ft. facility-wellness center 40,000 sq. ft. and childcare center 5,000 sq. ft.
- Northwest Branch: 100,000 sq. ft.
- Southwest Branch: Approximately 20,000 sq. ft. of “Y” designated space (located at Onondaga Community College)

Advantages to Area: Syracuse is a great city to live and work! Located in the geographic center of New York State, Syracuse is a scenic treasure amid rolling hills, tranquil lakes and picturesque forests. Our changing seasons allow for colorful autumns, and winter snows transform our gently rolling hills into a perfect playground for winter sports enthusiasts. Our strategic location at the crossroads of New York State puts us within only five hours of nearly every major eastern metropolitan area, including New York City, Boston, Toronto, Washington D.C. and Philadelphia. In addition, the Adirondacks State Park is only two hours away.

Attractions and quality of life benefits to living and working in the community: There is much to see and do in Syracuse and the surrounding Central New York region to fit any age or preference. Whether you want to "shop 'till you drop", pet a baby llama, witness a masterpiece or watch a French colonist practice his craft in a 17th century setting, we've got something for you to enjoy. Or maybe joining tens of thousands of other impassioned fans at a NCAA Division 1A basketball or football game is more your speed, or a game of golf at our many private/public country clubs. It's all here in Syracuse! Our community boasts a quality of life that is the envy of the nation. Residents enjoy an abundance of natural resources, an impressive range of recreational and cultural amenities, a reasonable cost of living, a depth of educational opportunities and numerous quality services found in major metropolitan areas today.

Information Sites:
- YMCA of Greater Syracuse: http://www.ycny.org
- YMCA of the USA: www.ymca.net
- Greater Syracuse Chamber of Commerce: http://www.syracusechamber.com
- Onondaga County Parks: http://www.onondagacountyparks.com
- New York State and National Parks: https://iloveny.com
Target Dates for the Search Process:

- Resumes accepted through: August 2, 2017
- Candidate review: August 22, 2017
- First round interviews scheduled: September 6-7, 2017
- Second round interviews scheduled: September 25-26, 2017
- CEO selection made: September 26-27, 2017
- New CEO on board (anticipated): November 6, 2017

To Apply:
Candidates will apply via the following website:

http://tinyurl.com/greatersyracuse-ymca-ceo

Candidates will be requested to submit the following with their online application: A resume and cover letter, along with six professional references.

Please Note: References checked on final candidates only with prior notification.

Questions regarding this position should be directed to
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