



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

EXECUTIVE VACANCY ANNOUNCEMENT FULTON YMCA

Position: CEO

Association Office: 715 West Broadway, Fulton, NY 13069 (315-598-9622)

*As an equal opportunity employer, the Fulton YMCA
is committed to diversity and inclusion.*

Position Description and Board Expectations:

The Fulton YMCA is a long-standing, respected non-profit organization. The Y offers a wide variety of programs and services including family programs, health and wellness, summer camp, before and after school care, aquatics and much more to address community needs.

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:

- **Enhance Operating Performance with a Focus on Membership Expansion and Program Initiatives**

Assess the current operation and create a plan that will develop and grow membership, expand programs and improve facilities in service to the community. Achieving these goals will lead to strengthening overall fiscal performance to develop a financially sustainable organization that is open and available to all.

- **Lead Fundraising Efforts**

Serve as the leader in fundraising efforts by working with the board to establish a plan for how the Y will raise annual contributed dollars for operations and providing financial assistance as well as capital dollars for facility renovations and expansion. Ensure public and private partnerships and resources are developed to support operational and future needs by instilling confidence, credibility, and trust in the Y with community leaders and donors.

- **Develop and Implement a Strategic Plan**

Lead the organization in an effort that rallies all YMCA's stakeholders to achieve a strategic plan that aligns with the mission and vision. By partnering with staff, board, Y members and the community, create a plan that drives collective and bold impact to address critical social issues in communities served.

- **Advocate the YMCA Vision and Be the Heart and Soul of the Organization**

Proactively interact and communicate with YMCA members, donors, staff and volunteers. Serve as an ambassador for the mission, cause and vision for the YMCA within the community as a respected leader with the ability to develop and cultivate relationships with key stakeholders, while always upholding the highest standards of the values of the YMCA.

- **Fiscal Management**

Demonstrate the ability to understand fiscal opportunities, challenges and complexities and ensure the Y grows in its financial capacity. Strong budgeting experience with a consistent record of budget balancing/surplusage required.

Salary Range: \$45,000-\$55,000

Benefits: Vacation, and 401 pension plan available no employer match (details to be provided).

Residency Expectation: CEO needs to reside in a reasonable proximity to the Fulton YMCA.

Minimum Candidate Criteria:

1. Accredited 4-year college degree (required/non-negotiable).
2. Minimum three years prior experience in a senior management role with a YMCA or related experience at a comparable organization/company.
3. Proven successful track record of fiscal management for a complex organization in excess of \$500,000 annually.
4. Demonstrated ability to develop and strengthen community relationships.
5. Proven ability to develop new programs, review and enhance programs being offered and effective in broadening engagement in the community.
6. Demonstrated excellent leadership and communication skills (both written and verbal) as well as personal values consistent with the YMCA mission.
7. Successful fundraising experience.
8. YMCA Organizational Leader Certification (Note: Candidates not in possession of this certification have up to three years to obtain via Y-USA).

Fulton YMCA Association Facts

Mission Statement: The Fulton Family YMCA is a diverse organization of men, women and children joined by a shared commitment to strengthening the community. We deliver on our promise by nurturing the potential of kids, promoting healthy living and fostering social responsibility. Our Y has the presence and partnerships in Greater Fulton to deliver lasting personal and social change. The mission of the Fulton Family YMCA is to put Christian principles into practice through programs that build healthy spirit, mind and body for all.

History: The Fulton YMCA began in 1961.

Geographic Service Area: City of Fulton and surrounding area. Diverse area with a higher than average amount of people with financial needs.

Staff: Six full-time staff including CEO and seventy part-time and seasonal employees. Wellness Director, Teen & Family Director & Maintenance Director report to the CEO.

Volunteer Leadership: Sixteen members on the Board of Directors.

Membership: The YMCA currently has 845 membership units. Youth (4%), young adults (3%), adults (19%), families (45%) and seniors (29%).

Finances: Annual budget of \$1M.

Annual Fundraising Campaign: Raise \$35,000-\$40,000 each year.

Membership Facility: The 26-year-old facility includes a pool, wellness center, and meeting space. Website provides additional information: <http://www.fultonymca.com>

Attractions and quality of life benefits to living and working in the community: Fulton is a small city of about 11,000 people in the western part of Oswego County. It is a wonderful place to raise a family. The city school system offers excellent academics and a broad range of musical, athletic and academic activities for children. Fulltime police and fire departments ensure safety in a city where the cost of living is relatively low. For those who love the outdoors, the Oswego River cuts through the center of the city and is one of the county's several spots for world-class fishing, as well boating, kayaking and canoeing. The river empties into Lake Ontario, home of some of the most beautiful sunsets in the world. Many scenic state and local parks are in the immediate vicinity. Thunder Island Amusement/Water park sits just outside the city limits for the children and young at heart. Many residents and visitors also enjoy hiking, biking, cross country skiing and snowshoeing at the Great Bear Springs Recreation area. One can also find a vibrant artistic and cultural scene here. Syracuse, home of the Orange and host to the nation's second largest shopping mall and entertainment complex, is 20 minutes away.

Information Sites:

- Fulton YMCA: <http://www.fultonymca.com>
- City of Fulton: <http://cityoffulton.sharepoint.com>
- OswegoFulton Chamber of Commerce: <http://oswegofultonchamber.com>
- Money calculator: <http://money.cnn.com/calculator/pf/cost-of-living/index.html>
- YMCA of the USA: www.ymca.net

Alliance of New York State YMCAs: The Alliance of New York State YMCAs is a nonprofit organization representing the interests and concerns of independent YMCAs throughout New York State. The Alliance diligently monitors legislative and regulatory issues and educates policymakers on all the community-strengthening services provided by YMCAs throughout the Empire State. The Alliance also provides leadership to the state's Youth and Government Program for teens.

The Alliance serves member YMCAs by actively advocating and functioning as a resource for Ys in four strategic areas:

1. Public policy and external relations
2. Public funding and financial resources
3. Member services
4. Statewide collaborations

More information available at the Alliance of New York State YMCAs website: www.ymcanys.org

Search Process Target Dates:

- Resumes accepted through: Friday, April 6, 2018
- Candidate review: Wednesday, April 18, 2018
- Initial interviews scheduled: Monday, April 30, 2018
- On-site interviews: Tuesday, May 29 & Wednesday, May 30, 2018
- CEO selection made: By Wednesday, June 6, 2018
- New CEO on board (anticipated): Friday, July 6, 2018

To Apply:

Candidates must apply on-line: <https://tinyurl.com/fulton-ymca-ceo>

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

Please Note: References will be checked on final candidates only and candidates will be notified in advance.

Questions regarding this position and process should be directed to:

Rick Peterson

Resource Director

YMCA of the USA

847-521-6978

rick.peterson@ymca.net