



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

EXECUTIVE VACANCY ANNOUNCEMENT TWIN PIKE FAMILY YMCA

Position: CEO

Address: 614 Kelly Lane, Louisiana, MO 63353

***The Twin Pike Family YMCA is an equal opportunity employer
committed to valuing diversity and practicing inclusion.***

Position Description and Board Expectations:

The Twin Pike Family YMCA is seeking a strategic visionary leader with the experience to see the big picture and the ability to unlock the potential of the Twin Pike area. They must be able to develop and implement a strategic plan reflective of the changing needs of the community, membership and value-added programs. The new CEO will position the Y for maximum impact in youth development, healthy living and social responsibility. Our next leader must be socially gifted with the ability to move in various social circles and connect with the community at all levels in a meaningful and impactful way. They must be the face of the YMCA, engaging in community events and organizations to connect the Y with other non-profits, organizations and businesses.

The next leader must be a proven fundraiser with solid practices and processes in leading successful campaigns as well as motivating and organizing the board, volunteers and staff to share the Y stories of impact. Sound financial acumen, with the ability to communicate and educate the board and staff on operations in real time, motivate staff to build and develop new programs, and collaborate with health care and education partners are also critical areas in which the new CEO needs to succeed. Prior experience or knowledge of federal and state grant management is important, due to a large percentage of the Y's budget from grants.

Within the first year of employment the new CEO must assess the operations and provide a vision and road map to ensure continued success, future impact and presence of the Y in the community. Create an environment that will bring the two communities together to truly serve the Twin Pike (MO and IL) community. The CEO will foster collaboration and partnerships that will serve a diverse population and provide needed services within the communities served by the Y. They will strengthen operations with a focus on membership and programs, so the Y is not heavily dependent on grants. The CEO will also engage and develop the staff leadership in order to serve the community with a broader vision focused on the needs. Staff should have individualized development plans to maximize their potential.

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:

- **Fiscal Management** - Ensure the Y's financial resources are properly managed and report on its financial position. Use high level financial analysis to forecast trends, growth and stability while consistently leading the Y to balance or surplus operations by growing

earned revenue and contributions and controlling costs. Empower and guide staff to lead their departments and monitor and meet budgets.

Key competencies sought includes *decision making, project management, finance, quality results, functional expertise, developing others*

- **Improve Operating Performance** - Partner with the board 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 sought includes *communication, influence, quality results, finance, decision making*

- **Develop and Implement a Strategic Plan** - 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 sought includes *influence, values, relationships, inclusion, communication, project management, innovation, decision making, quality results*

- **Build and Manage the Staff Team** - Serve as a leader who can motivate, engage, 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 sought includes *quality results, relationship, influence, community, communication, developing others, change management, values*

Hiring Range: \$60,000 - \$80,000 annualized, commensurate on experience.

Residency Expectation: Living in the YMCA's service area is required.

Benefits: Health reimbursement up to \$200/month for medical after 90-day waiting period. YMCA Retirement contribution of 8% after eligibility criteria have been met. Vacation, holiday and sick pay per personnel policy.

Minimum Candidate Criteria:

1. Accredited 4-year college degree (required; non-negotiable).
2. Must demonstrate excellent written and verbal communication skills and personal values consistent with the YMCA mission.
3. Must have the ability to develop and strengthen community relationships.

4. 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 the Y serves.

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. Minimum five years prior experience in senior management role with a YMCA or related experience at a comparable organization with direct supervision of multi-level staff and employees.
3. Fiscally sound business approach. Grant management experience a plus.
4. Strategic planning and fundraising experience including annual and capital campaigns.
5. Proven track record of budgetary and fiscal management of more than \$500K annually operations.

Twin Pike Family YMCA Association Facts

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

- To fulfill community needs through active, ongoing listening and communication with our members and community partners.
- To deliver quality programs and process in all we do.
- To inspire community involvement and support that financially sustains valued programs and outreach.
- To attract leaders committed to giving back through serving on the Y Team, Y Board and as Y Volunteers.

Service Area: Pike County, Missouri (population 18,500) and Pike County, Illinois (population 15,900)- detail of the cities included below.

Staff: In addition to the CEO, there are 6 FT and 66 PT and seasonal staff. The CEO supervises 8 direct reports, which include the Business Manager, Aquatics Director, Property Director/Swim Coach, Membership/Marketing Director, Senior Program Director, 21st Century Program Director, and Reach & Rise Director.

Volunteers: Our Y is driven by community needs; the Y has engaged over 200 volunteers and is led by a local board comprised of 10 committee individuals.

Facility Condition: The Twin Pike YMCA started programs in October 1993 and had the first store front in March 1997. It has been in its current location since 2001.

- 2001 Phase 1 of the main building (gymnasium and upstairs wellness center)
- 2008 Phase 2 doubled in size adding group fitness room teen/senior center and office. The Wellness center was relocated downstairs.
- 2015 Phase 3 the pool was put in with the locker rooms and track.

- Fitness & Aquatics Center (44,000 sq. ft) includes fitness center, 6-lane indoor aquatics facility, gymnasium, child watch area, teen/senior center, indoor track, aerobics room, spin studio, commercial kitchen and a community meeting area.

The roof and flooring in the wellness center need repair, and in 2019 the equipment was revamped

Membership/Programs:

- Operates 6 before/after school and summer school programs (off site) at five elementary schools through Pike County, MO which are funded under two 21st Century Community Learning Centers (Grants).
- Offers Reach & Rise group and one-on-one mentoring services under two Y USA Grants.
- Services over 2,000 members/875 units. Membership includes access to the fitness center, aquatics center, group fitness classes and program discounts.
- Develops nearly 2,800 kids and teens and serves 3,700 adults.

Financial Position: The Y is fiscally stable with no debt. However, there's little evidence of membership or program growth, but it has had success in special project fundraising, grant writing and state funded capital grants. The 2019 budget is \$1.4M which operates from January – December.

Fiscal Assistance: The YMCA raised over \$8,000 in 2018. Very small endowment fund started in 2014.

Attractions and Quality of Life

The Twin Pike county serves the Pike County in both Missouri and Illinois.

Pike County, MO

Pike County is situated in Northeast Missouri and is home to 18,316 residents. The county seat is in Bowling Green. Other communities are Annada, Ashburn, Clarksville, Curryville, Frankford, Eolia and Louisiana. The various communities within the county offer a quality of life reminiscent of "small town America" at the same time advanced technologies are available.

A fun and friendly atmosphere is what you will find while shopping in Pike County. Whether you are looking for a new car; to fill a prescription; or find that perfect piece of antique furniture, it's all here. The Amish community offers many items for sale, from baked goods and woven items to handcrafted wood furniture.

For the outdoor enthusiast the Mississippi River offers recreational opportunities such as boating, fishing and swimming. There are many local parks, playgrounds and picnic facilities available in the community for family outings. Hunters come from other states to hunt in the scenic hillsides and woods of Pike County. The Missouri Conservation Commission manages several areas in the county including DuPont Wildlife Reserve, Ted Shanks Wildlife Management Area and the Ranacker Wildlife Refuge. Many tourists come to visit during the winter months to view the bald eagle migration.

It is rich in tradition and culture. Pike County enjoys a continental-type climate marked by strong seasonality. Because of its inland location, Missouri is subject to frequent changes in temperature. While winters are cold, and summers are hot, prolonged periods of either are unusual. Occasional periods of mild, above freezing temperatures are noted almost every winter. Conversely, during the peak of the summer season, occasional periods of dry-cool weather break up stretches of hot, humid weather.

Pike County is known for a wide range of recreational activities including fishing, hunting, boating and swimming. Beautiful scenic areas such as the Lay Center and Hwy 79 known as Missouri's "Scenic Byway".

Pike County, IL

Pike County is in west central Illinois, bound on the east by the Illinois River and on the west by the Mississippi. The centrally located county seat, Pittsfield, is 75 miles west of Springfield and 40 miles east of Hannibal, Missouri. Due to the county's comparatively expansive land area, there are many large tracts of farm and field.

Pittsfield is closely connected to the villages of Barry, Griggsville, and Pleasant Hill. Each is located within a 25 to 35-minute drive of Pittsfield.

The towns of Hull, Kinderhook and New Canton in the northwestern reaches of the county are referred to as West Pike and are near the larger cities of Hannibal, Missouri and Quincy, Illinois.

Pittsfield is home to numerous small businesses and restaurants. The historic town square is surrounded by residential areas and newer commercial establishments.

Pike County is flanked on the west by the Mississippi River and on the east by the Illinois River. Lake Pittsfield, four miles from the Pittsfield town square, offers fishing, water recreation, picnicking, RV & primitive camping. The area is renowned for its trophy whitetail deer hunting, wild turkey and other bird hunting, and beautiful scenery. Ray Norbut Fish and Wildlife Area is 15 miles from Pittsfield, and Siloam Springs State Park is 40 miles.

Information Sites:

- Twin Pike Family YMCA: <http://twinpikefamilyymca.org/>
- Bowling Green Chamber: www.bgchamber.org
- Louisiana Chamber: www.Louisiana-mo.com
- School Districts: Clopton.k12.mo.us, bgschools.k12.mo.us, Louisiana.k12.mo.us, bonclbluejays.com, pcaddmo.org, stclementomo.org, pltc.k12.mo.us
- Pike County, MO: <http://www.pikecountymo.net/home.html>
- Pike County, IL: <https://www.pikecountyil.org/>
- Pike County Chamber of Commerce: <http://www.pikeil.org/chamber/#.XUBVfuhKhoU>
- Pike County, IL: <http://www.pikeil.org/index.php>
- Pike County Work Ready: <https://workreadycommunities.org/MO/163>
- YMCA of the USA: www.ymca.net

Alliance Information: State Alliance Missouri & Kansas – Patty Miller, CEO

Search Process Target Dates:

- Resumes accepted through September 13, 2019
- Preliminary interviews scheduled: October 8th or 9th
- On-site interviews: November 14th & 15th
- CEO selection made November 20th
- New CEO on board (anticipated): December 2019 / January 2020

To Apply:

Candidates will apply via the following website: <https://www.linkedin.com/jobs/view/ceo-louisiana-at-ymca-of-the-usa-national-resource-office-1423543075/>

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:

Anne Koo Thornquist, SPHR
CEO Search Director
YMCA of the USA
Anne.thornquist@ymca.net