



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

CHIEF EXECUTIVE OFFICER VACANCY ANNOUNCEMENT YMCA OF THE CHIPPEWA VALLEY

The YMCA of the Chippewa Valley is an equal opportunity employer committed to valuing diversity and practicing inclusion.

Mission Statement:

To put Christian Principles into practice through programs that build a healthy spirit, mind, and body for all.

Position Description and Board Expectations:

This is an excellent opportunity for a highly motivated professional to take the next step in their career to lead a truly mission-driven YMCA in a wonderful community. The new CEO of the YMCA of the Chippewa Valley will join our Y with a group of board members with a true passion about the mission and love for the community. The CEO serves as the chief executive officer and reports to and is directly held responsible by the Board of Directors.

The CEO is responsible for key result areas as established by the Board of Directors. This position supports the work of the Y, a leading nonprofit, charitable organization committed to strengthening community through youth development, healthy living, and social responsibility. The CEO at the YMCA sets the strategic direction of the organization; oversees its financial stability, staffing, development, and operations; and positions the Y as a community convener and collaborator to address critical social issues. The CEO works under the policies, directives, and guidelines of the governing board of directors. The CEO is expected to have a regular presence at all three YMCA branches and the communities they serve.

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

- **Be Visible and Build Community Connections:** Serve and be seen as an ambassador for the Y within the community. Develop and cultivate relationships with key community stakeholders from diverse backgrounds, while always upholding the highest standards and values of the Y. Ensure the Y is seen as one of the leading nonprofits committed to strengthening community by connecting all people to their potential, purpose, and each other. Forge strategic relationships with community organizations to further the work and Mission of the Y. Key competencies: Communication & Influence, Engaging Community, Collaboration
- **Develop and Implement a Strategic Plan:** Work effectively with a diverse group of volunteers, community leaders, and key staff, to create and develop a strategic plan that addresses the needs of the communities served by the Y and includes defined organizational strategies, a clear implementation plan with deliverables, and measurable goals. Key competencies: Change Leadership, Communication & Influence, Critical Thinking & Decision Making, Program/Project Management
- **Improve Operating Performance:** Engage the board and appropriate staff to develop an annual tactical plan for identifying and achieving key goals and objectives towards operating with safe, relevant, and sustainable practices. Quickly address issues that may

arise, forecast future needs, and manage and direct the Y's operations and activities. Key competencies: Developing Self & Others, Critical Thinking & Decision Making, Innovation

- **Fiscal Management:** Use high-level financial analysis to forecast financial 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 leaders to lead their departments to successful financial operation. Develop and implement stewardship strategies. Key competencies: Fiscal Management, Critical Thinking & Decision Making, Developing Self & Others, Philanthropy
- **Steward Fundraising Efforts:** Develop and implement an annual fundraising plan that will establish the YMCA as a leading nonprofit organization within the community through the engagement of members, volunteers, staff, and donors. Develop and implement a successful capital fundraising plan, while taking the organization to a new level of effectiveness and impact in annual giving and endowment. Key competencies: Philanthropy, Engaging Community, Communication & Influence
- **Build and Lead Staff:** Build and execute a diverse and equitable talent development system. Hire, motivate, nurture, retain, and hold staff accountable for key objectives. Work towards recruiting, retaining, developing, and promoting a diverse staff team. Encourage the team by creating a spirit of camaraderie, equity, inclusion, and sense of mission and purpose. Create a learning organization to help staff achieve their highest potential. Key competencies: Developing Self & Others, Inclusion, Emotional Maturity, Change Leadership
- **Cause-Driven Leadership:** Inspire and mobilize staff, volunteers, members, community members and community partners to strengthen communities for all. Bring together people from different backgrounds, perspectives, and generations to ensure access to the opportunities, relationships, and resources necessary to learn, grow and thrive. Create a welcoming, equitable, affirming, genuine, hopeful, and nurturing environment dedicated to making the communities served stronger. Key competencies: Developing Self & Others, Inclusion, Communication & Influence

Minimum Candidate Criteria:

- Accredited 4-year college degree and or equivalent work experience and skills
- Must demonstrate excellent written and verbal communication skills and personal values consistent with the YMCA mission.
- Minimum five years prior experience in a senior management role with a YMCA or related experience at a comparable organization with direct supervision of multiple levels of staff and employees.
- Must have the ability to develop and strengthen community relationships.
- Experience in developing new and innovative programs that are impactful.

Preferred Candidate Criteria:

- YMCA Organizational Leader Certification (CEO must obtain within the first three years of employment as a CEO)
- Fiscally sound business management approach.
- Strategic planning and Fundraising experience including annual campaigns, capital campaigns and the securing of grants.

- A proven track record of budgetary and fiscal management in excess of \$5M or more annually.

Salary Range: \$125,000 to \$159,000

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

Benefits: Medical, dental, and vision insurance plans for eligible employees and their eligible dependents. The Y and its employees share the cost of the insurance. Retirement Benefits: 12% (7% Y paid, 5% employee paid after meeting eligibility requirements), PTO (vacation, personal, health days) and other benefits including membership and program benefits are outlined in the YMCA's personnel policy.

About the Y:

The YMCA of the Chippewa Valley has a history of serving the region since 1882. In 2019, the Eau Claire YMCA and the Chippewa Falls Family YMCA merged to form the YMCA of the Chippewa Valley. Since that time, the Y has continued to use a collaborative approach to best serve our communities while meeting the needs of our neighbors through our areas of impact in youth development, healthy living, and social responsibility.

YMCA Association Facts:

- Branches/Operating Units:
 - Eau Claire Branch: 700 Graham Ave, Eau Claire, WI 54701
 - Chippewa Falls Branch: 611 Jefferson Ave, Chippewa Falls, WI 54729
 - L.E. Phillips Sports Center: 3456 Craig Rd, Eau Claire, WI 54701
 - John & Fay Menard Tennis Center: 1260 Menomonie St, Eau Claire, WI 54703
 - YMCA Camp Manitou: 27960 137th St, New Auburn, WI 54757
- Operating Budget: \$8,282,972
- No. of FT Staff: 100
- No of PT Staff: 200
- Direct Reports: Two Regional Executive Directors (Eau Claire and Chippewa Falls), Two Program Branch Directors (Sports Center and Tennis Center), Camp Manitou Director, Director of Mission Advancement, and Finance Director
- Number of Members: 10,588; Number of Membership Units: 5,018
- Core Programs Offered: Early Learning, School Age Childcare, Day Camps, Health and Well-Being, Aquatics, Resident Camping, Gymnastics, Tennis and Youth Sports
- Contributed Support in 2021: \$1,308,283
- Annual Support Raised in 2021: \$299,251
- Endowment: \$2,000,000
- Long Term Debt: \$0

About the Community:

The area is a great place to live and raise a family with affordable housing, lower taxes, award-winning health care, many cultural and historical attractions, and quality school systems including respected colleges and universities. An abundance of outdoor activities are found throughout the area.

Information Sites:

- [About Eau Claire](https://www.eauclairewi.gov/)<https://www.eauclairewi.gov/>

- [Eau Claire Area School District](#)
- [Visit Eau Claire](#)
- [About Chippewa Falls](#)
- [Chippewa Falls Area Unified School District](#)
- [Visit Chippewa Falls](#)
- [YMCA website](#)
- [YMCA of the USA](#)
- [Upper Midwest Alliance of YMCAs](#)

Search Process Target Dates:

- Resumes accepted through: July 8, Noon CST
- First round interviews scheduled: Afternoon of July 28 and Morning of July 29
- On-site interviews: August 24 and 25
- New CEO on board (anticipated): October 1 or earlier

To Apply: Candidates will apply via the following website: <https://tinyurl.com/ymca-of-chippewa-valley-ceo>

References, Background Check, and Organizational Leader Certification:

Candidates must submit the following in their online application: a resume, cover letter, and six references (four professional and two personal). References checked on final candidates only with prior notification. Successful candidate accepting the offer must pass a background check and must have a current Y-USA's Organizational Leader Certification or obtain certification within the first three years from start date as the CEO.

For more information:

About the CEO Search Process

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About the Y

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