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## President & Chief Executive Officer

### KY YMCA YOUTH FOUNDATION

#### LOCATION: Louisville

91C Michael Davenport Blvd, Frankfort, KY 40601

#### SERVICE AREA:

All 120 Kentucky counties

#### Salary

\$101,000 to 150,000

#### Resumes Accepted Until

August 1, 2022

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#### ORGANIZATION MISSION AND DESCRIPTION:

The Kentucky YMCA Youth Association, founded in 1890, develops engaged citizens and servant leaders inspired to effect change in their school, community, Commonwealth, nation, and world. Through experiential learning, service and community activism, the Kentucky YMCA Youth Association fosters critical thinking, leadership, and social responsibility in teens. Students in our programs build communication skills and confidence while developing a network of meaningful relationships with diverse students from around the Commonwealth.

We are an established, professional, and fun non-profit that works to empower KY teens, our alumni, and our staff. Our team consists of hardworking and passionate professionals who excel in their career. Each day we strive to create a positive staff culture that allows for all employees to share their ideas, have fun, collaborate with others, work within a team and individually, plan their own schedules, and be creative. We are a Y for all and recognize strength in diversity.

## CORE VALUES:

The Kentucky YMCA Youth Association works to ensure that all of our participants uphold the 4 core values of the YMCA: **Honesty, Caring, Respect, and Responsibility** – both during our programs and in their everyday lives.

## DIVERSITY & INCLUSION STATEMENT:

The Kentucky YMCA Youth Association is an antiracist, multicultural organization. We enthusiastically welcome persons of every ability, age, background, ethnicity, faith/religion, gender expression/gender identity, income, nationality, race, sex, or sexual orientation. The Kentucky YMCA Youth Association believes that in a beautifully diverse world, we are stronger when we are inclusive and when everyone has an equitable opportunity to learn, grow, and thrive.

## YMCA COMPETENCIES:

*Mission Advancement:* Models and teaches the Y's values of caring, honesty, respect, and responsibility. Shows up welcoming, nurturing, genuine, hopeful and determined. Cultivates and retains the trust of others through direct and honest interaction. Engages community members in a way that builds commitment and loyalty in the work of the Y.

*Collaboration:* Advocates for inclusion and diversity throughout the organization. Appropriately addresses and corrects behaviors and practices that don't support inclusion. Helps build effective teams and community partnerships by fostering a common vision. Manages conflict constructively, with team and community. Assesses team dynamics and takes appropriate actions to engage team in ongoing work. Communicates needs and goals effectively, while demonstrating empathic listening for others. Able to tell the story of the Kentucky YMCA's cause and impact in the community.

*Operational Effectiveness:* Able to analyze, comprehend, and articulate operational goals and strategies of the organization. Able to anticipate likely outcomes and decide best course of action, while balancing risks and implications across multiple projects. Incorporates creative thinking and discussion techniques to meetings and brainstorming. Builds perspective by engaging others in open dialogue. Sets the norm of continuous improvement. Willing and excels in self-management of multiple ongoing projects, and setting clear goals and processes. Holds self and team accountable for high-quality, timely, and cost-effective results.

*Personal Growth:* Has a passion for learning that drives the pursuit of new knowledge and ideas. Listens and observes to gain new insight and continually improve performance. Actively supports and remains accessible to others during times of change or stress (e.g. conference seasons). Manages emotions appropriately and avoids becoming defensive or asserting inappropriate control when under pressure. Approaches others and addresses sensitive issues in a productive and non-threatening manner. Has functional knowledge to complete the job, and uses best practices as a framework to improve performance.

## POSITION SUMMARY:

The President & Chief Executive Officer (CEO) is responsible for leading, supporting, and sustaining the mission, vision, goals, and objectives of the Kentucky YMCA Youth Association (KYYMCA) and its strategic plan. The President & CEO establishes the vision of impact for the organization that is actualized through the efforts of a diverse team of high-performing adult and student leaders – including program participants, staff, and volunteers. The President & CEO mobilizes internal and external networks to support KYYMCA programs and operations, maximize impact across the commonwealth, and amplify the message of the KYYMCA's mission and vision. They work with community and education leaders, equally with Kentucky's teens to broaden reach and strengthen outcomes in civic engagement, leadership development, volunteerism, and character development.

The President & CEO is the organization's principal champion of diversity, equity, and inclusion both internally and externally to the organization. Candidates must have the capacity, as well as the ability, to effectively communicate comfortably and authentically as it relates to DE&I issues as they interact with the staff, board, volunteers, community partners, students, and YMCA of the USA to ensure KYYMCA programs and practices are open, welcoming, nurturing, and built with each individual in mind – while recognizing the need for particular attention and strategy toward outreach and true inclusion of the state's most vulnerable populations and identities.

Candidates interested in the position should have a strong understanding of corporate finance and management principles along with an in-depth knowledge of governance and general management best practices, as well as an entrepreneurial mindset and outstanding organization and leadership skills.

## ESSENTIAL FUNCTIONS:

### Key Deliverables:

- *Strategic Vision and Leadership*
  - Collaborate with the Board in a dynamic innovation process leading to a new strategic plan focused on increasing reach and impact through use of emergent strategies and DEI-focused practices.
  - Implement the new strategic plan while ensuring budget, staff, and organizational priorities align with KYYMCA core mission and commitment to DEI.
  - Provide inspirational leadership and direction to full-time, part-time, and volunteer staff, and ensure the continued development and management of a professional and efficient organization; more than 50% of time is spent coaching, mentoring, strategizing, and coordinating with senior leadership and youth leadership councils.
  - Facilitate cross-departmental collaboration and strengthen internal communications with staff throughout the organization; create and promote a positive, multicultural work environment that supports consistency throughout the organization.
  - Establish effective decision-making processes that will enable KY YMCA Youth Association to achieve its long- and short-term goals and objectives.
  - Represent the KYYMCA in the KY/WV Regional Alliance and the greater national Y movement as a leader dedicated to Diversity, Inclusion, Global Impact, and Multicultural Leadership Development.
  
- *Infrastructure and Operations Management*
  - Work with VP/COO to ensure annual delivery of high-quality programs plus several related ventures (training, retreats, grants management, etc.) while managing for current and future growth.
  - Increase efficiencies and consistency throughout the organization by developing and implementing standardized programs and services that can be effectively delivered across the state through a variety of hosts (schools, local Ys, community centers, homeschools, etc).

- Oversee the financial status of the organization including developing long and short-range financial plans, monitoring the budget and investment fund, and ensuring sound financial controls are in place.
- *Participant Engagement*
  - Foster welcoming, personal relationships with program participants, particularly the statewide officers and leaders
  - Ensure safe and nurturing environments for all participants, in particular those who identify within vulnerable and marginalized communities
- *Partner Management*
  - Cultivate a strong and transparent working relationship with Board and ensure open communication pertaining to the achievement of determined goals and milestones.
  - Develop, maintain, and grow several key public and private partnerships to advance the mission and programs of the KYMCA.
  - Establish a strong, working relationship with YMCA of the USA and obtain/maintain required certifications.
  - Ensure adherence to YMCA of the USA membership standards, and annual completion of all reports and fee payments.
- *Alumni Outreach/Fundraising*
  - Ensure the flow of funds permits the KYMCA to make continuous progress toward the achievement of its mission and that funds are properly allocated to reflect present needs and future growth.
  - Actively strategize and aid in recruitment and engagement of donors, sponsors, and foundations for KYMCA operations, participant scholarships, and investment fund growth.

## QUALIFICATIONS:

The KY YMCA is an anti-racist, multicultural, pro-equity organization, committed to a diverse workplace and is seeking a diverse pool of qualified candidates with the following:

- Bachelor's Degree and 7 years of progressive work experience, with a minimum of 5 years in a senior management role with direct supervision of multiple levels of staff and employees
- Experience working with youth (either in a professional or volunteer capacity)
- Passion for innovation and future-oriented thinking, with organizational innovation and/or strategic planning experience
- Dedication, knowledge, comfort, and experience implementing Diversity, Equity, and Inclusion (DEI) practices and policies at an organizational level required (and at a program level, preferred)
- Success leading organizational change through strategy, operationalization, and people management
- Experience fundraising through individual donors, foundations (grants), and corporate sponsors
- Dedication to meaningfully engage teens as participants, stakeholders, thought partners, and valued leaders of the organization
- Superior oral and written communications skills; able to make presentations and undertake public speaking with skill and confidence
- Ability to develop and strengthen community relationships
- Proven track record of budgetary and fiscal management in excess of \$1M or more annually
- Exceptional organizational skills with the ability to prioritize and handle multiple projects and deadlines
- Initiative and ability to work with considerable independence
- Personal values consistent with the organization's mission
- Experience in a federated organizational model preferred

## **BENEFITS:**

- Salary range: \$101,000 to 150,000
- Fully paid health, vision and dental insurance coverage for employee and partners/dependents
- Fully paid life insurance for employee
- Highly competitive and generous paid time off (PTO) and holiday policy
- Organization contribution to Y Retirement Fund, after vestment
- Immediate 403b investment fund accessibility
- Professional development support through Y-USA and other opportunities related to job duties
- Results-oriented, hybrid work environment
- Fun and energetic team environment
- Staff culture focused on professional development, quality results, high impact programs, celebrating staff successes, and happy/fulfilled team members
- Qualifying mileage paid at the state rate (when mileage exceeds amount stated in personnel policy)  
*\*Cannot be used towards travel to and from Frankfort or Louisville office*
- Monthly cell phone stipend
- Credit card and hotel points

## **OTHER:**

Candidates preferred who are living in or willing to relocate to within 100 miles of the Louisville, KY office. Modest relocation assistance available.

## **TO APPLY:**

Candidates interested in the position should submit a resume along with detailed letter of interest/qualifications, along with 4 professional references and two personal references to Beverly Clemons via email at [beverly@cmiconsulting.com](mailto:beverly@cmiconsulting.com).

## **Questions regarding this position should be directed to:**

Beverly Clemons  
President  
CMI Consulting, LLC  
859.296.2800  
[beverly@cmiconsulting.com](mailto:beverly@cmiconsulting.com)

## **Equal Employment Opportunity:**

The Kentucky YMCA Youth Association provides equal employment opportunities to all employees and applicants for employment in accordance with applicable federal, state and local laws. This policy applies to all terms and conditions of employment, including but not limited to hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

## #2

The Kentucky YMCA Youth Association is seeking a President / Chief Executive Officer (CEO) for their organization. Founded in 1890, The KY YMCA Youth Association is an established, professional, and fun non-profit that works to empower KY teens across the state of Kentucky by developing engaged citizens and servant leaders inspired to effect change in their school, community, Commonwealth, nation, and world. Internally, the KY YMCA Youth Foundation strives to create a positive culture that allows for all employees to share their ideas, collaborate with others, plan their own schedules, and be creative, all while celebrating and recognizing that there is strength in diversity.

The CEO is responsible for leading, supporting, and sustaining the mission, vision, goals, and objectives of the Kentucky YMCA Youth Association (KYYMCA) and its strategic plan. The President & CEO establishes the vision of impact for the organization that is actualized through the efforts of a diverse team of high-performing adult and student leaders – including program participants, staff, and volunteers. The President & CEO mobilizes internal and external networks to support KYYMCA programs and operations, maximize impact across the commonwealth, and amplify the message of the KYYMCA's mission and vision. The person selected for this role will work closely with community and education leaders, and equally with Kentucky's teens to broaden the reach and strengthen outcomes in civic engagement, leadership development, volunteerism, and character development.

The CEO is the organization's principal champion of diversity, equity, and inclusion both internally and externally to the organization. Candidates must have the capacity, as well as the ability, to effectively communicate comfortably and authentically as it relates to DE&I issues as they interact with the staff, board, volunteers, community partners, students, and YMCA of the USA to ensure KYYMCA programs and practices are open, welcoming, nurturing, and built with each individual in mind – while recognizing the need for particular attention and strategy toward outreach and true inclusion of the state's most vulnerable populations and identities.

Candidates interested in the position should have a strong understanding of corporate finance and management principles along with an in-depth knowledge of governance and general management best practices, as well as an entrepreneurial mindset and outstanding organization and leadership skills.

### ESSENTIAL FUNCTIONS:

#### Key Deliverables:

- *Strategic Vision and Leadership*
  - Collaborate with the Board in a dynamic innovation process leading to a new strategic plan focused on increasing reach and impact through use of emergent strategies and DEI-focused practices.
  - Implement the new strategic plan while ensuring budget, staff, and organizational priorities align with KYYMCA core mission and commitment to DEI.
  - Provide inspirational leadership and direction to full-time, part-time, and volunteer staff, and ensure the continued development and management of a professional and efficient organization; more than 50% of time is spent coaching, mentoring, strategizing, and coordinating with senior leadership and youth leadership councils.
  - Facilitate cross-departmental collaboration and strengthen internal communications with staff throughout the organization; create and promote a positive, multicultural work environment that supports consistency throughout the organization.
  - Establish effective decision-making processes that will enable KY YMCA Youth Association to achieve its long- and short-term goals and objectives.

- Represent the KYMCA in the KY/WV Regional Alliance and the greater national Y movement as a leader dedicated to Diversity, Inclusion, Global Impact, and Multicultural Leadership Development.
- *Infrastructure and Operations Management*
  - Work with VP/COO to ensure annual delivery of high-quality programs plus several related ventures (training, retreats, grants management, etc.) while managing for current and future growth.
  - Increase efficiencies and consistency throughout the organization by developing and implementing standardized programs and services that can be effectively delivered across the state through a variety of hosts (schools, local Ys, community centers, homeschools, etc).
  - Oversee the financial status of the organization including developing long and short-range financial plans, monitoring the budget and investment fund, and ensuring sound financial controls are in place.
- *Participant Engagement*
  - Foster welcoming, personal relationships with program participants, particularly the statewide officers and leaders
  - Ensure safe and nurturing environments for all participants, in particular those who identify within vulnerable and marginalized communities
- *Partner Management*
  - Cultivate a strong and transparent working relationship with Board and ensure open communication pertaining to the achievement of determined goals and milestones.
  - Develop, maintain, and grow several key public and private partnerships to advance the mission and programs of the KYMCA.
  - Establish a strong, working relationship with YMCA of the USA and obtain/maintain required certifications.
  - Ensure adherence to YMCA of the USA membership standards, and annual completion of all reports and fee payments.
- *Alumni Outreach/Fundraising*
  - Ensure the flow of funds permits the KYMCA to make continuous progress toward the achievement of its mission and that funds are properly allocated to reflect present needs and future growth.
  - Actively strategize and aid in recruitment and engagement of donors, sponsors, and foundations for KYMCA operations, participant scholarships, and investment fund growth.

## QUALIFICATIONS:

The KY YMCA is an anti-racist, multicultural, pro-equity organization, committed to a diverse workplace and is seeking a diverse pool of qualified candidates with the following:

- Bachelor's Degree and 7 years of progressive work experience, with a minimum of 5 years in a senior management role with direct supervision of multiple levels of staff and employees
- Experience working with youth (either in a professional or volunteer capacity)
- Passion for innovation and future-oriented thinking, with organizational innovation and/or strategic planning experience
- Dedication, knowledge, comfort, and experience implementing Diversity, Equity, and Inclusion (DEI) practices and policies at an organizational level required (and at a program level, preferred)
- Success leading organizational change through strategy, operationalization, and people management
- Experience fundraising through individual donors, foundations (grants), and corporate sponsors
- Dedication to meaningfully engage teens as participants, stakeholders, thought partners, and valued leaders of the organization
- Superior oral and written communications skills; able to make presentations and undertake public speaking with skill and confidence

- Ability to develop and strengthen community relationships
- Proven track record of budgetary and fiscal management in excess of \$1M or more annually
- Exceptional organizational skills with the ability to prioritize and handle multiple projects and deadlines
- Initiative and ability to work with considerable independence
- Personal values consistent with the organization's mission
- Experience in a federated organizational model preferred

## **BENEFITS:**

- Salary range: \$101,000 to 150,000
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- Immediate 403b investment fund accessibility
- Professional development support through Y-USA and other opportunities related to job duties
- Results-oriented, hybrid work environment
- Fun and energetic team environment
- Staff culture focused on professional development, quality results, high impact programs, celebrating staff successes, and happy/fulfilled team members
- Qualifying mileage paid at the state rate (when mileage exceeds amount stated in personnel policy)  
*\*Cannot be used towards travel to and from Frankfort or Louisville office*
- Monthly cell phone stipend
- Credit card and hotel points

Candidates preferred who are living in or willing to relocate to within 100 miles of the Louisville, KY office. Modest relocation assistance available. The deadline for submissions is August 1, 2022. Candidates interested in the position should submit a resume along with a detailed letter of interest/qualifications, along with 4 professional references and two personal references to Beverly Clemons via email at [beverly@cmiconsulting.com](mailto:beverly@cmiconsulting.com).

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## President & Chief Executive Officer

The Kentucky YMCA Youth Association is seeking a President & Chief Executive Officer (CEO) for their organization. Founded in 1890, The KY YMCA Youth Association is an established, professional, and fun non-profit that works to empower KY teens across the state of Kentucky by developing engaged citizens and servant leaders inspired to effect change in their school, community, Commonwealth, nation, and world

Ideal candidates will have an entrepreneurial spirit, a passion for (and previous experience) working with youth, personal values consistent with the organization's mission, and will serve as the organization's principal champion of diversity, equity, and inclusion both internally and externally to the organization. Candidates must have the capacity, as well as the ability, to effectively communicate comfortably and authentically as it relates to DE&I issues as they interact with the staff, board, volunteers, community partners, students, and YMCA of the USA to ensure KYYMCA programs and practices are open, welcoming, nurturing, and built with each individual in mind – while recognizing the need for particular attention and strategy toward outreach and true inclusion of the state's most vulnerable populations and identities. Previous experience in a federated organizational model preferred.

The new President & Chief Executive Officer (CEO) will be responsible for leading, supporting, and sustaining the mission, vision, goals, and objectives of the Kentucky YMCA Youth Association (KYYMCA) and its strategic plan. The President & CEO establishes the vision of impact for the organization that is actualized through the efforts of a diverse team of high-performing adult and student leaders – including program participants, staff, and volunteers. The President & CEO mobilizes internal and external networks to support KYYMCA programs and operations, maximize impact across the commonwealth, and amplifies the message of the KYYMCA's mission and vision. The person selected for this role will work closely with community and education leaders, and equally with Kentucky's teens to broaden the reach and strengthen outcomes in civic engagement, leadership development, volunteerism, and character development.

Candidates interested in the position should have a strong understanding of corporate finance and management principles (proven track record of budgetary and fiscal management in excess of \$1M or more annually) along with an in-depth knowledge of governance and general management best practices, as well as an entrepreneurial mindset and outstanding organization and leadership skills.

Candidates should also have:

- a passion for innovation and future-oriented thinking, with organizational innovation and/or strategic planning experience
- dedication, knowledge, comfort, and experience implementing Diversity, Equity, and Inclusion (DEI) practices and policies at an organizational level required (and at a program level, preferred);
- success leading organizational change through strategy, operationalization, and people management;
- experience fundraising through individual donors, foundations (grants), and corporate sponsors;
- dedication to meaningfully engage teens as participants, stakeholders, thought partners, and valued leaders of the organization;
- superior oral and written communications skills; ability to make presentations and undertake public speaking with skill and confidence;
- exceptional organizational skills with the ability to prioritize and handle multiple projects and deadlines

The KY YMCA is an anti-racist, multicultural, pro-equity organization, committed to a diverse workplace and is seeking a diverse pool of qualified candidates with the following: Bachelor's Degree plus 7 years of progressive work experience, with a minimum of 5 years in a senior management role with direct supervision of multiple levels of staff and employees and previous, documented, experience working with youth (either in a professional or volunteer capacity)

The KY YMCA offers a generous benefit package including the following:

- Salary range: \$101,000 to 150,000
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