



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

EXECUTIVE VACANCY ANNOUNCEMENT UNIONTOWN AREA YMCA

Position: CEO

Address: Uniontown Area YMCA One YMCA Drive Uniontown, PA 15401

*The Uniontown Area YMCA is an equal opportunity employer
committed to valuing diversity and practicing inclusion.*

Position Description and Board Expectations:

The Uniontown Area YMCA was established in 1888 and continues to serve as a premier non-profit organization in the community by delivering programs and services for all ages. The Board of Directors is seeking a CEO to build on this solid foundation of generous community support and take it to new levels of strengthening the foundations of community. The next leader must re-imagine the Y's future, innovate and elevate the Ys mission and the Y's unique ability to serve the community.

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:

- **Lead Fundraising Efforts**

Serve as the leader in fundraising efforts by working with the board to establish a plan for how the association will raise contributed dollars for operations as well as expanding services to the community. The next CEO must assure that public and private resources are available to support operational needs and have what it takes to instill confidence, credibility, and trust in the Y with community leaders and donors.

- **Build and Lead the Staff Team**

Build a thriving staff culture of cause-driven, dedicated and competent staff. Establish an environment where staff see their opportunities and accountabilities, where personal and professional growth, respect and honesty is encouraged. Create a spirit of camaraderie, support and a sense of purpose. Allow space for innovation, failing forward and diversity of voices heard.

- **Improve Operating Performance Through Fiscal Management Model Practices**

Must have competencies that demonstrate the ability to understand fiscal challenges and complexities and ensure that the Y grows in its financial capacity. He/she must be financially skilled with strong budgeting experience and a consistent record of budget balancing and achieving surpluses. Work with the board to create short and long-term financial goals for the association. The CEO is also expected to create and be successful in achieving a plan, with measurable goals, to grow and retain members in an effort to have a greater impact on the community

- **Advocate the YMCA Vision in the Community and be a Collaborator**

The next CEO needs to be an effective ambassador for the mission, goals, and values of the YMCA as well as be “the face” of the organization within the community. The ideal candidate is prepared to be an effective YMCA spokesperson and have a contagious effect on others. He/she must be the leader of the brand and ensure the Y voice has one consistent message. The next CEO must create strategic and successful relationships with influential leaders, potential donors, members and organizations in the community with an eye toward leveraging those relationships that will be mutually beneficial to those involved.

Residency Expectation: Living in the YMCA service market and surrounding area is required.

Salary Range: \$70,000-\$85,000

Benefits: 9% Retirement YMCA contribution (per eligibility requirements www.yretirement.org), vacation plan, health plan and other benefits per personnel policy included. Employee pays: \$25/month for single health insurance coverage; 75% of additional coverages.

Minimum Candidate Criteria:

1. Accredited 4-year college degree.
2. Must demonstrate written and verbal communication skills and possess personal values consistent with the YMCA mission.
3. Minimum three to five years prior experience in a significant management role with a YMCA or related experience at a comparable organization with direct supervision of multiple levels of staff and employees.
4. Must have the ability to develop and strengthen community relationships.
5. Fiscally sound business management approach with the ability to develop, manage and adjust the budget plan as needed
6. Must have 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 we serve.
7. Strategic planning and fundraising experience including annual campaigns and the securing of grants.
8. YMCA Organizational Leader Certification (candidates will have three years to complete certification requirements).

UNIONTOWN AREA YMCA ASSOCIATION FACTS

Membership: 2,678 membership units. 4,155 members.

Programs: Strong program offerings which includes school-aged childcare and early learning center (6 weeks through grade 6), summer camp, aquatics for youth and adults, basketball, gymnastics, fitness/wellness including evidence-based programs, racquetball and pickle ball.

Financial: 2020 budget is in a deficit position, supported by Payroll Protection Program (PPP) loan and reserves. 2019 fiscal year : \$1,200,000 with \$22,064 surplus. Approximately \$170,000 debt tied to the childcare/wellness expansions and fitness equipment and spin bike

purchases. Endowment of approximately \$2 million.

Facility Description: 65,000 sq. ft. facility located on 12 acres, with indoor pool, gym, wellness center, Tween Room, 1 indoor racquetball court, childcare facility, child watch, 5 multipurpose rooms and aerobic room.

Features Include: Excellent wellness facilities, opportunity to serve large senior and growing family populations, tween center, good swim team, stable gymnastics program.

Staff: 8 full-time, including CEO; 51 part-time and 10 seasonal staff
Direct reports to CEO: Finance/Membership Director, Director of Operations, Facilities Director, Program Director, Wellness Director, Aquatic Director, Childcare Director

Volunteers: 15 board/policy volunteers and 3 honorary board/policy volunteers; 60 program volunteers.

Annual Campaign: No recent annual campaign.

Community: The Uniontown Area has a lot to offer including a great place to raise a family with a small town atmosphere and low cost of living. Variety of schools, colleges and universities as well as major employers.

Attractions/quality of life benefits to living in the area: Uniontown has a small town atmosphere with outstanding outdoor recreation opportunities and is located 50 miles from Pittsburgh and 25 miles from Morgantown, WV. Lovely rural area sitting at the foot of the Laurel Highlands mountain range. White water rafting is a large attraction on the mountain along with hiking, biking and camping. Hunting, fishing, snow skiing, water skiing are prominent throughout the area. Beautiful part of Pennsylvania. There are seven school districts within Fayette County.

Information Sites:

- <http://www.uniontownymca.org/>
- www.facebook.com/uniontownymca
- <http://fayettechamber.com/>
- <http://www.visitpa.com/pa-local-resources/laurel-highlands-visitors-bureau>
- <http://www.laurelhighlands.org/>
- www.facebook.com/LiveWorkAndPlayFayetteCounty

PA State Alliance of YMCAs Information: <http://psays.com/>

Search Process Target Dates:

- Resumes accepted through: November 1, 2020
- Candidate review: November 6, 2020
- First round interviews: November 19, 2020
- Final round interviews: December 2 and 3, 2020
- CEO selection made: by December 16, 2020
- New CEO on board: by January 11, 2021

To Apply:

Candidates will apply via the following website: <https://tinyurl.com/ymca-uniontown-area-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:

Ken Soliday

Director of Alliance Services
Pennsylvania State Alliance of YMCAs
ksoliday@psays.com
412-334-5898

Leighann Sibal

CEO Search Consultant, YMCA of the USA
leighann.sibal@ymca.net
312-209-3832