



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

EXECUTIVE VACANCY ANNOUNCEMENT OSWEGO YMCA

Position: CEO/Executive Director

Address: 265 West 1st Street
Oswego, NY 13126
315-342-6082

The Oswego YMCA is an equal opportunity employer committed to valuing diversity and practicing inclusion.

The Oswego YMCA has a commitment to creating a culture of safety.

Position Description and Board Expectations:

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 Chief Executive Officer at the Oswego 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 Chief Executive Officer works under the policies, directives and guidelines of the board of directors.

Key Deliverables:

Develop and Implement a Strategic Plan: Work effectively with 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*

Build and Lead Staff: Ensure a talent development system is in place and executed effectively with cultural competence. Hire, motivate, nurture, retain, and hold staff accountable for key objectives. Work towards recruiting, retaining, developing and promoting staff that represent the diversity of the communities you serve. Encourage the team by creating a spirit of camaraderie, 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*

Position the Y as a Vital Partner for Community Change: Serve as an ambassador for the mission, purpose, and vision for the YMCA within the community. Possess the ability to develop and cultivate relationships with key stakeholders from diverse backgrounds, while always upholding the highest standards and values of the Y. Ensure your Y is seen as a leading nonprofit committed to strengthening community by connecting all people to their potential, purpose, and each other. *Key competencies: Communication & Influence, Engaging Community, Collaboration*

Fiscal Management: Use high-level financial analysis to forecast financial trends, growth and stability, while consistently leading organization 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*

Salary Range: \$60,000 - \$65,000

Benefits: Benefits per personnel policy including Retirement Simple Plan 3% employer match.

Minimum Criteria for candidates:

1. Accredited 4-year college degree.
2. Must demonstrate excellent written and verbal communication skills and personal values consistent with the YMCA mission.
3. 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.
4. Must have the ability to develop and strengthen community relationships.
5. 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.
6. YMCA Organizational Leader Certification required within three years.

Oswego YMCA Association Facts:

Facility built in 1906 - New York State Armory and was placed on New York State Historic Registry in 1988. Includes Respite Center, Large Gymnasium, Boxing Area, TRX Room, Cycle Room, Play & Learn Center, Fitness Center, Large Kitchen, Small Art Room & Preschool Area.

Membership:

930 Members and 591 Units

Programs:

The core strength is the commitment to the community. Through programs such as our School Age Child Care that support working families, fitness classes for seniors for maintaining their health and provide social interaction, and the Respite Program for the families with Adults with disabilities to provide them with the break that they need and so much more.

Staff:

9 FT, 43 PT

10 Direct reports for the CEO including Health & Wellness Director, Sports Director, Youth Center Director, Membership Coordinator, Building & Grounds Director, Janitorial Staff, SACC Director, Education/Family Director, Respite Director, Business Manager

Board of Directors:

Currently 7 members on the board.

Financial:

Budget \$1M
Annual Campaign: \$20,000 goal 2021
Assistance awarded: \$45,000 annually

Community:

Serving the City of Oswego and surrounding areas in Oswego County

Advantages to Area:

Oswego, New York is a waterfront community located on the Southeastern shore of Lake Ontario and along the Oswego River. The city is embarking on a transformation to build upon its strengths to embrace our rich history, natural assets, and promotes the development and restoration of healthy, vibrant neighborhoods surrounding Oswego's downtown.

Select from historic neighborhoods, established residential districts, and downtown living as you will find wide array of choices from single family homes, apartments, condos, and mixed-use development.

You'll find a wide variety of menus, ambiance and budget options when you dine in Oswego whether it is in our downtown, commercial shopping area, or family restaurant businesses sprinkled throughout the city. Enjoy a casual meal or an upscale affair for a special occasion as Oswego offers great food, great times and great atmosphere.

While you're here, you can visit some of our unique shops or just relax by the water and feel the refreshing lake breeze. You should also stay and witness one of our astonishing sunsets. Experience the friendly people of Oswego as you stroll through our city that incorporates several centuries of history and architecture.

Other sites for information:

- www.Oswegoymca.org
- www.Oswego.edu
- www.Oswego.org
- www.Centerstateceo.com
- www.Oswegony.org

Target Dates for the search process:

Resumes accepted through:	October 28, 2021
Preliminary interviews scheduled:	November 30, 2021
Final interviews:	December 16-17, 2021
CEO selection made:	December 21, 2021
New CEO on board (anticipated):	February 1, 2022

To Apply

Candidates will apply via the following website:

<https://tinyurl.com/ymca-oswego-ny-ceo>

You will be requested to submit the following with your online application: A resume and cover letter, along with four professional and two personal references. Note: References will be checked on final candidates.

Questions regarding this position should be directed to

David Martorano
VP-Thriving Ys/CEO Search
YMCA of the USA
312-419-2839
David.martorano@ymca.net

Rob Totaro
Associate Director of Member Advancement
Alliance of New York State YMCAs
518-429-1701
rtotaro@ymcanys.org