

The background of the page is a photograph of a city skyline. In the foreground, there is a green field, possibly a tennis court or a sports field, with a white metal railing in the lower-left corner. The skyline includes several buildings, with a prominent, tall, modern skyscraper with a pointed top. The sky is a clear, light blue.

Chief Executive Officer

YMCA of Greater Charlotte

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BACKGROUND

Better Together

The Y is one of the nation's leading nonprofits strengthening communities through youth development, healthy living and social responsibility. Deeply rooted in the local community since 1874, the YMCA of Greater Charlotte engages individuals and families through programs, services and events across our 17 branches and two overnight camps. A trusted community partner for nearly 150 years, the YMCA of Greater Charlotte has the long-standing relationships and physical presence not just to promise, but to deliver, lasting personal and social change. The YMCA of Greater Charlotte is a proud recipient of a 4-star rating from Charity Navigator.

The YMCA of Greater Charlotte is the region's largest provider of health and wellness services, before-and after-school childcare and swim lessons. Our service area includes Mecklenburg, Iredell and Lincoln counties, with additional communities served through YMCA Camp Thunderbird in York County, S.C. and YMCA Camp Harrison in Wilkes County, N.C. The Y nurtures the potential of children and teens, improves our community's health and well-being, and provides opportunities to give back and support neighbors.

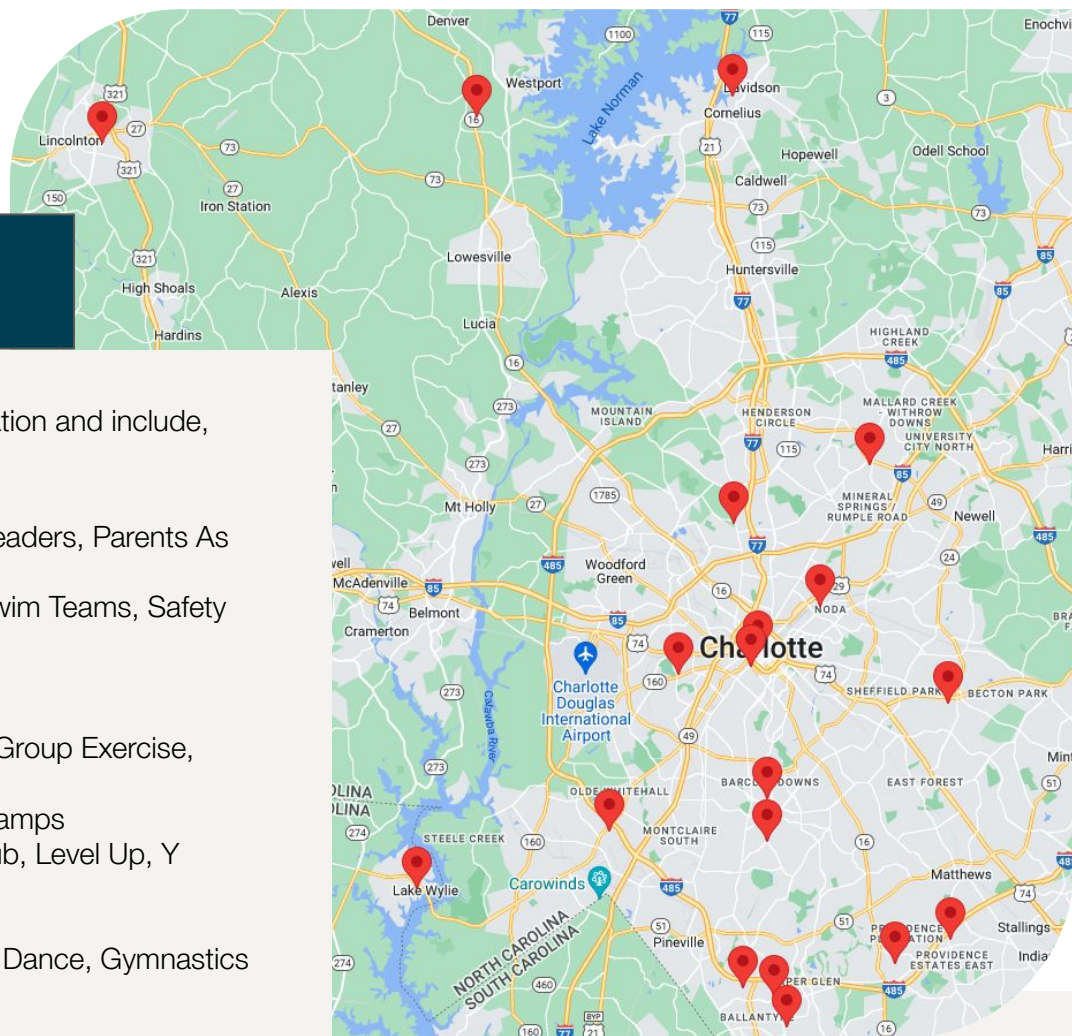
YMCA membership features include access to 17 branches throughout the greater Charlotte area and discounted programming

OUR LOCATIONS*



Programs and offerings vary by location and include, but are not limited to:

- Active Older Adults
- Afterschool, Preschool, Y Readers, Parents As Teachers, Y-Kids, Y Guides
- Aquatics, Swim Lessons, Swim Teams, Safety Around Water
- Diverse Abilities Programs
- Health Equity Initiatives
- Health & Wellness, Fitness, Group Exercise, Adult Athletics
- Summer Day & Overnight Camps
- Teen Programs, Leaders Club, Level Up, Y Achievers
- YMCA Race Series
- Youth Sports, Creative Arts, Dance, Gymnastics



VALUES & CULTURE

The YMCA is for All

At the YMCA of Greater Charlotte, we believe in honoring our Christian mission, living our cause, acting in accordance with our values, and placing the greater good above self.

It is our belief that, in a diverse world, we are stronger when our doors are open to all. **Diversity and inclusion are core tenets of our mission as we work to create better communities, a better country, and a better world... for a better us.**

We are committed to ensuring that our members, program participants, donors, volunteers and team members feel genuinely welcome, encouraged and supported.

Our Mission

To put Christian principles into practice through programs that build healthy spirit, mind and body for all. Building stronger and healthier children, adults and families comes about when we all work together. That's why at the YMCA, we work to strengthen our community by helping people live happier, healthier and more purposeful lives.

Our Vision

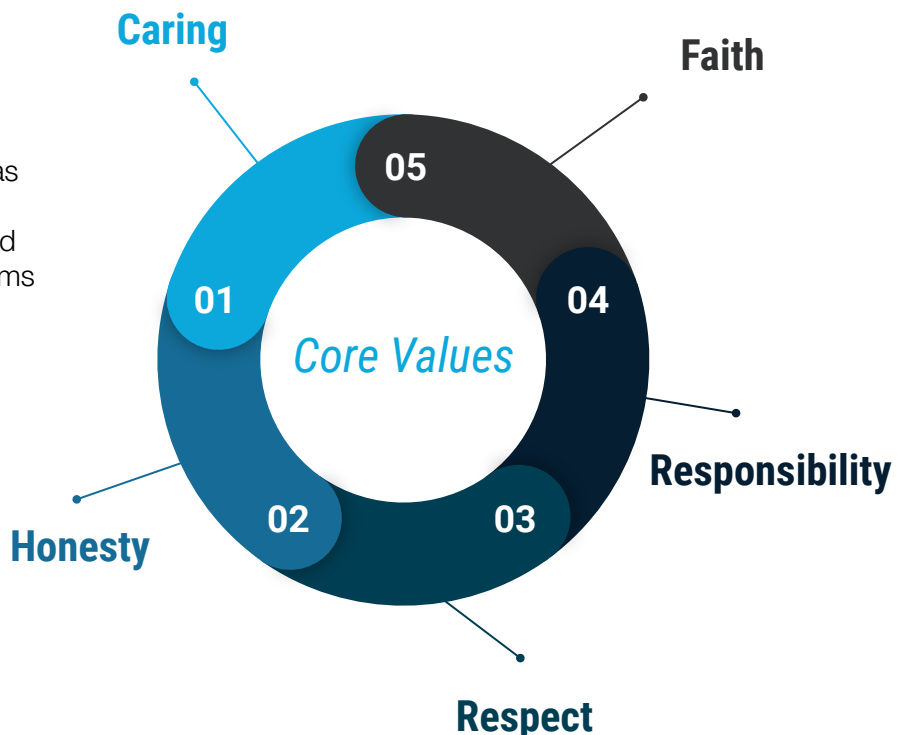
To be a catalyst to transform lives and communities. The YMCA of Greater Charlotte has been a community anchor since 1874. Over its history the YMCA has brought lasting personal and social change, which it delivers through its programs at 17 branches and two resident camps.

Our Focus

For Youth Development: Nurturing the potential of every child and teen.

For Healthy Living: Improving physical, spiritual, emotional and mental well-being.

For Social Responsibility: Giving back and providing support to our neighbors.



At the YMCA, we measure the success of our cause by how well we engage communities in these three areas of focus. From water safety to disease prevention, youth literacy to college readiness, safe, inclusive spaces to welcoming newcomers, everything our YMCA does is in service to making us better.

THE ROLE

Chief Executive Officer

Position Description and Board Expectations

The President and Chief Executive Officer (CEO) of the YMCA of Greater Charlotte reports to the Association Board of Directors and has leadership responsibility for the Association's vision, strategy, mission, community relations, financial development, staffing and operations.

The CEO of the YMCA is a highly visible leadership role in Charlotte. The CEO should be knowledgeable about the needs of our members and of the community and of the YMCA's opportunities, challenges, needs and resources. The role also demands a broad knowledge of the YMCA locally, nationally and globally.

This position requires an inspiring leader who can build on the successful history of putting Christian principles into practice and collaborating effectively with people of diverse backgrounds. The CEO should have a demonstrated history of engaging the corporate community to raise funds, forming successful partnerships, creating a positive culture, building community, and leading in challenging times.

The new CEO should be an experienced leader equipped to achieve the following:

Plan Strategically

Collaborate with new and existing stakeholders to build upon our strategic roadmap that addresses the needs of the Charlotte community, and the keys to sustainable success for the YMCA. Lead volunteers in support of the goals of the association. Serve as an innovator to address the community's critical social issues. Grow partnerships with both internal and external stakeholders, e.g., government, universities, public schools, corporations, philanthropies and the faith community.

Key competencies: Change Leadership, Communication & Influence, Critical Thinking & Decision Making, Program/Project Management.

Advocate for the Vision of the YMCA

Act as an ambassador for the Christian mission and vision of the YMCA. Ensure the Y is a leading nonprofit committed to strengthening the community. Develop and cultivate relationships with key stakeholders, including those from diverse backgrounds, while always upholding the values of the YMCA.

Key competencies: Values, Community-building, Collaboration, Communication, Influence.



THE ROLE

Lead the Team

Lead with integrity, honesty and courage. Engage in open, positive and inclusive dialogue. Attract, develop and retain talented employees reflective of the diverse communities we serve. Exemplify the values of trust, innovation and accountability. Build an internal culture of trust and respect.

Key competencies: Developing Self & Others, Inclusion, Emotional Maturity, Change Leadership.

Demonstrate Mission/Purpose-Driven Leadership

Inspire and mobilize teams of diverse talents and perspectives to foster healthy communities. Champion a culture of equity, inclusion, integrity, character and lifelong learning. Promote values of faith, caring, honesty, respect, and responsibility. Create a culture of productive relationships with internal and external stakeholders. Carry Out the YMCA's mission "to put Christian principles into practice through programs that build healthy spirit, mind and body for all."

Key competencies: Developing Self & Others, Inclusion, Communication & Influence.

Improve Operating Performance

Engage the board and appropriate team members to develop an annual plan for identifying and achieving key goals and objectives towards operating with safe, relevant, and sustainable practices. Evolve a sustainable business model involving membership, programs, facilities, technology, partnerships and philanthropy, with an appropriate focus on shoring up, rightsizing and modernizing our facilities, so that the YMCA stays relevant and current in our offerings.

Key competencies: Critical Thinking & Decision Making, Innovation, Fiscal Management, Change Leadership.

Manage Financial Resources/Establish Corporate Partnerships

Build sustainable relationships with the corporate community to raise funds for the Y, oversee its financial resources, and report its financial position to all stakeholders. Empower and guide the leadership teams to lead their departments, branches, and camps in a financially responsible manner. Employ sophisticated financial analysis to evaluate risks, growth opportunities, specific projects, and financing strategies in developing short- and long-term business plans. Demonstrate a clear understanding of key financial drivers.

Key competencies: Fiscal Management, Critical Thinking & Decision Making, Developing Self & Others, Philanthropy.

Position the Y as a Charity of Choice

Serve as the Association's leader in fundraising. Guide the Development department growing existing and establishing new partnerships to achieve successful annual giving, capital development, grant and endowment campaigns and activities. Build trusted relationships with philanthropic leaders on the Board and the Trustees who can provide visibility and credibility for the YMCA's strategic initiatives. Encourage a culture of philanthropy and operational accountability for meeting key performance indicators.

Key competencies: Communication & Influence, Engaging Community, Collaboration.



Salary Range

- Commensurate with experience.

Benefits

- Health, dental and vision insurance, health-care and dependent care FSA, STD and LTD, life insurance AD&D, retirement savings account, retirement plan contribution, EAP, paid time off (including holidays, vacation and sick time) and a YMCA family membership.

Qualifications

- Bachelor's degree.
- Fifteen or more years broad management experience.
- Experience in a YMCA and/or nonprofit sector.
- Experience leading a volunteer, nonprofit organization within a complex internal and external environment.
- Experience in community relations, fundraising, financial management, and board and volunteer development.
- Ability to attract, retain, lead and motivate high performing staff and volunteer leadership.
- Knowledge and understanding of community resources and the ability to engage and partner these resources with the YMCA to meet strategic objectives.
- Ability to communicate and relate to people of various social and economic backgrounds.
- The following are considered a plus: graduate degree, YMCA Organizational Leader Certification, and management of multi-site operations.

**FOR YOUTH DEVELOPMENT
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY**



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- Have the necessary support to lead successful teams
- Are the best in their respective industries

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Meet Thaddeus Jones

Managing Partner & Founder, Nexus Search Partners

With decades of experience leading human resources initiatives for Fortune 500 companies, Thaddeus Jones has a direct line of sight into what makes a successful executive search. This knowledge is foundational to Nexus as it streamlines the recruiting process, expands diverse talent acquisition, and, ultimately, selects the best executive candidates.