



## YMCA of Greater Charlotte

The YMCA is a prominent nonprofit organization that strengthens communities through youth development, healthy living, and social responsibility. It was founded in 1874 in Charlotte, North Carolina.

The YMCA of Greater Charlotte engages nearly 300,000 men, women, and children—regardless of income, age, or background—to nurture the potential of children and teens, improve the nation's health and well-being, and provide opportunities to give back and support neighbors through 17 membership locations and two overnight camps.

The YMCA of Greater Charlotte has been deeply rooted in the community for 145 years and has the long-standing relationships and physical presence to not only promise, but deliver, long-term personal and societal change.

## Culture & Values

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.

## General Responsibilities

Under the direction of the Chief Executive Officer (CEO) and consistent with the Christian mission of the YMCA, the Chief Financial Officer (CFO) is a business partner to the President and CEO. The CFO is a problem solver and critical leader within the organization.

## Primary Responsibilities

- This position is responsible for leading and directing association financial strategy and for overseeing the management of the Finance/Accounting and Information Technology (IT) functions.
- This position will be intimately involved in the work and direction of real estate and facilities, and risk management.
- While maintaining sound balance sheet discipline, the CFO will work with the CEO, COO, other key leaders and key volunteers on the development of new branches and expansion or repositioning of existing branches.
- The CFO will initiate discussions of strategic financial and operational issues; in addition, will provide direction and leadership of key initiatives.
- When appropriate, the CFO will function as a spokesperson for the YMCA with various Branch Boards and the Metro Board of Directors.

## Essential Functions

- Leadership and management of the financial reporting and accounting functions for a \$60+ million organization with multiple locations including two resident camps and approximately 5,000 employees.
- Supervise SVP-Accounting & Finance and accounting team; responsible for oversight of accounting and treasury including the monthly closing process, internal controls, cash management, short-term investments, and short-term borrowings.
- Supervision of preparation of year-end audited financial statements and quarterly compiled financial statements; management of the audit process.
- Supervise VP of Information Technology (IT) and team; ensure the organization is advancing in technology while protecting assets at every level.
- Provide leadership to the work of real estate and facilities, and risk management.
- Oversight of the Association's balance sheet, capital structure, long-term borrowings and short-term borrowings, including bond issuance, lines of credit, bridge financings and investments; provide leadership of the Association's ongoing multi million dollar capital spending plans.



## YMCA Competencies (Organizational Leader)

- **Mission Advancement:** Incorporates the Y's mission and values into the organization's vision and strategies. Ensures community engagement; promotes the global nature of the Y. Leads a culture of volunteerism ensuring engagement, inclusion, and ownership. Leads a culture of philanthropy.
- **Collaboration:** Advocates for and institutionalizes inclusion and diversity throughout the organization. Initiates the development of relationships with influential leaders to impact and strengthen the community. Is recognized as an inspirational community leader who navigates complex political and social circles with ease. Communicates to engage and inspire people within and outside the YMCA. Ensures that a talent management system is in place and executed effectively.
- **Operational Effectiveness:** Possesses penetrating insight and strong strategic and critical thinking skills. Invests resources in well-designed innovation initiatives. Creates a structure to deliver organization-wide results to achieve objectives. Develops and implements stewardship strategies. Determines benchmarks and ensures appropriate leadership to meet objectives.
- **Personal Growth:** Creates a learning organization. Effectively drives change by leveraging resources and creating alignment to expand organizational opportunities. Shares authority and demonstrates courage and humility. Has the functional and technical knowledge and skills required to perform well; uses best practices and demonstrates up-to-date knowledge and skills in technology.

## Essential Functions (cont)

- Financial planning and forecasting: Provide monthly/quarterly reports on the Association's cash flow.
- Work with Financial Development team members to provide long-term financial projections, which integrate the expected results from fundraising initiatives. Work with VP-Facilities to project capital expenditures. Support COO and volunteer leadership of the YMCA's Capital Planning Committee.
- Management Reporting: Work with COO and operations team members to report on monthly performance of the Association, including analysis of major variances from budget and prior year. Update year-end Association and Branch forecast on a monthly basis. Provide summary-level information to volunteer-treasurer for periodic reports to the Board.
- Budgeting: provide leadership to an effective budgeting process for the Association. Continuously improve the processes and tools used for these activities, with a focus on adding value.
- Oversight of year-end tax return (990) preparation; management of IRS compliance issues.
- Endowment investment management, coordination with Association Investment Committee.
- Insurance and risk management: arrange and negotiate liability and property insurance coverage. Coordinate coverage discussions with Executive Director of Risk Management.
- Lead the Association's Enterprise Risk program in coordination with all senior and volunteer leadership.
- Work with the YMCA's Treasurer, Finance Committee Chair, Audit Committee Chair, Investment Committee Chair, Real Estate and Facilities Committee, and other volunteers on their periodic reports to the YMCA's Board of Directors. When appropriate, provide leadership for presentations to Branch Boards related to Association-wide initiatives.
- Drive the Association in its strategic consideration of finance issues, branch development, significant transactions/negotiations and related areas. Actively participate in the evaluation of strategic issues not discussed above.
- Lead all Association efforts in the areas of short and long range strategic property and facilities planning including deferred maintenance in concert with President/CEO, Chief Operating Officer and Real Estate and Facilities Committee of the Association Board.
- Direct the Association's Real Estate Management and Project Management teams, establishing/maintaining branch facilities that meet the needs of members/program participants and the Association's safety, service and security objectives. Responsible for all asset management – property, facilities and camps.



## Qualifications

- Four-year degree in accounting or finance, preferably an MBA or advanced degree.
- Twelve to fifteen years of progressive financial management experience, including three to five years experience as a CFO or Divisional CFO for a sizable public or private company.
- Experience working within or supervising IT.
- Experience with business analytics.
- CPA designation is strongly desired.
- A proven record in the management of operations for multi-location entities capital planning, and real estate development, and strategic planning and execution.
- Deep knowledge of accounting fundamentals, financial processes and internal controls.
- Knowledge of capital structure and financing issues, experience with significant (\$10M+) long-term borrowing and/or restructuring of such loans.
- Investment minded.
- Demonstrated ability to successfully negotiate with lenders, landlords, insurance carriers, and similar vendors whose work has organization-wide financial and operational impact.
- Familiarity with insurance programs and policies, as well as risk management strategies / programs.
- Ability to relate to employees in a positive manner, emphasizing cooperation and teamwork.
- Strong verbal and written communication skills.

## FOR YOUTH DEVELOPMENT FOR HEALTHY LIVING FOR SOCIAL RESPONSIBILITY

### Preferred Qualifications

- Master's degree in Business Administration or relevant field.
- Mid-size or large YMCA CEO or C-Suite leadership experience.

### Working Conditions

- Sit for extended periods of time
- Kneeling and standing
- Push, pull and lift up to
- Ability to work in excess of a 40-hour week with irregular work hours
- Ability to speak concisely and effectively communicate
- Ability to travel as needed



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