



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

## EXECUTIVE VACANCY ANNOUNCEMENT GENEVA FAMILY YMCA

**Position:** CEO/ Executive Director

**Association Office:** 399 William Street, Geneva, NY 14456 (315-789-1616)

*As an equal opportunity employer, the Geneva Family YMCA  
is committed to diversity and inclusion.*

### **Position Description and Board Expectations:**

The Geneva Family YMCA is a long-standing, respected non-profit organization. The Y offers a wide variety of programs and services including childcare, health and wellness, summer camp, aquatics and much more to address community needs.

The board believes its new CEO/ Executive Director should be an experienced leader who has the background and qualities that will permit him or her to achieve excellence in the following roles:

- **Enhance Operating Performance with a Focus on Membership Expansion and Program Initiatives**

Assess the current operation and create a plan that will develop and grow membership, expand programs and improve facilities in service to the community. Achieving these goals will lead to strengthening overall fiscal performance to develop a financially sustainable organization that is open and available to all.

- **Lead Fundraising Efforts**

Serve as the leader in fundraising efforts by working with the board to establish a plan for how the Y will raise annual contributed dollars for operations and providing financial assistance as well as capital dollars for facility renovations and expansion. Ensure public and private partnerships and resources are developed to support operational and future needs by instilling confidence, credibility, and trust in the Y with community leaders and donors.

- **Build and Manage the Staff Team**

Serve as a leader who can motivate, engage and reward staff in a positive and productive manner. Lead by example; remain actively engaged in staff performance and development leading to superior results in programs, member satisfaction and community engagement. Maintain a culture of integrity, high ethical standards, and values.

- **Advocate the YMCA Vision and Be the Heart and Soul of the Organization**

Proactively interact and communicate with YMCA members, donors, staff and volunteers. Serve as an ambassador for the mission, cause and vision for the YMCA within the community as a respected leader with the ability to develop and cultivate relationships with key stakeholders, while always upholding the highest standards of the values of the YMCA.

- **Develop an Effective and Diverse Volunteer Board**

Continue strengthening the board and diversifying its membership by establishing an effective governance strategy utilizing best-practices to determine needs, recruitment efforts, training, engagement and evaluation.

**Salary Range:** \$85,000-\$100,000

**Benefits:** Health care plan (i.e. medical), and vacation, as well as other benefits per the personnel policy. 401 pension plan available (details to be provided).

**Residency Expectation:** Reside within the Finger Lakes communities we serve.

**Minimum Candidate Criteria:**

1. Accredited 4-year college degree (required/non-negotiable).
2. Minimum five years prior experience in a senior management role with a YMCA or related experience at a comparable organization/company.
3. Demonstrated successful track record of fiscal management for a complex organization in excess of \$1,000,000 annually.
4. Demonstrated ability to develop and strengthen community relationships.
5. Proven ability to develop new programs, review and enhance programs being offered and effective in broadening engagement in the community.
6. Demonstrated excellent leadership and communication skills (both written and verbal) as well as personal values consistent with the YMCA mission.
7. Successful fundraising experience.
8. YMCA Organizational Leader Certification (Note: Candidates not in possession of this certification have up to three years to obtain via Y-USA).

### **Geneva Family YMCA Association Facts**

**Mission Statement:** We are about youth development, health and wellness and social responsibility. We partner with local organizations, the school district, City of Geneva to understand the needs of the community and deliver programs/services that benefit the people that live and work here.

**History:** The Geneva Family YMCA began in 1862 and is the oldest non-profit in the City of Geneva.

**Geographic Service Area:** City and town of Geneva, Waterloo, Penn Yan, Seneca Falls Romulus, Fayette, Town of Seneca and Phelps. Diverse area with a higher than average amount of people with financial needs.

**Staff:** Six full-time staff including CEO and 65 part-time and seasonal employees. Program Director, Aquatic Director, Membership Director, Child Care Director and Maintenance Director report to the CEO.

**Volunteer Leadership:** Fifteen members on the Board of Directors and approximately 30 additional volunteers engaged annually to help the Y achieve its mission.

**Membership:** The YMCA currently has 1100+ membership units. Youth (9%), young adults (2%), adults (12%), families (23%) and seniors (54%).

**Finances:** Annual budget in excess of \$1M.

**Annual Fundraising Campaign:** Raise \$50,000-\$100,000 each year. Other events planned annually as additional fundraisers.

**Capital Projects:** Current Capital Campaign underway to add additional space for our fitness center, childcare programs, lobby and lounge space as well as renovation and upgrades to our gymnasium, locker rooms and hvac system.

**Membership Facility:** The 52 year old facility is 36,000 sq. ft. and includes a pool, fitness center, cycling room, childcare room, gymnasium and locker rooms. Website provides additional information: [www.genevafamilyymca.org](http://www.genevafamilyymca.org)

**Attractions and quality of life benefits to living and working in the community:** Geneva is a [city](#) in [Ontario](#) and [Seneca](#) counties in the [U.S. state](#) of [New York](#). It is located at the northern end of [Seneca Lake](#). The population was 13,261 at the 2010 census. Geneva, a tourist destination, is in the heart of the Finger Lakes with the downtown area experiencing a renaissance.

**Information Sites:**

- Geneva Family YMCA: [www.genevafamilyymca.org](http://www.genevafamilyymca.org)
- City of Geneva: [www.geneva.ny](http://www.geneva.ny)
- Finger Lakes Area Chamber of Commerce: [www.genevany.com](http://www.genevany.com)
- Money calculator: <http://money.cnn.com/calculator/pf/cost-of-living/index.html>
- YMCA of the USA: [www.ymca.net](http://www.ymca.net)

**Search Process Target Dates:**

- Resumes accepted through: Sunday, March 31, 2024

**To Apply:**

Resumes sent to: [GenevaYMCA@gmail.com](mailto:GenevaYMCA@gmail.com)

*Applicants will be requested to submit the following: A resume and cover letter, along with six professional references.*

***Please Note: References will be checked on final candidates only and will be discussed in advance.***