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FOR SOCIAL RESPONSIBILITY

## EXECUTIVE VACANCY ANNOUNCEMENT Mount Desert Island YMCA

**Position:** Chief Executive Officer (CEO)

**Address:** MDI YMCA  
21 Park Street  
Bar Harbor, Maine 04607

*The Mount Desert Island YMCA is an equal opportunity employer committed to valuing diversity and practicing inclusion.*

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

This is an excellent opportunity for a highly motivated cause-driven professional to take the next step in their career to lead a truly mission-driven YMCA in a wonderful community. The new CEO will join our Y with a strong group of energized board members with a true passion about the mission and love for the community. The CEO serves as the chief executive officer and reports to and is directly held responsible by the Board of Directors. The Chief Executive Officer is responsible for key result areas as established by the Board of Directors. 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 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 governing board of directors.

The board believes its new CEO should be an experienced leader who has the background and qualities that will permit them to achieve excellence in the following roles:

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

- **Build and Lead Staff Through Cause-Driven Leadership:** Ensure a talent development system is in place and executed. Intentionally promote inclusion in all aspects of the organization and ensure and sustain diverse representation in our leadership and lead social change in our communities. 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. Inspire and mobilize staff, volunteers, members, community members and community partners to strengthen communities for all. Bring together people from different backgrounds, perspectives, and generations to ensure access to the opportunities, relationships, and resources necessary to learn, grow and thrive. Creates a welcoming, equitable, affirming, genuine, hopeful, and nurturing environment dedicated to making the staff and communities served stronger. *Key competencies: Developing Self & Others, Inclusion, Emotional Maturity, Change Leadership, Inclusion, Communication & Influence*
- **Steward Fundraising Efforts:** Develop and implement an annual fundraising plan that will establish the YMCA as a leading nonprofit organization within the community through the engagement of members, volunteers, staff, and donors. Identify the need for successful capital fundraising, while taking the organization to a new level of effectiveness and impact in annual giving and endowment. *Key competencies: Philanthropy, Engaging Community, Communication & Influence*
- **Maintenance and Development of Facilities (Capital Development):** Lead your Y through stages of a current or future capital development project, whether it's initial planning, research and viability; architectural and schematic design phases; construction management; or the operational start-up of your new, renovated, or expanded facility. *Key competencies: fiscal Management, Program/Project Management, Change Leadership, Critical Thinking & Decision Making*

**Salary Range:** \$72,000 - \$92,000

**Residency Expectation:** Living in the YMCA's service area is preferred.

**Benefits:** Paid vacation, holiday and sick time, YMCA membership, supplemental health insurance, YMCA retirement (8%) after meeting eligibility requirements.

**Minimum Candidate Criteria:**

1. Accredited 4-year college degree. Must demonstrate excellent written and verbal communication skills and personal values consistent with the YMCA mission.
2. 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.
3. Must have the ability to develop and strengthen community relationships.
4. 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.

**Preferred Candidate Criteria:**

1. YMCA Organizational Leader Certification (CEO must obtain within the first three years of employment as a CEO)

2. Fiscally sound business management approach.
3. Strategic planning and Fundraising experience including annual campaigns and the securing of grants.
4. A proven track record of budgetary and fiscal management in excess of \$1M or more annually.

**Mission Statement:** The mission of the Mount Desert Island YMCA is to develop community, character, personal growth, and wellness in spirit, mind, and body for the greater MDI community.

**About the Y:** The MDI YMCA was founded in 1900 by 6 residents and is one of the oldest in Maine. After a roof collapse over the pool in 1994, the existing Y was built through the efforts of the local community. The Mount Desert Island YMCA is a small Y that truly serves as the "Cornerstone of our Island Community," serving an island population of 10,000 year-round residents. The primary service area of the YMCA is the town of Bar Harbor.

#### **MDI YMCA Association Facts:**

- Facilities: Single facility YMCA
- Traditional 45,000 square feet: Full gymnasium, swimming pool, indoor track, fitness center, childcare, locker rooms, multi-purpose room, offices
- Operating Budget: \$1.4 million dollars
- Staff: 45 FT and PT employees
- Direct Reports: 9
- Number of Members: 1,700
- Programs: Traditional YMCA program offerings in aquatics, sports, afterschool childcare, competitive swimming, seniors, fitness, and day camps
- Service Area: The service area includes all towns on Mount Desert Island and surrounding islands
- Annual Support Raised in 2020: \$400,000
- Endowment: \$1.5 million
- Significant Special Events: 2 Half Marathons held in Acadia National Park
- Debt: No operational or capital debt

**About the Community:** Bar Harbor and Mount Desert Island is a tourist destination with a small resident population that sees over 3 million visitors during the summer months. The entire year-round community on the island is close to 10,000. Bar Harbor is the gateway community to Acadia National Park and many businesses are dependent on the tourism industry and most are closed from October to April. Most of the YMCA members come from Bar Harbor.

#### **Information Sites:**

- Hancock County, Maine: <https://co.hancock.me.us/>
- Bar Harbor Chamber of Commerce: <https://www.visitbarharbor.com/>
- College of the Atlantic: <https://www.coa.edu/>
- Mount Desert Island Hospital: <https://www.mdihospital.org/>
- Acadia National Park: <https://www.nps.gov/acad/index.htm>
- Jackson Laboratory: <https://www.jax.org/>
- YMCA of the USA: [www.ymca.net](http://www.ymca.net)

**Alliance Information:** The YMCA Alliance of Northern New England supports collaboration amongst the 27 YMCAs and community partners in Maine, New Hampshire, and Vermont to increase our impact and advocate for positive change in our communities.

**Search Process Target Dates:**

- Resumes accepted through: August 1, 2021
- Candidate review: August 10, 2021
- First-round interviews scheduled: September 14 & 15, 2021
- Second-round interviews scheduled: October 11, 2021
- On-site interviews: October 12, 2021
- CEO selection made: Following interviews
- New CEO on board (anticipated): November 1, 2021

**To Apply:**

Candidates will apply via the following website: <https://tinyurl.com/ymca-mount-desert-island-ceo>

**References:** Candidates will be requested to submit the following with their online application: A resume and cover letter, along with four professional and two personal references. References checked on final candidates only with prior notification.

**Questions?****About the Search Process:****Richard Clegg**

Senior Director, Movement Services

YMCA of the USA

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**About the Y:****Meagan G. Hamblett**

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