



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

Where there's the Y, there's a way to a better Boston.

YMCA of Greater Boston
President & Chief Executive Officer



INTRODUCTION

The YMCA of Greater Boston is one of Massachusetts' leading nonprofits committed to strengthening the communities we serve by improving health, empowering youth, and activating people to do good — for the good of all. Every day the Y works with thousands of individuals, families and children to ensure that everyone, regardless of age, income or background, has access to Y programs and services. We stand united and believe everyone belongs at the Y.

As one of the nation's largest charities, YUSA and local Y associations are creating a community of caring people. Since 1851, the YMCA of Greater Boston — America's first Y — has been developing skills and emotional well-being through education and training, welcoming and connecting diverse populations of all ages, preventing chronic disease, and building healthier communities. We remain committed to bridging the "opportunity gap," in order to create a community free of racism, inequities and inequality. The YMCA of Greater Boston purposefully creates programs, services and spaces where all are seen, heard and safe.

Our service philosophy is to: "Put people first, listen and then service, and inspire hope." This commitment is made possible by acting as one association, not multiple subparts, and by being an employer, partner and charity of choice in Greater Boston.

In March 2020, the pandemic led us to re-imagine our service delivery model. In addition to providing traditional programs and services, we significantly expanded our hunger prevention efforts; intensified our commitment to the educational and emotional development of children; and created a virtual wellness platform — YMCA GO! — bringing health and wellness to every home.

Our staff team, comprised of nearly 1,200 full and part-time individuals, is reflective of the diverse communities we serve. Today, as Boston's demographics continue to evolve and as opportunity gaps and social divides widen, the Y is playing a critical role in driving positive social change. We demand equity for all so that everyone can reach their fullest potential, but we do not do this critical work alone.

Partnering with others has always been our promise; we remain humbled by our many partners, donors, members and volunteers who help us strengthen communities. Since the start of the pandemic on March 16, 2020, thanks to the generous support of many, we proudly delivered: more than 14 million meals to mitigate hunger; provided more than 3.2 million hours of loving support and care to our youth and teens; and offered millions in free or subsidized programs and services to thousands of children, individuals, and families across Greater Boston in 2020. In 2021, among other initiatives, the YMCA of Greater Boston: offered vaccine clinics; partnered with the Red Cross, Community Hub Schools, and a network of teacher and administrators to deliver Thanksgiving meals to the homes of 1,100 Boston Public Schools families; and with the support of former Mayor Janey, Blue Cross Blue Shield and the Boston Triathlon created "Swim Safely Boston," an initiative to provide more than 900 Boston children with free swim lessons and to provide 60 teens with life guard training. We also partnered with The BASE, Latinos for Education and IBA to create the "Community Learning Collaborative" to provide the children of working parents with academic support and enrichment in our equity pods, during the several months when BPS schools were closed due to the pandemic.

Recently, the YMCA of Greater Boston was a recipient of a generous gift of \$18 million from novelist and philanthropist MacKenzie Scott. We humbly accepted this amazing gift, realizing that it came with the great responsibility to "feed hope" and in doing so addressing the inequities impacting marginalized and underserved communities across Greater Boston. We are proud to be recognized by Ms. Scott for our innovative leadership during one of the most challenging times in our history.

Our 40-member Board of Directors is comprised of corporate and community leaders who bring unique perspectives and resources to help us solve many of the social and economic issues facing the communities we serve. 100% of Directors financially participate to support our mission and goals.

The YMCA of Greater Boston has an operating budget of approximately \$70M+. Its initiatives, programs and branches are supported by philanthropy (12+%), government fees and grants (~40%), with the rest earned through membership and program revenue.

THE OPPORTUNITY

Building on important momentum, strengths and community trust, and with a talented and passionate team, the President and CEO has an outstanding opportunity to change the lives of thousands in Greater Boston.

The CEO will continue to adapt the Y's programming and service delivery to an evolving landscape while nurturing a positive culture and maintaining the organization's mission. The CEO should be a collaborative builder of trust, culture and partnerships, with exceptional strategic leadership, fundraising, communication, and relationship-building skills.

PRESIDENT & CHIEF EXECUTIVE OFFICER RESPONSIBILITIES

- **Champion the YMCA of Greater Boston’s mission and programs; inspire all constituents: Board, staff, volunteers and community partners (education providers and advocates and state and local government and elected officials, etc.)**
- **Continue to increase the Y’s influence, brand, reputation, visibility, and reach; ensure messaging powerfully communicates the organization’s values and results, in order to continuously expand support.**
- **Identify, cultivate and personally secure high impact major individual donors while also developing mutually beneficial foundation and corporate partnerships. Ensure the organization’s financial health and optimal resource allocation.**
- **Attract, motivate and retain a passionate and effective leadership team; drive innovation, collaboration, organizational performance, operational excellence, and continuous improvement.**
- **Meaningfully advance the YMCA of Greater Boston’s commitment to Diversity, Equity and Inclusion.**
- **Facilitate change and growth across the organization’s broad and diverse regional footprint:**
 - » **Identify business model strategies that balance needs and investment across critical areas such as staff development and retention as well as digital transformation.**
 - » **Engage and energize volunteers and partners as enablers of community impact.**
 - » **Oversee the development of a more robust array of virtual health and wellness programs/classes to complement existing in-person programming.**
- **Model a positive, aligned, inclusive, and accountable culture that also supports staff in their careers and lives.**
- **Engage the Board of Directors in its important governance role by openly communicating about the organization’s opportunities, strategic choices and progress toward goals.**

PRESIDENT & CHIEF EXECUTIVE OFFICER LEADER PROFILE

QUALIFICATIONS

- Significant executive and governance experience leading at scale within a multi-site, mission-driven business, social enterprise or nonprofit, preferably with knowledge of one or more of the YMCA of Greater Boston's program areas (health, wellness, education, workforce, food security, etc.)
- Successful track record of identifying and securing significant new funding from philanthropic partners while simultaneously deepening relationships with current donors.
- A compelling combination of notable and tangible accomplishments:
 - » As an inspiring external representative and mission advocate;
 - » Building and promoting an organization's brand and values;
 - » Refining and executing on ambitious strategic plans that have delivered measurable results as well as business model evolutions that honor a rich history while adapting for future success;
 - » Framing and analyzing options, setting clear priorities and guiding investments in people and systems;
 - » Partnering with others for impactful community change;
 - » Mentoring and leading a high-performing executive team;
 - » Driving fiscal discipline, with focus on results-oriented measurable results, transparency, and effective problem-solving;
 - » As a champion for diversity, equity and inclusion with tangible examples of initiatives and approaches that have allowed staff, at all levels, to thrive;
 - » Nurturing and building a cohesive, engaged organizational culture where all staff feel they can build their careers; and
 - » Managing and communicating change with sensitivity.

LEADERSHIP COMPETENCIES AND PERSONAL INTERESTS

- Passionately committed to the YMCA of Greater Boston's mission.
- Engaging, with an authentic relationship orientation. Connects authentically with corporate, institutional philanthropy and major donors as well as program participants and staff at all levels.
- Persuasive communication skills; able to share an inspirational vision with current and future donors, community and political partners and colleagues.
- Strong judgment with nimbleness to assess risks and support effective decision-making with imperfect information while also recognizing when emergent needs in our communities override plans.
- Determination, high energy, focus and compassion.

COMPENSATION AND BENEFITS

The YMCA of Greater Boston offers a generous total compensation package that emphasizes both base salary and comprehensive benefits. The salary range for this role starts at \$385,000, with the final offer based on the candidate's years of experience in the relevant areas. This position is exempt and full-time.

Please confidentially share: nominations; or expressions of interest, by submitting a resume and cover letter (ideally in non-pdf/MS Word format) to Viewcrest Advisors: YMCAGreaterBoston@viewcrestadvisors.com

YMCA of Greater Boston seeks diversity among our employees in order to obtain a broad range of opinions about all aspects of our work. These diverse perspectives provide vital insight and help us make the best possible decisions for the YMCA, its employees and its members. A valuable result of equal employment opportunity is a diverse workforce, which brings the best talent from all areas to help us serve and strengthen communities.

Viewcrest Advisors is committed to social justice and access to opportunity; we actively cultivate relationships with leaders who have varied life experiences as well as the skills needed to lead strong, innovative organizations. We are committed to your privacy and to protecting your personal data. To view Viewcrest's privacy policy, please visit: www.viewcrestadvisors.com.

**ADDITIONAL
INFORMATION**



2020 ANNUAL REPORT

[VIEW ANNUAL REPORT](#)





OUR 2023 STRATEGIC PLAN PROMISE

The YMCA of Greater Boston will partner with others to create a community of caring people to improve health and empower youth and families.

Our Strategic Imperatives are to become a Charity, Partner and Employer of Choice; serve for years to come.

[VIEW STRATEGIC PLAN](#)

YMCA OF GREATER BOSTON LOCATIONS

BURBANK YMCA
Reading, MA

CHARLES RIVER YMCA
Needham, MA

CHARLESTOWN YMCA
Charlestown, MA

DORCHESTER YMCA
Dorchester, MA

EAST BOSTON YMCA
East Boston, MA

HUNTINGTON AVENUE YMCA
Boston, MA

NORTH SUBURBAN YMCA
Woburn, MA

OAK SQUARE YMCA
Brighton, MA

PARKWAY COMMUNITY YMCA
West Roxbury, MA

ROXBURY YMCA
Roxbury, MA

THOMAS M. MENINO YMCA
Hyde Park, MA

WALTHAM YMCA
Waltham, MA

WANG YMCA OF CHINATOWN
Boston, MA

Program Centers

YMCA ACHIEVERS
Roxbury, MA

**YMCA OF GREATER BOSTON OVERNIGHT
CAMPS ON LAKE WINNIPESAUKEE**
Mirror Lake, NH
3 overnight camps

YMCA TRAINING, INC.
Boston, MA

YMCA INTERNATIONAL LEARNING CENTER
Boston, MA

EARLY EDUCATION CENTERS
9 centers

BEFORE AND AFTER-SCHOOL SITES
50+ sites

SUMMER DAY CAMPS
24 camps

SUMMER LEARNING ACADEMIES
13 academies

