



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

EXECUTIVE VACANCY ANNOUNCEMENT BATH AREA FAMILY YMCA

Position: CEO

Address: 303 Centre Street, Bath, Maine 04530

The Bath Area Family YMCA is an equal opportunity employer committed to valuing diversity and practicing inclusion.

The Bath Area Family YMCA has a commitment to creating a culture of safety.

THE OPPORTUNITY:

This is a wonderful opportunity to lead a well-respected, anchor, community-based organization with the distinction of serving Midcoast Maine, including Bath, Brunswick and Topsham. Building on a long history of service to the community the CEO will partner with a dedicated board and committed staff to provide enriching programs and services to this dynamic area.

OUR CULTURE:

Our mission and core values are brought to life by our culture. In the Y, we strive to live our cause of strengthening communities with purpose and intentionality every day. **We are welcoming:** We are open to all. We are a place where you can belong and become. **We are genuine:** We value you and embrace your individuality. **We are hopeful:** We believe in you and your potential to become a catalyst in the world. **We are nurturing:** We support you in your journey to develop your full potential. **We are determined:** Above all else, we are on a relentless quest to make our community stronger beginning with you.

MISSION STATEMENT:

Our purpose is to promote the health and well-being of individuals, families, and communities. We offer a broad range of programs and services to our members and the community. We aim to nourish mind, body, and spirit; promote life skills; and improve health and wellness.

We are driven by the values of caring, honesty, respect, and responsibility. We embrace the diversity of our community. We do not discriminate based on race, creed, national origin, age, gender, sexual orientation, disability, or socio-economic status.

We always strive to provide our services without regard for one's ability to pay for such services.

Y HISTORY:

The Bath Area Family YMCA is one of the oldest Ys in the country. It was founded on May 30, 1856, at the Central Church in Bath, Maine (now the Chocolate Church). Early meetings consisted of religious exercises, Bible classes, debates, lectures, and essay readings. They took place at various locations in the city, primarily churches. In 1894, the YMCA moved to its own building on Summer Street.

Basketball was the primary activity at the YMCA for many years. Basketball programs in town were played at the Y until gymnasiums were added to high schools. Other programs included roller skating, bowling, swimming, and volleyball. The Y had social and service clubs, as well as a hotel. In 1962, a swimming pool was added to the facility, followed by the addition of a larger gym and fitness room in 1973.

Through all the changes over the past 160 years, the most important component of the Y has been its members. They are the ones who have made it what it is now—an integral part of the community.

We've come a long way since the first meeting of the Bath Young Men's Christian Association in the Central Church vestry. Over 160 years later, the Bath Area Family YMCA programs have expanded to serve a wider community of individuals.

In its early days, our Y provided a safe place where youth could go, where character and values were instilled. That's still true today but our activities and services have evolved to meet the increasingly diverse needs and interests of our community – from preschoolers to teens, seniors, immigrants, special needs individuals, and families facing food shortages. Volunteers, members, and staff work together to make sure that this Association is a relevant and valuable resource for the entire community. This is what the Y is about. Building strong kids, strong adults, strong families, and strong communities.

Though change is a certainty in the community and at the Y, one thing will remain the same: The Bath Area Family YMCA will continue to proudly serve its members and the community as it always has.

FACILITIES: Two Y locations including:

Bath Area YMCA – 58,000 sq. ft. built in 2000

Features: Bath Y- gymnasium with bleacher seating, two racquetball courts, an indoor track, an indoor climbing wall, an eight-lane lap pool, therapy pool, and whirlpool, fitness room and aerobics studio, childcare center, community rooms, and youth, adult and family locker rooms and saunas.

Landing Y Branch 25,000 sq. ft. – renovated in 2016/New boilers in 2022

Rubber surfaced basketball court, 3 pickle ball courts, assorted aerobic conditioning stations, Stretching area and free weight equipment, 2 suspended wood floor group exercise rooms, community room, men's and women's locker rooms with saunas, youth locker rooms, racquetball court, wallyball available.

PROGRAMS AND SERVICES, including but are not limited to:

Active Older Adults
Preschool and Afterschool
Aquatics, Swim Lessons, Swim Teams, Safety Around Water
Diverse Abilities Programs
Health Equity Initiatives, Community-Based Health Programs
Health & Wellness, Fitness, Group Exercise, Adult Athletics
Summer Day Camps
Teen Programs
Pickleball
Youth Sports, Creative Arts, Dance, Gymnastics

At the Bath Y

Year-round food program & Veggie Van fleet, public pre-k, top competitive age group swim team, before & after school programs, gymnastics, week-long Freedom Tour for 8th graders, strong active older adult programs, teen time, pickle ball

At the Landing Y Branch

EBHI (evidenced based health initiatives) have a strong presence including Diabetes Prevention, Rock Steady boxing for Parkinson's, Livestrong at the Y and multiple Parkinson's support classes, 24hr fitness option, opening 3day/week childcare program

CAPITAL PROJECT UNDERWAY - Bath Area Family YMCA Early Learning Center

The Bath Area Family YMCA aims to construct a 12,000 square foot early learning center adjoining its existing facility to serve children from infants through preschool. The project will increase access to affordable, high quality childcare, help parents and caregivers return to work by addressing a critical shortage in childcare slots; and add at least 14 new early childhood education jobs to the workforce.

Project Goal: \$10.5M

Phase 1: 2021-2023: Design, Planning and Fundraising - \$1M (exceeded to date)

Phase 2: 2023-2024: Construction of Early Learning Center - \$7M

Phase 3: 2024-2025: Renovation of Existing Building - \$2.5M

OUR TEAM:

As of June 2022, the YMCA consists of approximately 123 Team members: 21 full-time, including the CEO direct reports - Development Director, Facilities Director, COO, Marketing, Business & HR, Landing Y Branch Director, Director of Gratitude (Admin, CEO & Development). Part-Time Staff: 90 Seasonal:12.

The Bath Area YMCA also includes some outstanding volunteers and the Board of Directors. For complete list of staff and board you can find it [here](#).

FINANCIAL:

Calendar Fiscal Year Budget: \$3.7M

Operating Surplus Deficit:

2019 -12.1%

2020 +1%

2021 +22.5%

Operating YTD as of April 2022:

Revenue \$446k ahead of last year - \$35k ahead of budget

Overall \$169k ahead of last year - \$54k ahead of budget

Debt:

USDA \$1,037,000 – 3.125% interest May 2055.

SBA EIDL \$142,000 – 2.75% interest June 2050

BSI \$285,000 – 6.45% interest April 2038

Endowments: \$400,000

Current Balance Sheet as of April 2022:

\$8.2M Assets

\$1.8M Liabilities

\$5.6M Net Assets

ANNUAL CAMPAIGN:

2021 - \$230,000

2022 - \$260,000 goal

2021 - Financial Assistance awarded \$124,000

YMCA COMMUNITY IMPACT:

Please visit our website to see additional ways the Bath Area Family YMCA is achieving our promise to strengthen community: <https://bathymca.org/annualreport/>

PHILANTHROPY:

The YMCA maintains excellent relationships with our local county, state, and federal elected officials. The Y has strength in capital, endowment and annual fundraising.

<https://bathymca.org/giving/>

Advantages to Area:

Our region offers year-round coastal living in a centralized hub to all other activity in Maine. Within the region, enjoy the lifestyle offerings that people desire: a thriving culture and art scene; local farmers markets; unique restaurants and cafes; world class marinas and boating environs; and abundant outdoor activities for all ages. Our region boasts high quality medical care, a variety of beautiful coastal and inland neighborhoods, and excellent schools. [Bowdoin](#)

[College](#) acts as a cornerstone of the region, creating a thriving environment that brings in new people and ideas, and creates a home for the [Maine State Music Theatre](#) and the [Bowdoin International Music Festival](#). Two state park ocean beaches are within a short drive. Whether you are looking for scenic coastal living, acres of rural farmland, secluded wooded splendor, or a walk-about downtown lifestyle in traditional towns like Bath and Brunswick, the Southern Midcoast offers living options for everyone. In addition to the Southern Midcoast's own offerings, the region acts as Maine's gateway. [Portland](#), a city of 64,000, retains the benefits of small city living with large city amenities, including museums, renowned restaurants and an [international airport](#) only 30 minutes to the south. The seat of State Government in [Augusta](#) is a 30-mile drive to the northwest. Venture 60 minutes northeast to explore the coastal summer communities that Maine is famous for, including Rockland, Camden, and Rockport. In the Y's service area are two popular beaches; Popham Beach and Reid State Park that draw tourists all summer.

https://www.maine.gov/dacf/parks/water_activities/popham_beach_conditions.shtml
https://apps.web.maine.gov/cgi-bin/online/doc/parksearch/details.pl?park_id=13

POSITION DESCRIPTION:

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 Bath Area Family 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 board of directors.

KEY DELIVERABLES OF NEXT CEO:

The execution of the current strategic plan makes up the priorities and key deliverables of the next CEO. These priorities include:

Financial Sustainability - Strengthen the Y's financial position to meet all current and future opportunities. Use high-level financial analysis to forecast financial trends, growth, and stability, while consistently leading organization to balance or surplus operations by growing earned revenue and contributions and controlling costs. Develop and implement an annual fundraising plan that will establish the YMCA as a leading nonprofit organization within the community. Empower and guide staff leaders to lead their departments to successful financial operation. Develop and implement stewardship strategies. *Key competencies: Fiscal Management, Philanthropy, Critical Thinking & Decision Making, Developing Self & Others, Philanthropy*

Collaborator and Convener - Develop new strategic partnerships and programs while enhancing existing ones that benefit and strengthen the community to address critical social issues, increase impact, and better serve the underserved. Develop and implement partnerships and convene partners that will establish the YMCA as a leading nonprofit organization within the community through the engagement of community, members, volunteers, staff, and donors. *Key competencies: Partnerships, Philanthropy, Engaging*

Community, Communication & Influence

Awareness of Ys Work - Communicate the Y's mission with one voice through proactive, intentional, and multi-channel engagement while increasing perception of the Y as an innovative not for profit organization. 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 communities served stronger. *Key competencies: Developing Self & Others, Inclusion, Communication & Influence*

Accessibility-Access for All - Expand our outreach to all to strengthen our mission

Serve as an ambassador for the mission, purpose, and vision for the YMCA within the community. Possess the ability to develop and cultivate relationships with key stakeholders from diverse backgrounds, while always upholding the highest standards and values of the Y. Ensure your Y is seen as a leading nonprofit committed to strengthening community by connecting all people to their potential, purpose, and each other. *Key competencies: Communication & Influence, Engaging Community, Collaboration*

Multigenerational - Provide balanced programs, events, and services for all ages in the communities we serve. 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*

Salary Range: \$108-135K

Benefits: 10% Retirement contribution, vacation plan, health plan and other benefits per personnel policy included

Qualifications for candidates:

- Bachelor's degree in business administration, human services, or related area; related graduate degree preferred.
- YMCA Organizational Leader certification required within three years from date of hire.
- Ten or more years broad management experience, preferably in the YMCA and/or not-for-profit sector, including strategic planning, board and volunteer development, philanthropic development, and multi-site operations.
- Insight and skill to effectively lead a voluntary, not-for-profit organization within a complex internal and external environment.
- Demonstrated experience in community relations, financial development, fiscal management, and board and volunteer development.
- Ability to attract, retain, lead, and motivate quality 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.
- Must be regarded as a peer to other top-level community leaders.

- Must have commitment to the mission and cause of the YMCA and uphold its values and ethics.
- Must be an articulate spokesperson on behalf of the YMCA.
- Ability to relate effectively to diverse groups of people from all social and economic segments of the community. Ability to speak any language in addition to English may be helpful.
- An understanding of the national and international relationships of the YMCA is preferred.

Other sites for information:

www.ymca.net
<https://www.midcoastmaine.com/>
<https://www.rsu1.org/>
<https://visitbath.com/>
<https://brunswickdowntown.org/>
<https://www.city-data.com/city/Bath-Maine.html>
<http://www.city-data.com/city/Brunswick-Maine.html>

Target Dates for the search process

Resumes accepted through:	August 8, 2022
Preliminary interviews scheduled:	September 15-16 th
Final interviews:	October 5-6 th
CEO selection made:	October 6 th
New CEO on board (anticipated):	November 2022

To Apply

Candidates will apply via the following website:

<https://tinyurl.com/bath-area-family-ymca-ceo>

You will be requested to submit the following with your online application: A resume and cover letter, along with four professional and two personal references. Note: References will be checked on final candidates.

Questions regarding this position should be directed to

David Martorano
 VP-Thriving Ys/CEO Search
 YMCA of the USA
 312-419-2839
David.martorano@ymca.net

Meagan Hamblett
 Executive Director
 Y Alliances of Northern New England
 207-380-5473
Meagan.hamblett@nneymcas.org