



OPPORTUNITY PROFILE

DISTRICT VICE PRESIDENT

ORLANDO, FLORIDA

To put Christian Principles into practice through programs that build healthy spirit, mind and body for all



HISTORY & OVERVIEW:

The Central Florida YMCA operates 27 YMCA Family Centers in Orange, Osceola, Seminole, Lake, Marion and Brevard counties. Central Florida YMCA Family Centers are community-based and offer value-focused programs and activities for the entire family.

Our YMCA has become an integral part of the lives of the people in the communities we serve. People depend on the YMCA to provide a place of safety and comfort. In 2009, the Central Florida YMCA gave \$8.7 million in financial assistance and membership subsidy to more than 30,000+ kids, teens, adults and seniors find that place of safety and comfort.

Central Florida YMCA Family Centers have a long and rich history of nurturing Central Florida's communities and providing exceptional academic enrichment opportunities. Each day we impact more than 20,000 people. We are a progressive, diverse organization wanting to make a real difference in impacting lives.

THE VISION:

The purpose of this Association is to improve lives of all in Central Florida by connecting individuals, families and communities with opportunities based on Christian values that strengthen Spirit, Mind and Body.

THE POSITION:

The District Vice President will operate out of the Central Florida's YMCA. Reporting to the COO, the District Vice President is responsible for leading and managing all aspects of two operations totaling seven million in revenue for the Central Florida YMCAs, including the following:

- Strong Membership understanding
- Successful fundraising experience
- Strong Program/Aquatic background
- Board Development success
- Foundations and grant-writing
- Integration of mission with volunteers and staff
- Aligning development goals with operational and membership goals

DESIRED BACKGROUND AND STYLE

Background:

Candidates should have a B.A./B.S. degree and demonstrate a verifiable track record of all aspects of facility operations to include board development, staff development, program services, membership services and community impact. A master's degree is beneficial. S/he needs to have board development, program development and fundraising in his/her background and a proven track record of success. The ideal candidate will have at least eight years experience in a management related position.

The successful candidate should be a self-starter who can organize his/her work and time without having a great deal of direction. This person must enjoy and be effective in working in fast-paced organizations with a can-do attitude.

This person must also have an understanding of the vital relationship between mission and money and be able to communicate this effectively with passion.

The candidate of choice must be one that can direct and coordinate strategies and approaches within a complex organization.

Style :

- The successful candidate will be someone who is highly relational. S/he must be motivated to network socially, and have a call and passion for building relationships at the high-end of the economic and social ladder.
- The candidate of choice will be someone that is sensitive to the needs of individuals and utilizes their strong political skills to maneuver in the organizational culture.
- This person needs to be a self-starter who can work effectively with the CEO and COO that is very forward thinking and wants things done in an efficient, timely manner.
- The District Vice President must be a strategic thinker that can put together and work the plan. S/he is motivated by measurable outcomes.
- S/he must have a good understanding of budget development and accountability.
- As a team leader, this person should be committed to developing a strong team, be creative, and open to "out of the box" ideas. S/he needs to be a good supervisor of and mentor to employees. S/he needs to have the

strong ability to influence the work of the family center staff and volunteers.

- The District Vice President will be an open-minded, progressive thinker that has a corporate approach to their work.
- The ideal person will have a strong understanding of program operations, membership development, retention and community development.

Calling:

- Success in this job requires the ability to work under pressure and meet deadlines
- Persistence, perseverance, tenacity, integrity and patience are good qualities in a VP.
- Have a high energy level and a readiness to take on significant change and growth in a complex organization. His/her reputation should be noted for servant leadership, integrity and grace under stress.

WHERE IS THIS PERSON TODAY?

The ideal candidate is a successful leader with a budget size of four million or greater; operating a large full-service family facility; and a successful fundraising campaign. S/he has a strong operational sense and is a shining star in his/her organization.

COMPENSATION:

The compensation for the District Vice President will be competitive with the market for similar levels of responsibility. The Central Florida YMCA has a competitive benefits package.

We encourage anyone who feels a potential calling to such a place of service to contact us and discuss the position. Alternatively, you might want to recommend someone for this position.

We fully respect the need for confidentiality of information supplied by interested parties and assure them that their backgrounds and interests will not be discussed with anyone, including the leadership of our client without prior

consent, nor will reference contacts be made until mutual interest has been established.

RESUME SUBMISSION:

Making the right selection in senior leadership positions is critical to the future of an organization. We go to great lengths to assure our clients that the men and women we present as candidates for positions are the most qualified and experienced individuals that we can find.

You do not have to “jump through all of our application hoops” to start a conversation, but soon after we establish a mutual interest, we need for you to format the description of your fund raising experience in the following manner.

We realize that this is a lot of information, but for the magnitude of this hiring decision, we want to be able to provide the Central Florida YMCA with as much concrete data as possible. Thank you for your understanding and cooperation.

When formulating your résumé, please include the following information for each position you have held in the past 10 years:

- ✓ Employer (name of YMCA of organization)
- ✓ Your title
- ✓ Your time of employment there (i.e. 2000 – 2010)
- ✓ Share with us the specific reason why you moved to the next organization/position

Please document the following for each position you have held for the last 10 years:

- > Total budget size
- > Total amount of money raised annually?
- > How many full-time staff?
- > How many you supervised directly?
- > How many participants were in your aquatic program?
- > How many participants were in your youth sports program?
- > Did you have an outreach program? If so, please elaborate.
- > What are your membership numbers? What is your membership retention rate?

Tell us about your team:

- > How many staff did you supervise?
- > How many directly report to you?

- What areas of responsibility does each of your direct reports hold?
- Please break out budget responsibilities of each of the direct reports.
- How many were self-starters and needed very little of your time/energy?
- How many did you have to monitor and coach on a regular basis?
- What kind of reporting system/procedure did you use?
- How often do you have regular staff meetings?
- How often do you have planning meetings where you engage the team?
- Any thing else you would like to share about how you manage and lead your team.

*Central Florida YMCA can be found on the Internet at
www.centralfloridaymca.org*

Please submit these responses (in Word or .doc format) along with your résumé to:

Kim Looby klooby@simainternational.com
615-261-4623