



YORK, PA JEWISH COMMUNITY CENTER CHIEF EXECUTIVE OFFICER

275 Madison Avenue
Suite 1203
New York, NY 10016

Tel: (212) 983 1600
Fax: (212) 983 1687

email: search@drgnyc.com
www.drgnyc.com

OPPORTUNITY FOR IMPACT

With a well established reputation for program and service excellence, a respected sought-after accredited pre-school, and a strong financial and operational foundation, the **York Jewish Community Center (JCC)** has recently completed a renovation and expansion of its facilities.



The leadership of the **York Jewish Community Center (JCC)** views the appointment of its next **Chief Executive Officer** as a compelling opportunity for a visionary leader to advance the organization at a turning point in its organizational development; an opportunity to innovate and contribute significantly to transforming this center for Jewish life in York, strengthening and building community collaboration and crafting a new vision and narrative for the central role of the JCC across the entire York community.

This is a unique opportunity to be an integral and visible part of a vibrant, special community that celebrates its diversity. Despite a small, yet strong, Jewish population, the JCC has garnered the esteem and respect of the broader York community to build a thriving impactful base of support with more than 90% non-Jewish members. The new CEO is not only a senior leader of the Jewish community, but a respected civic leader in the York community at large.

The JCC seeks a creative and energetic CEO who can continue to position the JCC to play a significant role in modeling how they think about community, Jewish continuity and the expression of the Jewish values that will drive the community for years to come.

BACKGROUND AND MISSION

First established in 1910 as the Young Men's and Young Women's Hebrew Association, the York Jewish Community Center (JCC) has now grown into a thriving community center that welcomes the diverse population of York County, regardless of religious, financial, or ethnic background. The York JCC strives to be a dynamic, in-demand, full-service Jewish Community Center and an exceptional place of belonging where its richly diverse community members can meet and interact with each other on common ground and with a common purpose.

The JCC's mission is to strengthen and preserve Jewish culture and values, promote respect for diversity, support the State of Israel and World Jewry, and enhance the well-being of the members and the communities it serves through cultural, educational, recreational, social, wellness and child development opportunities. While remaining true to its Jewish history and values, the York JCC is also committed to making *all* people feel welcomed and respected, embracing the diversity of its members.

The JCC provides high quality programs and services in the areas of:

- **Wellness & Fitness** - The JCC's state-of-the-art fitness center boasts a high-quality functional training line of equipment.
- **Children's Education** - Over 400 children from diverse backgrounds currently learn together at the JCC in Early Childhood Education, School Age, and Summer Camp programs.
- **Youth/Teen Camps** – summer camp programs are available for children from age 3 up to tenth grade
- **Jewish Culture and Holiday Programs** - Each year, the JCC reaches more than one thousand children and adults in York County with information about Jewish culture and history. They also give opportunities every day to the larger York community who come to the JCC to learn about Jewish customs and practices in a safe, familiar environment.
- **Diversity Education** - A variety of bias awareness curricula and trainings geared for all ages (kindergarten through adult) are presented in schools, businesses, and organizations in York and the greater York area;
- **Contemporary Adult Programming**

The JCC is a major component of the York community, which as a whole is an active, welcoming city with ample opportunity for involvement and inclusivity. With its availability of affordable housing and employment opportunities, and its abundance of community resources, York offers both a safe and supportive place to raise a family and is an accessible and ever-changing environment for young professionals. Its recently revitalized downtown, expanding population, and proximity to major urban centers make it a hotspot of activity, but its close-knit community, accessible local leaders, and excellent cost of living afford it a charming small-town atmosphere.

Additional information on the York JCC can be found on the web at www.yorkjcc.org.

POSITION

The Board seeks a leader with a passion for Jewish life and whose intelligence, style, communication and executive leadership skills will stimulate creativity in programs and services, as well as maintaining excellence in how they are implemented and funded.

The new CEO will be a customer-centric professional with demonstrated experience and success in executive leadership, management and organizational positioning. S/he must be conversant with a broad range of Jewish community and public policy issues locally, nationally and internationally, and be familiar with the systems that address these concerns. Transparency and integrity are key personal traits.

The Chief Executive Officer will be the JCC's chief spokesperson and will build trust and collaboration throughout the community. It is expected that s/he will be visible and accessible to agency staff, leadership, members and other stakeholders. S/he will be active in relationship-building with funders, donors and partners, and is expected to play a significant role in further developing the fundraising activity of the organization.

The CEO is responsible for building on the vision and helping to shape the strategic direction of the JCC, and so must be an entrepreneurial leader who can engender confidence and engage the resources necessary for long-term sustainability and growth. The CEO must also be able to engage the Board, the members, and the stakeholder volunteers in envisioning new directions and programs which fulfill the mission of the agency. S/he must be conversant on new programs and developments in not-for-profit and Jewish community leadership. S/he must also be responsive to the unique needs reflected in the membership, while encouraging strong engagement and collaboration.

While the CEO has overall responsibility for the operations of the association, s/he must be willing to balance the business needs with a focus on the advancement of the mission and vision. Reporting to the President of the Board, the Chief Executive Officer of the York JCC is accountable to the Board of Directors.

KEY RESPONSIBILITIES

Strategic Visioning, Executive Leadership & Organizational Management

- Articulate and implement a shared vision and programs that reflect the unique mission of the JCC and its potential impact in the Jewish community and the community at-large. Provide operational and creative leadership to the staff, Board and the community.
- Set and advance a positive, success-oriented culture within the organization. Ensure that the JCC's vision, values and brand are evident and consistent in every aspect of the organization, including its staff and programs.
- Promote the identification and tracking of trends and thought-leadership around the role of the JCC as a model for excellence in the Jewish community and beyond, and its contribution to Jewish continuity.
- Balance current needs with strategic vision and investment to ensure long-term success and sustainability.
- Serve as the chief professional officer responsible for developing the professional team, administration, planning, program development and evaluation, community relations, fundraising, finance and marketing.
- Lead, motivate, supervise and evaluate a high-performance senior management team. Position current staff to match their unique skill sets and interests to the strategic priorities of the JCC. Provide ongoing supervision and guidance to staff members; recruit and retain qualified professionals for open positions as needed.
- Maintain a focus on proactive planning that will identify and take advantage of, or respond to, emerging trends and needs.
- Set, foster and model a positive, trusting, transparent and collaborative environment within the organization that ensures the achievement of strategic objectives.

Fundraising and Membership

- In partnership with the Board and development professionals, play a strategic leadership role in developing and executing financial resource development strategies and methodologies to meet established goals; this should include developing a keen understanding of the importance of planned giving as well as trends in “next gen” philanthropy.
- Work closely with the Board leadership, development staff and outside consultants (as needed), on various campaigns to raise necessary funds for enabling the JCC to meet the current and anticipated future needs of the community, its members and stakeholders.
- Maintain a proactive approach in raising funds through relationship building, cultivation and stewardship of current and prospective donors, with particular attention to recent capital campaign donors.
- Motivate, inspire, and mentor both lay leaders and professionals in their fundraising efforts.
- Cultivate and maintain relationships with foundations, agency partners and affiliated professional organizations, and other stakeholders.
- Work to “push the envelope” on new revenue and funding opportunities to support current and new initiatives, as well as additional expansion and program development.

Marketing and Community Relations

- Serve as a key visible spokesperson and representative (along with lay leaders and other professionals) for the JCC with private and public funders, with national and international Jewish organizations, and in the religious, cultural and social activities of the community at large.
- Be an active, visible and engaged community leader alongside other non-profit and business leaders in a diverse range of civic activities and organizations.
- Develop and nurture a culture of cooperation with affiliated agencies, synagogues, and other organizations throughout York. Build the JCC’s role as a resource, convener and a facilitator of strategic partnerships, programs and initiatives.
- Maintain open lines of communication with the Board, staff, members, community and media; including effectively managing any crisis that might arise using superior decision-making skills, in consultation with Board leadership and senior staff.
- Maintain and advance the JCC brand; have primary responsibility for communications – both written and oral – regarding the JCC’s vision, values, programs, challenges and achievements. Play an active role in the creation of effective and exciting marketing materials, program guides, and membership materials.

Board

- Provide professional guidance to the President, the Board and its committees to shape, focus and prioritize vision and planning, and act as the primary liaison between the JCC Board and professional team.
- Work with the Board President to set objectives for the Board and its committees; plan Board and Executive Committee meetings and agendas.

- Advise the Board on significant trends, programs, changes in conditions and market directions; demonstrate appropriate responsiveness to constituent concerns.
- Serve as advisor and resource to the Executive Committee and the Board in all areas of finance, policy, programs and governance.
- Partner effectively with the Board and its committees to maximize their efforts and maintain a focus on the mission and vision for the JCC; including expanding their role in fundraising to meet the needs of the mission.
- Partner with the Board leadership to identify, cultivate, recruit and empower new board members by creating dynamic and supportive relationships.

Program and Service Development

- Lead staff in setting goals for programs that have vision and that strive for creativity and excellence.
- Ensure that programs are aligned with the JCC's mission and community priorities.
- Work with staff to monitor program costs and effectiveness. Institute consistent methods of program evaluation that are appropriate to the mission of each activity.
- Communicate regularly with other organizations and synagogues to seek collaboration and partnerships in program development.

QUALIFICATIONS

- Minimum 10 years of demonstrated successful leadership experience (from the nonprofit and/or business sector), with a record of progressive achievement in organizational leadership, management, administration and financial operations.
- Strong leadership skills, including the ability to articulate an inspiring organizational vision; see and manage the agency from a "big picture" perspective; be decisive and inclusive in the decision making process; be proactive and employ strategic and critical thinking skills.
- Skills and experience to manage and lead a \$5+ million enterprise with profit & loss responsibilities, a large facility and more than 200 employees.
- Creative, innovative, entrepreneurial and strategic inclinations; intellectual curiosity and emotional intelligence.
- Open, flexible and inspiring leadership and management style conducive to fostering collaboration, engagement and a team approach.
- Demonstrated success in developing, empowering and leading subordinates, resulting in high performing teams.
- Keen understanding of running a mission-based organization; able to integrate the use of business models with a sensibility to the core values of a mission-based agency.
- Knowledge of, and a passion for, Jewish communal structures and issues and their relationship to Israel; commitment to enhancing Jewish life, culture and values through a pluralistic lens that embraces diverse perspectives.

- Significant successful experience with Board and volunteer development; a diplomatic problem solver able to build consensus and engender cooperation between lay and professional leaders and professionals from the breadth of interests and perspectives in the community.
- Professional experience and demonstrated success in all areas of fundraising, planning and implementation/financial resource development. A proven track record and the willingness and desire to be personally involved with these efforts; experience with the cultivation and solicitation of major donors is critical.
- Excellent interpersonal skills and the ability to present oneself and communicate in a manner that garners trust and will challenge and inspire volunteer leadership and professionals.
- Creative, innovative manager; comfortable leading and taking risks in a forward-thinking environment.
- Experience working with organizations focused on continual improvement, growth and excellence.
- Ability to maintain and model high personal, ethical and professional standards.
- Experience in program development, organizational and/or institutional growth and facilities management preferred.
- Ability to effectively and persuasively “sell” the JCC to current and potential members, users, donors and various stakeholders throughout the community.
- Excellent verbal and written communication skills.
- Track record of collaboration and community building.

COMPENSATION

An attractive and competitive package, commensurate with level of experience is available.

FOR MORE INFORMATION, PLEASE CONTACT:

Steven J. Goldberg, *Consultant*
Elise Riffel, *Junior Associate*

DRG – EXECUTIVE SEARCH CONSULTANTS

275 Madison Avenue, New York, NY 10016

TO APPLY:

Please submit a resume and cover letter.

Email: yorkjcc@drgnyc.com

Fax: 212-983-1687

This position description is based upon materials provided by the York JCC, an equal opportunity employer.