



Date: January 10, 2025
Position: Chief Executive Officer, YMCA of Sault Ste. Marie
Reports To: Board of Directors
Placement Date: March 2025
Location: Sault Ste. Marie, Ontario
Salary: Commensurate to Experience (\$130,000 - \$150,000)

Are you a transformational leader ready to lead a storied organization toward a sustainable and impactful future? The YMCA of Sault Ste. Marie seeks an exceptional Chief Executive Officer (CEO) to guide the Association through a period of pivotal change, aligning with our Business Plan. Join us in this dynamic leadership role to deliver on our mission of fostering healthy lifestyles, personal growth, and service to our community.

The Role:

In collaboration with the Board of Directors, the CEO will stabilize and expand the YMCA's operations, implement innovative programming, secure vital partnerships, and elevate governance and financial management standards. This is an opportunity to lead an organization poised for transformation within a vibrant, community-focused Northern Ontario city.

Key Priorities for the CEO

- Execute strategies to address the YMCA's financial sustainability, including optimizing existing operations, identifying alternative funding streams, and growing membership from underrepresented and younger demographics.
- Develop and implement robust plans to enhance facilities, modernize operations, and align offerings with community needs.
- Deepen engagement with marginalized and underrepresented groups, addressing inclusivity and reconciliation with Indigenous communities.
- Build partnerships with municipal, provincial, corporate, and philanthropic organizations to drive impactful initiatives like the envisioned community hub.
- Strengthen governance structures to ensure alignment with YMCA Canada requirements.
- Oversee the recruitment and development of a high-performing senior leadership team to foster innovation, accountability, and community impact.

Sault Ste. Marie Overview:

Known for its natural beauty and strong community spirit, Sault Ste. Marie is a growing city that blends industry with innovation. Its commitment to green energy, cultural vibrancy, and outdoor recreation creates an excellent quality of life. This is your chance to lead within a supportive, family-friendly environment while shaping the YMCA as a cornerstone of community well-being.

Core Responsibilities:

Strategic and Governance Leadership

- Collaborate with the Board of Directors to execute the Business Plan, ensuring alignment with the YMCA's mission and vision.
- Strengthen Board and governance functions, ensuring compliance with YMCA Canada standards and maintaining financial transparency.

Operational Excellence

- Modernize and optimize the YMCA's operations, including implementing facility improvements and driving efficient resource allocation.
- Lead a comprehensive review of organizational structure and staffing to align with strategic goals.

Community Engagement and Partnership Building

- Establish impactful collaborations with local government, the corporate sector, and educational institutions to secure resources and elevate the YMCA's role in the region.
- Champion inclusive initiatives to support newcomers, marginalized and Indigenous populations.

Revenue Growth and Financial Sustainability

- Expand fundraising efforts, enhancing donor relations and corporate partnerships.
- Increase membership through targeted campaigns focusing on under-30 demographics and historically underrepresented groups.

Qualifications:

- 5-10 years in leadership, with experience in transformational leadership roles.
- Financial Management experience, including developing, executing, monitoring budgets and reporting.
- Strong track record of building partnerships and securing multi-stakeholder support.
- Demonstrated alignment with YMCA values, particularly inclusiveness, respect, and community service.
- Exceptional strategic vision, operational management, and change leadership skills.

Why Join the YMCA of Sault Ste. Marie? Be part of a global movement and national federation committed to building stronger communities. This is your opportunity to make a profound impact on a revitalized YMCA, ensuring it thrives as a beacon of health, connection, and inclusivity for generations to come.

Application Process: Interested candidates should submit their resume and cover letter in confidence to YMCA Board Co-Chair, Virginia McLeod v.mcleod@cityssm.on.ca. Applications will be reviewed on a rolling basis, with priority given to those received by February 28, 2025.