

DSG | Koya



*YWCA Greater Newburyport
Executive Director*

Newburyport, MA

**eliminating racism
empowering women**

ywca

Greater Newburyport

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About YWCA Greater Newburyport

YWCA Greater Newburyport was founded in 1883 making it one of the oldest non-profit community organizations in the area. Throughout its history, it has been a women's organization, promoting the empowerment of women and their families. Later in its history, YWCA adopted a strong racial justice position as an organization which deals with the intersectionality of race and gender.

Today, all its programming connects to its mission of eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all including:

Youth Services: Provides DEEC licensed afterschool care at the Bresnahan Elementary School along with vacation programs and DPH licensed summer camps. Funding is almost exclusively private pay with some tuitions provided by local organizations and the occasional DEEC voucher.

Early Education: Provides DEEC licensed care for infants through preschool at a leased facility. Care is provided full day, year-round. Funding is primarily private pay with significant DEEC vouchers. Private pay is offered on a sliding fee based on ability to pay.

Affordable Housing: A wide range of affordable housing options are offered including family, senior, and single room occupancy. Funding for development is from state and federal sources while operational income is derived from tenant rent, Federal Section 8 housing vouchers and state housing vouchers.

Aquatics: YWCA has a lap pool and warm water pool. Funding is almost exclusively private pay for swim lessons or wellness plans that include access to the pool and aquatics group exercise. Pools are also rented to Anna Jaques Hospital and swim teams.

Wellness: Wellness plans offer access to both the pools, fitness center, and group exercise classes. Usually, 10% of those with a plan receive services for free. Encore provides a free program for those who have experienced cancer at some point in their lives.

Racial Justice: A series of events form the majority of this program. However, an essential component is being able to respond to both local and national racially motivated events.

Learn more about YWCA Greater Newburyport at <https://www.ywcanewburyport.org/>.

The Opportunity

YWCA Greater Newburyport seeks a strategic and visionary leader to be the next Executive Director (ED) to guide the organization as it expands its reach and impact.

Leading with a deep commitment to the mission, the ideal executive will champion the YWCA across the region and build trusting, collaborative relationships with partners, donors, and community stakeholders and continually seek opportunities for growth and innovation.

Key responsibilities for the role include:

Lead the organization in developing a vision for the future and translate it into action.

- Work with the Board and staff to develop a strategic plan, create short- and long-term goals, and ensure priorities are achieved.
- Leverage sustainable business practices to further the mission and ultimately to expand services.
- Cultivate a connection with staff, inspire them in their daily work, and support them through times of growth and change.

Continuously improve and strengthen YWCA's organizational capacities and capabilities.

- Build respectful and trusting relationships with the Board and staff; oversee operations in a way that realizes the mission, ensures excellence, and encourages innovation.
- Cultivate and empower a high-performing senior leadership team who work well together.
- Evaluate organizational structure and roles, as necessary, to determine if they best serve longer-term needs.
- Be prepared to adapt; encourage openness, flexibility, and creativity in meeting the challenges associated with programmatic and geographic expansion, as well as regulatory and policy changes.
- Continue to promote systems designed to improve consistency of practices and outcomes across sites.
- Given growth plans and the competitive hiring environment, work diligently to retain and recruit a highly skilled, dedicated workforce.
- Promote a culture of openness, fairness, and inclusivity that supports staff and encourages a learning environment and excellence.
- Invest in and improve internal communications.

Working in concert with the Board and senior leadership team, ensure the administrative and financial integrity of the organization.

- Establish long-term financial health by developing a sustainable plan which builds on existing revenue models, strategically assessing and developing new models and revenue streams.
- Ensure compliance with all Federal and State legal and regulatory requirements by building the proper controls, and providing timely, accurate, and complete reporting of financial, administrative, and operational information to the Board and partners.
- Develop agreed upon metrics to monitor and measure the financial health of the organization and its progress towards long-term financial sustainability and growth.
- Together with the Board, resource and fund development in all facets: cultivation of private donations, corporate sponsorships, and individual donors.

Serve as YWCA's champion.

- Cultivate existing and new relationships, partnerships, and collaborations committed to serving members.
- Participate, advocate, and lead – as appropriate – discussions around women's empowerment and racial justice and the challenges and opportunities to delivering services and programs at the intersection of race and gender politics.
- Enhance brand visibility and recognition throughout the communities served.
- Serve as a thought leader and advocate in shaping local, state, and federal policy regarding women's empowerment and racial equity.
- Work actively to forge a diverse range of trusting collaborations and partnerships with key stakeholder groups that are vital to performance and operations.
- Serve as an articulate, persuasive voice and negotiate effectively in the best interests of YWCA's members.

Work effectively and in partnership with the Board of Directors to strengthen YWCA's position for the future.

- Enable the Board to make decisions that best advance the organization and its mission by keeping them well informed about internal and operating performance as well as the external and environmental factors that impact opportunities and overall performance.
- Leverage Board members' talents and encourage their engagement.

Candidate Profile

The Board and staff are looking for a strategic, creative, and energetic leader with knowledge and experience in direct programming such as childcare, affordable housing, and/or wellness.

We recognize that there is a spectrum of lived and professional experience that will set candidates up for success in this role. While no one candidate will have every experience outlined in the position description, ideal candidates will display the following professional and personal qualities, skills, and characteristics:

- Proven success leading fast-paced, multifaceted organization(s) with complex administrative, operational, and service demands.

- Effective management that can inspire, delegate, and build high-performing, collaborative teams.
- Ability to serve as an inspirational, effective advocate and visionary, reflecting a passionate and profound belief in the organization's mission.
- Track record of developing and cultivating strong, effective partnerships and collaborations with a range of external organizations including nonprofits, local, and state government.
- Effective communicator with the ability to expand the agency's visibility, influence, and impact.
- Ability to identify opportunities to develop programs aligned with the mission that enhance the association.
- Demonstrated success in development/fundraising and implementation of revenue-diversification strategies.
- Experience serving on or working for a board of directors; experience with non-profit boards a plus.

Compensation & Benefits

The salary range for this position is \$120,000 to \$140,000.

Our full-time team members receive an attractive benefits package consisting of: paid vacation and sick time, health and dental insurance contributions, pension plan, life insurance, and short- and long-term disability insurance.

Contact

DSG | Koya is managing the Executive Director search process, led by Molly Brennan. Submit a compelling cover letter and resume by [filling out our Talent Profile](#). All inquiries are strictly confidential.

DSG | Koya is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email NonprofitSearchOps@divsearch.com. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

YWCA Greater Newburyport is committed to equal employment opportunity regardless of race, color, ancestry, religion, sex, gender, gender identity or expression, national origin, sexual orientation, age, citizenship, marital status, disability, or Veteran status. YWCA Greater Newburyport values diversity, equity, and inclusion, and encourages candidates from historically underrepresented groups to apply.

About DSG | Koya

DSG | Koya, a DSG Global company, is the nation's premier search firm dedicated to mission-driven leadership. Since its founding in 2004, DSG | Koya has had an exclusive focus on mission-driven clients and was founded on the belief that the right leader can transform an organization and have a deep and measurable impact on our world. DSG | Koya works with

nonprofits & NGOs, responsible businesses, and social enterprises in local communities and around the world.

DSG Global is consistently recognized by Forbes on its top 10 list of “America’s Best Executive Recruiting Firms” and is an industry leader in recruiting transformational leaders for a changing world. The firm is deliberately different in its approach, with best-in-class teams who have decades of experience in cultivating inclusive leaders, understanding the dimensions of diversity, and building equitable teams.

Learn more about DSG | Koya via the [firm's website](#).