

**Regina YMCA**  
**Position Profile – CEO**

**Context and Position Description**

The YMCA intends to inspire happy, healthy lives, by building healthier people, strengthening childhood development and improving individual and community capacity. We are seeking an experienced senior leader who can steer this organization to efficiently leverage resources, and deliver excellent programs and services through an inspired and committed team. The new CEO of the YMCA of Regina will lead the achievement of these aspirations through the shared development of a new plan, and the experienced deployment of the team and resources.

The YMCA of Regina is an Imagine Canada accredited charity that is open to all, and dedicated to enriching individuals at every stage of life. An annual operating budget of \$12 million makes the YMCA of Regina one of the largest multi sector charities in the province. As the premiere values-based builder of health, leadership and personal development in the City of Regina, we focus our program delivery on our three pillars of service: health and fitness, community development, and childcare. Our programs impact the lives of almost 60,000 people in our community every year and we are the largest not for profit provider of child care in Saskatchewan. Our commitment to member-focused service delivery inspires our 350 member staff team and over 150 volunteers to effectively and efficiently leverage our resources to maximize our community impact.

Reporting to the Board of Directors and overseeing six direct reports, the CEO of the YMCA of Regina is accountable for strategic and operational leadership and management of the YMCA, in support of the above mission and direction set by the Board of Directors. The incumbent oversees, develops and maintains Association relationships and positioning with key stakeholders, donors, community partners as well as government, YMCA Canada and other YMCAs. This position also mobilizes and leads the internal senior team through effective relationship building, change management and developmental leadership.

The YMCA of Regina is based in Saskatchewan's capital City of Regina. With an area population of 215,000, the city is the second-largest in the province, is considered a cultural and commercial centre for southern Saskatchewan and presents one of the lowest cost of living averages across Canada. This prairie city offers an abundance of parks and green spaces, featuring Wascana Park; one of the largest urban parks in North America with a range of recreational opportunities, such as hiking, canoeing, kayaking, skating and cross-country skiing. Regina has a substantial cultural life in music, theatre and art offering many festivals throughout the year.

**Core Functions**

- Nurtures a mission-driven culture
- Cultivates strong and transparent working relationships within the Board of Directors and Senior Management.
- Coaches and mentors the Senior Management Team.
- In coordination with the Senior Team, develops and oversees the implementation of the annual operational plan which fosters a high performance organizational environment and structure to support the achievement of goals and objectives of the strategic plan.
- Advocates the position of the YMCA in the community through building and stewarding external community relationships and partnerships.

- Is an active partner in the implementation of National and Regional YMCA plans and initiatives.
- Stewards the Association to ensure it is meeting all its obligations for the operation of a provincially incorporated charity in Saskatchewan, including its obligations to employees, funders and donors.
- Leads a culture of philanthropy with volunteers and staff within the YMCA and the broader community.

### **CEO Competency Profile:**

The incoming CEO should bring above average competency in the following:

#### **Alignment to YMCA Mission and Values**

- Demonstrates YMCA values in everyday behaviour and interactions with individuals.
- Demonstrates an understanding and appreciation of the role of philanthropy and volunteerism in achieving the mission of the YMCA.

#### **Ability to Manage Change**

- Develops an environment that efficiently and successfully integrates change into the organization; encourages others to be part of the change process, including those who resist change.
- Analyzes and makes decisions that cause strategic change to occur.
- Deals with an ambiguous and unpredictable environment.
- Adaptable and flexible in adapting to changing circumstances.
- Serves as a role model of the change that one expects of others.
- Challenges status quo to improve performance and results.

#### **Association Management and Sustainability**

- Proactively identifies financial opportunities or threats.
- Builds contingency plans to offset potential losses.
- Recommends how key organizational processes can be improved.
- Uses external and internal resources effectively to achieve YMCA goals.
- Demonstrates good judgment in evaluating and selecting programs and services which protect and enhance the YMCA's reputation and resources.
- Selects, manages and evaluates financial and human resources for the long term sustainability of the organization.
- Identifies and addresses any gaps in legislative requirements.

#### **Leadership**

- Creates and communicates a compelling vision that generates excitement, enthusiasm and commitment to the mission of the YMCA.
- Takes ownership and takes a stand on important issues.
- Takes risks and demonstrates creativity by championing new and innovative approaches that contribute to the success of the YMCA.

- Makes key decisions and actively supports decisions that benefit the Association even if they are unpopular or controversial to some.
- Manages multiple priorities or meets unit challenges.

### **Planning and Initiative**

- Puts comprehensive strategic and annual operating plans in place for major projects and effectively implements them.
- Makes strategic use of resources to meet major YMCA goals.
- Takes advantage of strategic opportunities as they arise.
- Plans longer term projects with corresponding timelines.

### **Relationship Building and Stewardship**

- Builds a strategic network that facilitates the achievement of the YMCA's vision and mission.
- Ensures positive and proactive staff:board working relationships with clearly outlined accountabilities and support.
- Develops and maintains a planned network of relationships with governments, community agencies, and members.
- Uses network to identify opportunities, trends; seeks input to problems and to develop the YMCA's reputation in the community.
- Develops and sustains community partnerships.
- Uses network and partnerships to support philanthropic campaigns.