



PRESIDENT & CEO OPPORTUNITY GUIDE

eliminating racism
empowering women

ywca

southeast wisconsin

www.ywcasew.org

YWCA IS DEDICATED TO ELIMINATING RACISM, EMPOWERING WOMEN AND PROMOTING PEACE, JUSTICE, FREEDOM AND DIGNITY FOR ALL.

YWCA & YWCA USA

YWCA is the oldest, autonomous women's membership organization in the world and YWCA USA has actively stood up for social justice, worked to strengthen communities, and promoted the well-being of women and their families since 1858. With 200+ affiliates in the USA network, YWCA USA serves over two million women, girls and their families annually. With its mission to eliminate racism and empower women, YWCA USA has an unparalleled tradition of social change work, community service and advocacy.

Throughout its history, YWCA USA has been in the forefront of most significant major movements in the United States, a forerunner in race and gender justice, and the empowerment of women. YWCA was there through the women's suffrage movement, it held the first interracial conference in the South in 1915, and fought for civil rights and affirmative action. Today, YWCA continues to focus on racial justice and on improving the well-being of women and families, in our communities, in the nation, and in the world.

YWCA SOUTHEAST WISCONSIN

YWCA Southeast Wisconsin (SEW) has been a resource for women and their families for more than 125 years. From the first auto mechanics training for women in the 1920s, to the first racially integrated cafeteria in the Midwest, to today's innovative economic empowerment initiatives, YWCA SEW has been at the forefront of positive social change.

Throughout its vast history YWCA SEW has championed many of the social movements important to the region, including civil rights, affordable housing, fair healthcare access, racial justice and pay equity. Today, YWCA SEW serves 10,000+ regional residents annually, providing a number of crucial community programs and collaborating frequently with sister organizations to build greater collective impact. Our programs include, but are not limited to:

- Unlearning Racism: Tools for Action©
- Anti-racism Workplace Consulting
- Adult Education
- Financial Literacy
- Employment Readiness

These programs reflect our vision for the future: a thriving, inclusive and just Southeast Wisconsin defined by racial and gender equity as the foundation for healthy communities.

THE OPPORTUNITY: PRESIDENT AND CEO



The last two years have been transformative for our country and our organization. We are proud of our team's resilience and innovative spirit and their unwavering commitment to our community and our programming.

As we emerge from these challenges the last two years brought, YWCA SEW seeks a passionate, execution-focused leader to serve as its next President and CEO. Building on YWCA SEW's legacy of high community impact and client-focused services, the CEO will be tasked with ushering in the next bold and innovative chapter of the agency through the development and implementation of new strategies. This role provides an opportunity to bring creative leadership and vision to growing the YWCA's position as a beacon in Southeast Wisconsin for racial justice and economic empowerment.

The CEO will rely on their business savvy, agility and growth mindset to achieve the organization's goals. The CEO will oversee organizational finances and programming, and will be responsible for developing the agency's budget and revenue streams. As the chief spokesperson and ambassador for the organization, the CEO will build critical alliances with stakeholders to combat community issues of racial, economic, and gender inequality.



THE POSITION DESCRIPTION

TITLE: President & CEO

PREPARED BY: The YWCA Board of Directors

APPROVED BY: YWCA Board of Directors

REPORTS TO: Board Chair (on behalf of the Board of Directors)

ORGANIZATION OVERVIEW

A pillar in the communities we serve, stands up for social and racial justice, helps families, and strengthens communities. We have been serving women and families for generations and, every day, challenge our community to commit itself to peace, justice, freedom and dignity for all of our neighbors. Throughout our history, we have championed many social movements important to our community then and now, including civil rights, affordable housing, healthcare, racial justice, and pay equity. Our span reaches from the city of Milwaukee to Racine, being very deliberate to uphold our mission.

OVERVIEW OF RESPONSIBILITIES

The President/CEO establishes a vision for the YWCA achieved by providing leadership and advocacy focused on a thriving Southeast Wisconsin ("SEW"). The President/CEO possesses a high level of business acumen and leadership skills and effectively generates resources and financial support.

KEY RESPONSIBILITIES/ESSENTIAL FUNCTIONS

Community Engagement

The President/CEO is responsible for the overall impact of the YWCA's work to increase visibility, advocacy, and drive the mission in the SEW community. Expected to develop relationships and partnerships with leaders in the community, including those representing the highest levels in the business, government, and nonprofit sectors. Forms and maintains effective working relationships and communication with the YWCA USA, YWCA's Great Lakes network, and Wisconsin-based YWCA associations. Serves as agency's key spokesperson, actively and strategically promoting the organization's mission with external audiences for the primary purpose of advocating for and securing resources that move the agency's vision forward.

Fundraising & Revenue Development

The President/CEO is charged to drive key results in fund development by identifying, cultivating, and soliciting current and prospective donors. Collaborate with the Chief Development Officer and Board of Directors to secure philanthropic and related revenue, including direct responsibility for specific donor portfolios. Works closely with the CFO and the senior leaders to develop clear business goals that drive revenue to meet long-term fiscal needs.

Strategic Leadership & Board Partnership

The President/CEO serves as the principal point of contact to the Board of Directors, collaboratively engaging the senior leaders. Stays abreast of environmental factors that impact the nonprofit and social services sectors and is agile when needed. Leads the team to craft organizational goals and develop, monitor, and evaluate program strategies that identify revenue and that are sustainable.

Organizational Design & Culture

The President/CEO is accountable for building and leading high-performing teams by developing senior leaders through coaching and providing critical feedback while supporting professional development opportunities. Responsible for assessing and implementing strategies and identifying gaps and opportunities within the organization. Accountable for implementing a consistent annual talent review process in partnership with the Chief Human Resources Officer. Responsible for building and maintaining a sustainable operating model and works closely with the Chief Financial Officer to manage spending, monitor the budget, and mitigate financial risks.

EXPERIENCE/POSITION REQUIREMENTS

- Extensive senior strategic and business leadership experience in organizations of comparable size and mission.
- Experience in building revenue, managing P&Ls, creating sustainable operating models and increasing philanthropic support.
- A proven track record of promoting diversity, equity, inclusion and belonging with an ability to build collaboration with the team and community at large.
- Demonstrated expertise at developing partnerships, building teams, and conflict management.
- Must demonstrate a high level of emotional intelligence, intellectual curiosity, agility and a desire to explore new ideas and innovative approaches to solving problems.
- Must demonstrate strong oral and written communication skills.
- 8 to 10 years of experience in or across multiple sectors, including nonprofit, public, and corporate environments.
- 8 to 10 years of being a thought leader in a Senior Strategic Leadership role.
- Proficient in the use of Microsoft Office suite and similar software tools; able to prepare routine reports, correspondence, and presentations.

Must possess unquestioned integrity; a long-term perspective; a strong sense of accountability; a practical ability to get things done; wisdom and good judgment; a fair and thoughtful approach to leadership, combined with flexibility, vulnerability, resilience, and courage.

EDUCATION BACKGROUND

Undergraduate degree preferred. Training, work experience, or advanced degree in business, public administration, or non-profit leadership desirable.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job:

- Frequently required to sit for long periods of time in front of computer screen
- Frequently required to talk and hear
- Frequently required to walk
- Occasionally required to drive and fly

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job:

- Frequently fast paced, can be highly stressful
- Noise level varies from low to high depending on the site-office or event venue
- Occasionally exposed to outside weather conditions

HOW TO APPLY



This position offers competitive salary and benefits. Relocation assistance is negotiable.

YWCA Southeast Wisconsin is an equal opportunity employer and does not discriminate on the basis of race, color, gender, religion, age, sexual orientation or identity, national or ethnic origin, disability, marital status, veteran status or any other occupationally irrelevant criteria.

Interested individuals should submit resume and cover letter via email to cv@ywcasew.org by September 30, 2021. All inquiries will be held in strict confidence.

APPLY NOW