



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

## EXECUTIVE VACANCY ANNOUNCEMENT RICHARD G. SNYDER YMCA

**Position:** Chief Executive Officer (President and Chief Executive Officer)

**Address:** 1150 N Water St., Kittanning, PA 16201

***The Richard G. Snyder YMCA is an equal opportunity employer  
committed to valuing diversity and practicing inclusion.***

***The Richard G. Snyder YMCA has a commitment to creating a culture of safety.***

### **The Opportunity**

Step into a role that offers not just leadership but a platform to make a lasting impact on a community with deep roots and a forward-looking spirit. Imagine leading an organization deeply rooted in a community with over 150 years of history, where your impact as a leader will be felt across generations. The Richard G. Snyder YMCA, located in the close-knit borough of Kittanning, PA, is more than just a place—it's a legacy.

With its state-of-the-art facility, which opened in 2012, the Y serves as a vibrant hub for over 4,000 members, offering a wide range of programs and services that meet the diverse needs of Armstrong County. As the CEO, you won't just be managing a facility; you'll be at the helm of a movement, guiding efforts in youth development, healthy living, and social responsibility. This is an exceptional opportunity to shape the future of a beloved community cornerstone.

You will have the unique opportunity to lead an organization that is the heartbeat of its community. This role is perfect for a visionary leader who is passionate about driving meaningful change, fostering community connections, and expanding the Y's impact. Whether it's driving strategic initiatives, leading a capital campaign for future expansion, or cultivating relationships with key stakeholders, your leadership will shape the future of this vibrant community hub.

If you are driven by the challenge of leading an organization through growth and community engagement, while having the support of a committed board and a dedicated team, this is the opportunity to transform both the organization and the community it serves. Join us in making a difference that will resonate for generations, where your leadership will inspire change, foster growth, and strengthen the very fabric of the community.

### **Our Mission**

The national and global mission of the Richard G. Snyder YMCA is to put Christian principles into practice through programs that foster a healthy spirit, mind, and body for all.

## **Our Cause:**

At the Y, strengthening community is our cause. We believe that positive, lasting personal and social change can only come about when we all work together to invest in our kids, our health, and our neighbors. That's why we focus our work in three areas:

- Youth Development: Nurturing the potential of every child and teen
- Healthy Living: Improving the nation's health and well-being
- Social Responsibility: Giving back and providing support to our neighbors

## **Position Description**

The Executive Director/CEO plays a crucial role in advancing the mission of the Y, a leading nonprofit committed to strengthening communities through youth development, healthy living, and social responsibility. As the Executive Director/CEO of the Richard G. Snyder YMCA, this leader will set the strategic direction of the organization, ensuring financial stability, managing staff development, and overseeing daily operations. Additionally, the Executive Director/CEO will position the YMCA as a key community partner, collaborating to address critical social issues and drive meaningful change. This position reports directly to the Richard G. Snyder YMCA Board of Directors and operates in alignment with the board's policies, directives, and guidelines.

## **Key Performance Objectives**

The Y board seeks an experienced leader who has the requisite background and skills to achieve excellence in the following areas:

- **Lead, Develop, and Motivate the Staff Team:** Serve as a leader who effectively hires, motivates, engages, and rewards staff in a positive and productive manner. Actively invest in staff development and performance to achieve superior results in program delivery, member satisfaction, and community outreach. Lead by example, fostering a culture of integrity, high ethical standards, strong values, and work/life balance.
- **Expand Operational Performance and Services:** Assess all aspects of current operations and develop plans to grow and retain membership while expanding program delivery to meet critical community needs. Maintain a balanced focus on fiscal performance and community service. Collaborate with the board and staff to create long-term and annual tactical plans, establishing metrics to achieve key goals and objectives.
- **Implement the Strategic Plan:** Review the board's efforts, data, and processes to finalize the new strategic plan. Ensure that the voices of all key stakeholders—community leaders, volunteers, and staff—are included in identifying critical community needs. Work with the board to outline actionable initiatives and create a timeline for implementation.

- **Advocate the YMCA's Vision and Be the Heart of Operations:** Proactively engage with YMCA members, donors, staff, volunteers, and the broader community. Act as an ambassador for the YMCA's mission and vision, building and nurturing relationships with key stakeholders and fostering mutually beneficial collaborations.
- **Lead Fundraising and Capital Development Efforts:** Partner with the board to increase annual donations, provide financial assistance to those in need and supporting operational growth. Lead capital campaign efforts to expand facilities and better serve members, program participants, and the community. Ensure that public and private partnerships are developed to support these initiatives, building trust, confidence, and credibility among community leaders and donors.

### ***Richard G. Snyder YMCA Facts***

**Brief History:** The YMCA in Armstrong County has a rich history, beginning on November 18, 1867. The Armstrong County Branch of the State YMCA was officially incorporated on October 11, 1954, and soon after, opened its first facility at 138 North Water Street in Kittanning. In 1957, the Armstrong County Y became an independent YMCA, no longer a branch of the State YMCA. Over the years, the facility underwent several expansions. Eventually, the board launched a capital campaign to build a new facility, which led to the dedication of the Richard G. Snyder YMCA, located at 1150 N. Water St., Kittanning, on May 29, 2012.

**Pennsylvania State Alliance of YMCAs:** The Alliance supports and serves member Ys across the Commonwealth of Pennsylvania in areas such as board governance, strategic planning, shared services, and by fostering networking and relationship-building among Ys. The State Alliance will also play a key role in the onboarding and orientation of the new CEO in close collaboration with the local Board of Directors. By leveraging the Y brand and the strengths of its members, the Alliance amplifies collective impact through strategic relationships, influences public policy, and connects to evidence-based solutions to address critical social issues.

Notably, Pennsylvania has a bipartisan YMCA Legislative Caucus in the General Assembly that advocates for issues important to YMCAs in the state. More information is available on the Pennsylvania State Alliance of YMCAs website: [www.psays.com](http://www.psays.com). Follow us on Twitter: [@AlliancePAYMCA](https://twitter.com/AlliancePAYMCA).

### **Membership**

- Total Number of Members: 4,258 individuals
- Total Number of Membership Units: 2,2803 member units
- Membership breakdown: Youth (6.2%), Household (13.6%), Adult (11.7%), Seniors (6.4%), Active & Fit Silver Sneakers 3rd Party (60.7%), and Special Needs (1.4%).

### **Branch/Facility Information**

Built in May 2012, the 27,000-square-foot facility includes three pools, an auxiliary gym, a fitness center, a circuit room, the Y Fit Gym (Annex - 3,500 square feet), a small fitness room in the annex, and a golf simulator. In December 2019, the YMCA purchased the old high school football and soccer field, along with the concession stand and field house. The tennis courts were converted into six pickleball courts.

## **Programs**

### **Youth Development Programs:**

- Day Camps: Engaging and educational camps for children, focusing on character development, physical activity, and social skills.
- Youth Sports: Various sports programs designed to help children and teens develop athletic skills, teamwork, and self-confidence.

### **Aquatics Programs:**

- Swim Lessons: Structured swim classes for all ages and skill levels, promoting water safety and skill development.
- Aquatic Fitness: Water-based fitness classes that provide low-impact, full-body workouts.

### **Health and Fitness Programs:**

- Personal Training: Customized training programs led by certified trainers to help members achieve their fitness goals.
- Group Exercise Classes: A variety of fitness classes including yoga, cycling, and strength training, catering to different fitness levels and interests.

### **Healthy Living Initiatives:**

- Nutrition and Wellness Coaching: Programs that offer guidance on healthy eating habits and overall wellness.
- Chronic Disease Prevention: Initiatives designed to help members prevent and manage chronic conditions through lifestyle changes and fitness.

### **Adaptive Programs:**

- Inclusive Fitness: Programs tailored to individuals with disabilities, ensuring everyone has access to fitness and recreational opportunities.

### **Social Responsibility Programs:**

- Financial Assistance: Providing scholarships and financial aid to ensure that all community members have access to YMCA programs, regardless of their financial situation.
- Community Outreach: Initiatives aimed at supporting local families and individuals through various forms of social support and volunteerism.

## **Annual Campaign**

- Financial Position: Annual budget of \$1.3 to \$1.5M with no long-term debt. The Y has met its budget for the last 3 years. Endowment of \$1,834,000.00, and a scholarship fund of \$538,000.00.
- Annual Fundraising Campaign: Raised \$147,000 in 2024 and \$153,000 in 2023.
- Financial Assistance Awarded: The Y provided \$61,990 in financial assistance and subsidies.

## **Capital Campaign(s)**

Capital Campaign for New Facility: From 2010 to 2015, the board of directors successfully raised \$6 million for the construction of a new facility and to fund an endowment. The land for the new YMCA was donated by Snyder Associated Companies, and the facility officially opened in May 2012. The main campus was fully paid off in 2015. The YMCA is now considering a future capital campaign for potential expansion.

## **Staff**

### **Current Staff**

- Approximately 75 Staff

## **Volunteers**

- 18 Board of Directors members. Additionally, another 210 volunteers are engaged annually to help the Y deliver its mission.

## **Population & Demographics**

- Proudly serving Armstrong County with a population of 67,000 people.

### ***Additional Important Information***

## **Area Amenities and Community Benefits**

The rural community of Kittanning is a borough and the county seat of Armstrong County in Pennsylvania. Situated 44 miles northeast of Pittsburgh, along the east bank of the Allegheny River, Pittsburgh offers a variety of opportunities including: a theater district, arts, a zoo, sporting events, festivals, the strip (a unique shopping/market/culinary venue), museums, fabulous restaurants, and traditional shopping venues. Kittanning is a very close-knit community with friendly and hardworking citizens. Kittanning is also the home of Armstrong Jr./Sr. High School, a state-of-the-art facility opening in the Fall of 2015. Kittanning is poised for growth with various downtown revitalization projects currently underway and near completion. Kittanning Riverfront Park is a wonderful asset that Kittanning and its citizens enjoy year-round hosting various street fairs, festivals, concerts, and other events. The Allegheny River provides opportunities for boating, fishing, and other water activities for not only the citizens of Kittanning but also for members of the Richard G. Snyder YMCA Campus.

**Salary Range: \$80,000 - \$105,000** annually (salary is commensurate with experience)

### **Benefits:**

- **Health Care Plan:** The YMCA covers the employee's health care plan. Dental and vision coverage are available, along with vacation and other benefits outlined in the personnel policy.
- **Retirement Contribution:** The YMCA contributes 7%, and the employee contributes 5%, in accordance with eligibility requirements ([www.yretirement.org](http://www.yretirement.org)). Additional benefit details will be shared with finalists.

**Residency Expectation:** The CEO is required to live within Armstrong County, which includes the Richard G. Snyder YMCA's service area, and must reside within a 20-mile radius of the YMCA in Kittanning, Pennsylvania. The CEO is also expected to be actively engaged and highly visible within the community.

**Criteria for candidates:**

- **Accredited 4-year college degree** required.
- **Minimum of five years' experience** in a senior management role within a YMCA or a comparable organization, with direct supervision of multiple levels of staff.
- Proven ability to **develop and strengthen community relationships**.
- Demonstrated experience in **fiscally sound business management**, with the ability to develop, manage, and adjust budget plans as necessary.
- Capable of developing, reviewing, and enhancing programs for both cost-effectiveness and community engagement.
- **Strategic planning and fundraising experience**, including leading annual campaigns and securing grants.
- Strong **written and verbal communication skills**, aligned with personal values consistent with the YMCA mission.
- Proven track record of managing **budgets exceeding \$1M** annually.
- **YMCA Organizational Leader Certification** is required. Candidates not currently certified will have up to three years to obtain it through Y-USA.

**Essential Functions:**

- Lead and manage staff by fostering a positive and productive work environment, emphasizing staff development, integrity, and work/life balance.
- Oversee YMCA operations, program delivery, and financial stability while developing strategic plans to grow membership, expand services, and meet community needs.
- Collaborate with the board and key stakeholders to address critical social issues, ensuring that all voices are heard in the strategic planning process.
- Act as an ambassador for the YMCA, building strong relationships with members, donors, volunteers, and community leaders to drive the organization's mission and vision.
- Lead fundraising efforts, including annual campaigns and capital projects, to ensure financial sustainability and support for those in need.
- Develop and maintain partnerships with public and private entities, instilling trust and confidence in the YMCA's role within the community.
- Guide the implementation of strategic initiatives and ensure the organization's goals and objectives are met, leveraging change to enhance the YMCA's impact.
- Foster a positive workplace culture, ensuring that staff are aligned with the strategic direction and are effectively carrying out programs and initiatives.
- Communicate and collaborate with various community organizations, advocating for the YMCA's cause and creating beneficial strategic alliances.

***Other sites for information:***

Richard G. Snyder YMCA Campus: [www.rgsymca.org](http://www.rgsymca.org)  
Alle Kiski Strong Chamber of Commerce: <https://allekiskistrong.com/>  
Armstrong County Tourist Bureau: <https://armstrongcounty.com/>  
Armstrong School District: [www.asd.k12.pa.us](http://www.asd.k12.pa.us)  
YMCA of the USA: <http://www.ymca.org/>

***Target Dates for the search process***

**Resumes accepted through: Aug 11th**  
**Preliminary interviews scheduled: Sep 2-3**  
**Final interviews: Sep 23 -24**  
**New CEO on board (anticipated): End of October**

***To Apply***

**Candidates will apply via the following website:**  
**<https://tinyurl.com/Richard-G-Snyder-Y-CEO>**

**Application, References, Background Check, and Organizational Leader Certification:**

Candidates must submit the following in their online application, uploading a PDF of your cover letter and resume. Applications without a cover letter will not be considered.

Candidates who advance to final interviews will need to submit six references (four professional and two personal). References checked only with prior notification. Successful candidate accepting the offer must pass a background check and must have a current Y-USA's Organizational Leader Certification or obtain certification within the first three years from start date as the CEO.

**Questions regarding this position should be directed to:**

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