



Carroll County YMCA | Camp Huckins Freedom, New Hampshire

Opportunity Statement

Carroll County YMCA/Camp Huckins (CCYMCA), a leader in youth development and residential camping, seeks a strategic, mission-driven leader to serve as its next Executive Director. This position represents an excellent opportunity to lead a vibrant and thriving organization and to focus on purposeful and creative approaches to maintain its mission and further its impact.

CCYMCA's primary program is Camp Huckins, a girls residential camp located on Broad Bay of Ossipee Lake in Freedom, New Hampshire. Founded in 1928 as a co-ed summer camp, today Huckins hosts approximately 1,400 girls, ages 8-16, and 130 domestic and international staff during four two-week camping sessions in the summer. Other adults, children and families enjoy additional residential camp programming during the spring and fall. Huckins has a long track record of developing girls and young women in intentional ways and sees its mission as increasingly important in today's world.

Huckins also serves as the YMCA for Carroll County, and in this capacity, creates and runs several educational and recreational programs focused on children and families in the local community throughout the year (e.g., Youth and Government, Girls on the Run, and Squeaky Sneakers).

By all measures, Huckins is thriving. Huckins is a warm, welcoming place and it enjoys an active and loyal following of current and former campers, staff members, families, alumni, and community members. The vast majority of its counselors and staff are former campers. Among campers and parents, there is a significant "word of mouth" following and Huckins manages a wait list each summer with a goal of providing a summer camp experience to as many girls as possible. Huckins also seeks to remain affordable to a broad a range of families, and to do that, employs a tiered pricing model and scholarship assistance to any child who needs it. Access and diversity are important at Huckins.

Huckins' finances have been managed wisely, its endowment has grown steadily over time, and through prudent planning, tuition increases have been modest. As such, Huckins remains accessible to many, is in a strong financial position to continue this practice and offers an excellent value.

While the Huckins staff is its most valuable asset, its natural lake setting and facilities on 200 wooded acres are beautiful and provide a powerful draw for campers, staff, families, community members, and alumni. The camp has completed a comprehensive Master Plan for its physical campus and facilities that the Executive Director will help further shape and implement.

In addition to the summer camp offering for girls and the year-round programming it offers as the Carroll County YMCA, Huckins hosts other programming during the spring and fall, including two family camps, school and community group programming, and camping weekends such as mother/son weekend, mother/daughter weekend, and women's wellness weekend.

To learn more, please visit www.camphuckins.org

The Successful Candidate

The Executive Director will be a strategic leader and persuasive communicator focused on furthering CCYMCA/Camp Huckins' mission and organizational excellence. A hard-working, mission-driven professional, she/he will be the face of Huckins and the CCYMCA and represent its values and mission with confidence, integrity, and humility. The successful candidate will be responsible for deepening and developing meaningful relationships with the Board of Directors, the Carroll County community, parents, alumni, and other constituencies. With broad oversight and responsibility for all aspects of the organization, the successful candidate will be accountable for the organization's culture and financial health, and will ensure that Camp Huckins, in particular, continues its emphasis on helping girls and young women develop their own voice, build their confidence, enjoy healthy relationships with each other, and foster the leadership skills that will serve them over a lifetime.

Modeling the YMCA values of caring, honesty, respect, and responsibility, the Executive Director will champion an organizational culture of inclusion, strong character, and life-long learning. She/he will foster an environment where diversity is celebrated and where all campers, staff, program participants and volunteers can reach their full potential. Leading by example, the Executive Director will see her/himself as a servant leader who puts the interests of the organization first. She/he will value the input of others, exhibit high emotional intelligence, and manage change with an appreciation and respect for Huckins' many traditions.

The Executive Director will be accountable for ensuring a safe, caring, and positive experience for program participants, campers, staff, and their families. She/he also will be responsible for the creation and implementation of the budget, and for fundraising efforts and constituent

relations. The Executive Director will provide the vision for strategic planning, continue the commitment to Carroll County, and work with the Board and other constituencies to further develop the organization's culture of philanthropy.

The Position

Reporting to the CCYMCA/Camp Huckins Board of Directors, the Executive Director will lead a team of direct reports with functional responsibilities in five areas: Camp Director*, Registrar, Business Operations Manager*, Director of Community Outreach, and Director of Advancement. The Executive Director will work closely with the Board of Directors to further the mission, vision, strategic plans and goals of the organization. The Executive Director will be responsible for the overall financial health and growth of the organization. In partnership with the Business Operations Manager, she/he will develop and manage the budget and be responsible for all financial reporting. She/he will attract, retain, and develop the talented staff necessary to drive success across the organization. Working closely with the Camp Director, the successful candidate will lead a dedicated team of experienced summer staff. The Executive Director will also be responsible for Huckins' fundraising efforts and serve as the primary spokesperson and liaison to other organizations and the community at large.

Responsibilities:

- Be the face of Huckins and represent its values and mission to all constituents.
- Provide executive leadership to the CCYMCA/Huckins Board of Directors, staff and all stakeholder groups.
- In partnership with the Board of Directors, develop and execute the short- and long-term vision and strategy for the organization.
- Work closely with the Business Operations manager to ensure the financial health of the organization by overseeing a \$3MM annual operating budget, its physical plant and assets, including its \$5MM endowment.
- Manage all sources of revenue, including tuition, shoulder season programming, fundraising, and any current or future strategic partnerships.
- Play a prominent leadership role in the daily life of Camp Huckins during the summer season, modeling the camp's values and a strong work ethic for others to follow.
- Ensure the health and safety of program participants at camp while ensuring compliance with all local, state and federal laws, as well as YMCA principles and standards.
- Actively support the Camp Director during the camp and shoulder seasons to ensure an exceptional experience for campers, families, alumni, and other constituents.
- Ensure continuous feedback to staff and develop staff development plans.
- Work closely with the Director of Advancement to set and achieve fundraising and engagement goals.
- Serve as the primary liaison to the national YMCA and participate in regional and national organizations, boards, etc. as required.

- Lead, develop and implement the organization’s policies, procedures, and processes as needed.
- Protect the non-profit mission of the organization by focusing on its current strengths, planning for its future and growing its culture of building responsive, efficient and effective programs consistent with its mission.

Requirements:

The ideal candidate will be an experienced executive and a team player who possesses:

- Personal values consistent with the Camp Huckins and YMCA mission
- Passionate commitment to experiential education and to the development of girls and young women
- A creative business mind, a positive attitude, and a high degree of professionalism
- Outstanding relationship building, communication and presentation skills
- 10+ years’ minimum experience as a leader in the non-profit/cause driven space
- General business acumen and experience using financial and other metrics to drive operational decision-making and strategic planning
- Demonstrated leadership ability, confidence and executive presence – ability to motivate staff and build consensus
- Excellent analytical, reasoning, and problem-solving skills
- Experience soliciting philanthropic gifts
- An interest in furthering the organization’s effectiveness through the optimization of systems and technology
- Experience or exposure to brand management
- An understanding of strategic communications
- Significant experience working with external auditors, internal controls and compliance-related issues
- Experience in a camp or educational setting is strongly preferred but not required
- YMCA Organizational Leadership Certificate (currently, or to be obtained within 3 years of employment)

Personal Attributes:

- Positive personal energy, strong work ethic, demonstrated accountability, and a sense of urgency
- Goal-oriented and strategic with leadership abilities that allow her/him to align vision with resources
- A high level of emotional intelligence combined with skills that allow her/him to build exceptional relationships and to be a persuasive influencer
- Leadership experience that combines leading by example and accomplishing both strategic and everyday goals

- Ability to solve problems in innovative and resourceful ways without becoming frustrated by setbacks
- Ability to delegate responsibility appropriately and effectively
- Confidence, humility, kindness, and integrity
- Excellent judgement

To learn more about this opportunity, please contact Peter Hamilton, Managing Director at Conley Search Group, by phone at (617)-620-9268 or via email at peter@conleysearch.com
All inquiries treated as confidential.

**Please note that the Camp Director and Business Operations Manager job titles are placeholders for these positions. The Executive Director will have the discretion to keep and or change these titles as she or he sees necessary.*