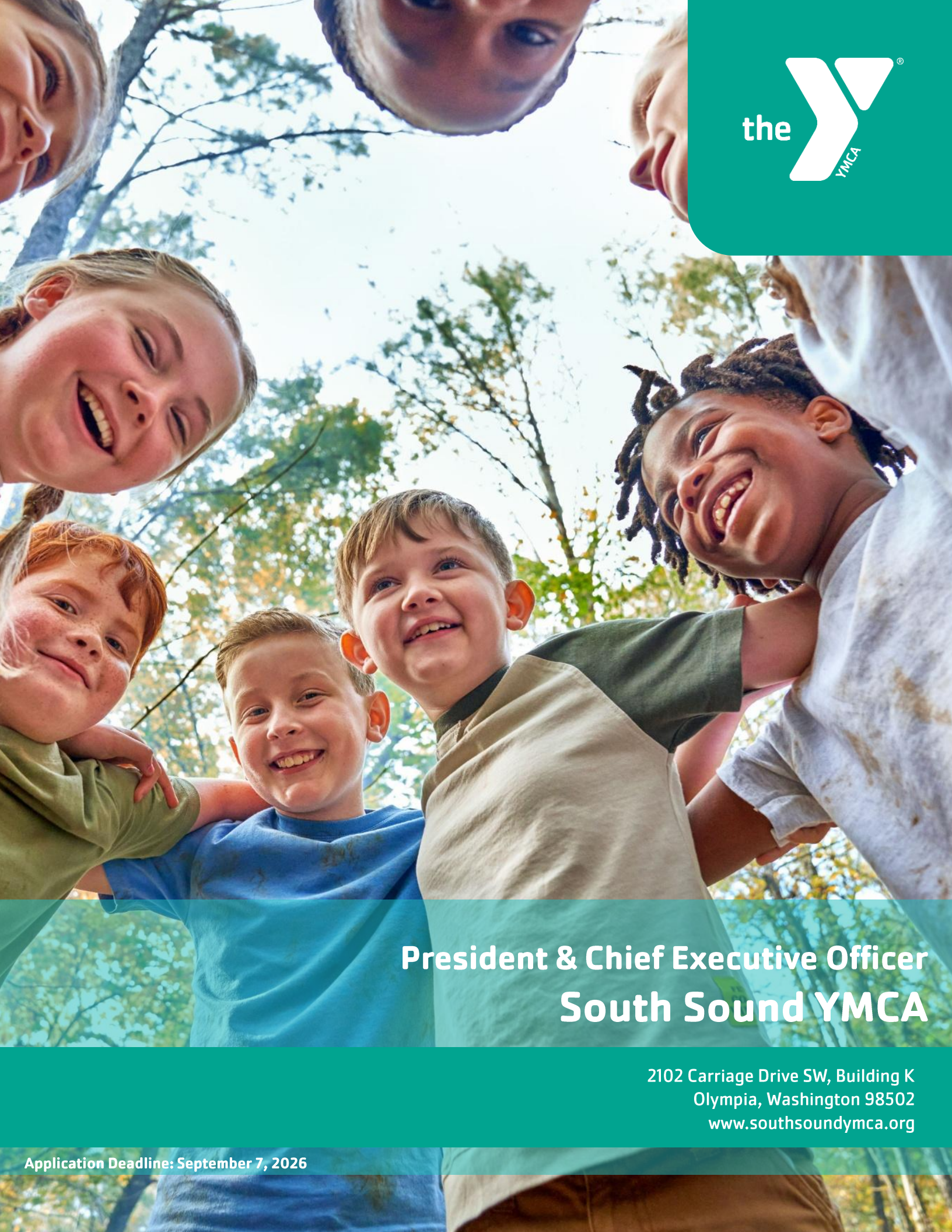


A low-angle, upward-looking photograph of a diverse group of children and adults smiling and looking towards the camera. The children are of various ethnicities and ages, and the adults are also smiling. They are outdoors, with trees and foliage visible in the background. The image has a teal overlay at the bottom.

President & Chief Executive Officer South Sound YMCA

2102 Carriage Drive SW, Building K
Olympia, Washington 98502
www.southsoundymca.org

Application Deadline: September 7, 2026

The South Sound YMCA is an equal opportunity employer. We work to ensure that everyone has the opportunity to reach their full potential with dignity.

THE OPPORTUNITY AT THE SOUTH SOUND YMCA

The South Sound YMCA presents a rare opportunity to lead an established, financially strong association that is poised for meaningful growth. Serving Thurston and Mason counties for more than 120 years, the Y has earned a trusted place at the center of community life by bringing people together, expanding access to essential services and responding to the evolving needs of children, families and individuals across the region.

The next President and Chief Executive Officer will lead from a position of strength while shaping an ambitious vision for the future. With approximately 28,000 members, three established branches, a fourth branch in development in Lacey, robust youth development and child care operations, and strong financial reserves, the South Sound YMCA offers both stability and extraordinary possibility. This is an opportunity to expand the Y's regional reach, elevate its visibility and influence, cultivate transformative partnerships, and ensure that its programs and facilities remain relevant, accessible and responsive for generations to come.

The Board seeks a dynamic and forward thinking executive who is energized by possibility and inspired by community. The successful candidate will bring the strategic vision to imagine what is next, the operational discipline to translate that vision into results, and the relationship building ability to unite staff, volunteers, donors and community partners around a shared purpose. For a leader ready to make a lasting mark on a thriving organization and a growing region, the South Sound YMCA offers a compelling platform for impact.

KEY SKILLS AND ABILITIES OF OUR NEXT CEO

The board believes its new CEO should be an experienced leader who has the background and qualities that will permit him or her to achieve excellence in the following roles:

Develop and Implement a Strategic Plan: Work effectively with volunteers, community leaders, and key staff, to create and develop a strategic plan that addresses the needs of the communities served by the Y and includes defined organizational strategies, a clear implementation plan with deliverables, and measurable goals. *Key competencies: Change Leadership, Communication & Influence, Critical Thinking & Decision Making, Program/Project Management*

Position the Y as a Vital Partner for Community Change: Serve as an ambassador for the mission, purpose, and vision for the YMCA within the community. Possess the ability to develop and cultivate relationships with key stakeholders from a variety of backgrounds, while always upholding the highest standards and values of the Y. Ensure your Y is seen as a leading nonprofit committed to strengthening community by connecting all people to their potential, purpose, and each other. *Key competencies: Communication & Influence, Engaging Community, Collaboration*

Improve Operating Performance: Engage the board and appropriate staff to develop an annual tactical plan for identifying and achieving key goals and objectives towards operating with safe, relevant, and sustainable practices. Quickly address issues that may arise, forecast future needs, and manage and direct the Y's operations and activities. *Key competencies: Developing Self & Others, Critical Thinking & Decision Making, Innovation*

Build and Lead Staff: Ensure a talent development system is in place and executed effectively with cultural competence. Hire, motivate, nurture, retain, and hold staff accountable for key objectives. Work towards recruiting, retaining, developing, and promoting staff. Encourage the team by creating a spirit of camaraderie, connection, and sense of mission and purpose. Create a learning organization to help staff achieve their highest potential. *Key competencies: Developing Self & Others, Inclusion, Emotional Maturity, Change Leadership*

Fiscal Management: Use high-level financial analysis to forecast financial trends, growth, and stability, while consistently leading the organization to balance or surplus operations by growing earned revenue and contributions and controlling costs. Empower and guide staff leaders to lead their departments to successful financial operation. Develop and implement stewardship strategies. Key

competencies: Fiscal Management, Critical Thinking & Decision Making, Developing Self & Others, Philanthropy

ABOUT THE SOUTH SOUND YMCA

For more than 120 years, the South Sound YMCA has listened to and responded to the changing needs of its communities. Today, the association provides welcoming spaces and high-impact programs that nurture youth, improve health and wellbeing, strengthen families, and create meaningful connections across Thurston and Mason counties. Its work includes facility membership, aquatics, health and wellbeing, youth sports, school-age childcare, camps, teen leadership, community engagement and financial assistance. The association operates the Briggs Community YMCA and Plum Street YMCA in Olympia and the Shelton Family YMCA in Mason County, supported by an Association Office in Olympia. The Y also delivers childcare at 28 school sites and is advancing plans for a future branch in Lacey.

Our Mission

To provide youth and our community an affordable and accessible resource for the positive development of spirit, mind, and body through recreational, health, and leadership programs.

Our Cause & Values

To strengthen the foundations of community and instill the values of caring, honesty, respect, and responsibility.

Our Culture:

- **The Y Experience** – The Y Experience is built from our mission and encompasses the values and philosophy by which we serve and operate.
- **Welcoming** – We are open to all. We are a place where you can be yourself and find yourself in others.
- **Genuine** – We value you and embrace your individuality.
- **Hopeful** – We believe in you and your potential to do good in the world.
- **Nurturing** – We support you as you become the best version of yourself.
- **Determined** – Above all else, we are on a relentless quest to make our community stronger, beginning with you.
- **Raising the BAR Initiative** – Belonging, Achievement, and Relationships; a framework that strengthens how we build connections, support growth, and create meaningful experiences for staff, members, and the communities we serve.

Current Key Strategic Initiatives:

- Advance planning and development for a future YMCA branch in Lacey and expand access in north Thurston County.
- Sustain strong membership performance while deepening member engagement and retention across all branches.
- Strengthen school-age childcare enrollment, staffing and long-term operating sustainability.
- Grow philanthropy, partnerships and community support to increase access and fund mission impact.
- Continue building an anti-racist, multicultural organization where equity, justice and belonging are reflected in systems, culture and service.

Membership: 8,120 membership units, 27,644 members

Branch Information:

- **Briggs Community YMCA:** The association's largest full-service branch, offering aquatics, health and wellness programs, group exercise, youth sports, and opportunities for individuals and families to connect and thrive.
- **Plum Street YMCA:** A welcoming community wellness center that provides fitness, health and wellbeing programs, group exercise, and accessible opportunities for members to pursue healthy lifestyles and build meaningful connections.
- **Shelton Family YMCA:** The association's primary presence in Mason County, offering aquatics, fitness, youth and family programming, and community focused services designed to strengthen the health and wellbeing of the region.
- **Future Lacey Branch:** A new branch currently in development that will expand access to YMCA programs and services and create additional opportunities for health, youth development, family engagement, and community connection in the growing Lacey area.
- **Association Office:** The central administrative and leadership hub supporting the association's branches, youth development programs, community engagement efforts, financial operations, fundraising, marketing, and organizational strategy.

Core Programs:

- Facility Membership
- Aquatics and Swim Lessons
- School-Age Child Care and Camps
- Youth Sports, and Monthly Youth Experiences
- Teen Programs and Youth & Government
- Health and Wellbeing Programs

Annual Support Campaign:

- Current Year Goal: \$450,000
- Prior Year's Total: \$410,000
- Current Year's Progress Toward Goal: \$319,000
- \$950,000 in financial assistance and free programming in the prior year
- Recent Capital Campaign: The South Sound YMCA raised approximately \$13 million in 13 months to support development of the Shelton Family YMCA. The association is now advancing planning for a future branch in Lacey.

CEO Direct Reports:

- Chief Financial Officer
- Executive Director of Youth Development
- Executive Director of Community Engagement
- Executive Director of Advancement
- Executive Director of Branch Operations

Board of Trustees: 17 members with the following standing committees:

- Social Justice
- Finance
- Philanthropy
- Marketing/Communications
- Governance
- Executive

Financial Snapshot:

- Current Annual Budget Size: \$13,617,890
- Current Debt: \$5,014,660 as of December 31, 2025
- Current Endowment/Board-Designated Funds: \$5,438,935



- 2025 operating change in net assets: \$1,491,494
- 2024 operating change in net assets: \$749,213
- 2023 operating change in net assets: \$816,750

ABOUT OUR COMMUNITY

The South Sound offers an exceptional quality of life, combining the energy and resources of a growing region with the character, accessibility and sense of connection often associated with smaller communities. Located at the southern end of Puget Sound, the area is surrounded by forests, waterways, mountains and public lands that make outdoor recreation part of everyday life. Residents enjoy year-round access to hiking, biking, boating, fishing, kayaking, camping, and waterfront activities. Mount Rainier, Hood Canal, the Olympic Peninsula and the Pacific Coast are all within reach, while Tacoma and Seattle provide convenient access to major metropolitan amenities, professional networks, airports, entertainment and cultural attractions.

Olympia and Thurston County: Olympia, Washington's capital city, anchors Thurston County and serves as the region's center for government, commerce, culture and civic life. The city offers a walkable downtown, an active waterfront, locally owned restaurants and businesses, arts and music, public events and a well-established farmers market. Its strong culture of public service and civic participation creates an environment where nonprofit organizations and community leaders can build meaningful partnerships and influence regional priorities. The surrounding communities of Lacey and Tumwater add growing residential neighborhoods, schools, businesses, health care resources and family centered amenities. Together, these communities offer a balance of professional opportunity and an approachable pace of life. Continued growth throughout Thurston County is bringing new residents, greater cultural and economic diversity, and increased demand for accessible childcare, youth development, health, wellness and community connection.

Shelton and Mason County: Mason County expands the South Sound YMCA's service area into communities with a distinctive rural and small city character. Shelton serves as the county's primary center for employment, education, health care, services and community activity. The surrounding region includes forested communities, working waterfronts, agricultural areas, and access to the Hood Canal and the Olympic Peninsula. Relationships and local trust are especially important throughout Mason County, where geography, transportation and distance can affect access to programs and services. The YMCA has an important role as a gathering place and community connector for children, families, older adults and individuals who may otherwise have limited access to recreation, wellness and social support.

A Diverse Economic and Civic Landscape: The South Sound is shaped by a broad mix of employers and institutions, including state and local government, health care systems, schools and colleges, nonprofit organizations, small businesses, professional services and regional industries. As the state capital, Olympia attracts professionals committed to public service, policy, education and community leadership. This environment creates significant opportunities for the South Sound YMCA to collaborate with government agencies, school districts, health care providers, employers, foundations, and community organizations.

Higher education is an important part of the region's identity. The Evergreen State College, South Puget Sound Community College and Saint Martin's University contribute to workforce development, cultural life, research, continuing education and community partnership opportunities.

The region is also home to sovereign Tribal Nations whose histories, cultures, governments and stewardship remain central to the South Sound. Building respectful and lasting relationships with Tribal communities is essential to understanding the region and serving it well. Nearby Joint Base Lewis McChord contributes to a significant population of service members, veterans and military families. These families bring valuable experience and diversity to the region while also navigating transitions, deployments, relocation, and the need to establish strong community connections.

The South Sound is a place where professional leadership and personal quality of life can thrive together. Residents can participate in the civic and cultural life of the state capital, enjoy close access to the outdoors, and build meaningful relationships within communities that retain their own identities. For the next President and Chief Executive Officer, this region offers more than an attractive place to live. It provides an opportunity to lead during a period of growth and change. The development of the

future Lacey branch, the continued strength of the YMCA's established locations, and the different needs of urban, suburban and rural communities create a compelling platform for impact.

Information Sites:

City of Olympia – www.olympiawa.gov | City of Shelton – www.sheltonwa.gov
Thurston County Chamber – www.thurstonchamber.com | Shelton-Mason County Chamber – www.sheltonchamber.org
The Evergreen State College – www.evergreen.edu | South Puget Sound Community College – www.spscc.edu
Providence Swedish South Puget Sound – www.providence.org | Mason Health – www.masongeneral.com

SALARY, BENEFITS, & CRITERIA

Salary Range: \$210,000 to \$225,000 annually

Benefits:

- YMCA Retirement Fund: mandatory participation once eligibility requirements are met; 7% contributed by the Y and 5% contributed by the employee.
- YMCA 403(b) savings account with voluntary employee contributions.
- Medical coverage through Kaiser with three plan options; the Y pays approximately 75%–90% of employee-only coverage. Dental employee coverage is paid 100% by the Y.
- Paid Time Off: vacation begins at 10 days annually and recognizes verified full-time service at other Ys; one sick day per month; nine paid holidays.
- Y-paid life insurance and long-term disability coverage; complimentary family or individual YMCA membership and 50% discount on Y programs.

Residency Expectation: The candidate is expected to live within the South Sound YMCA service area and be meaningfully present throughout Thurston and Mason counties.

Criteria for Candidates:

1. Accredited four-year college degree or equivalent combination of education and executive-level experience.
2. Fiscally sound business management approach with a proven record of leading complex budgets of approximately \$15 million or more annually.
3. Minimum seven years of progressive senior leadership experience with a YMCA or a comparable multi-site nonprofit, public-service or community-based organization, including supervision of multiple levels of staff.
4. Demonstrated ability to develop and strengthen relationships with boards, staff, donors, civic leaders, community partners and diverse constituencies.
5. Ability to evaluate, strengthen and innovate programs for mission impact, quality, accessibility, relevance and financial sustainability.
6. Strategic planning and fundraising experience, including annual campaigns, major gifts, grants, capital development and community partnerships.
7. Proven commitment to equity, justice, belonging and leading an anti-racist, multicultural organization.
8. Record of progressive financial leadership, organizational change management, talent development, and operational accountability.
9. YMCA Organizational Leader Certification or ability to achieve certification within three years.

SEARCH PROCESS TARGET DATES

- Resumes accepted through: 9/7/26
- Preliminary interviews scheduled: 10/5/2026 & 10/6/2026
- In-person interviews: 11/5/2026 & 11/6/2026
- CEO selection made: Anticipated by November 2026
- New CEO on board (anticipated): December 2026

*dates subject to change

HOW TO APPLY

References, Background Check, and Organizational Leader Certification:

Candidates must submit (pdf format only) the following in their online application: a resume, cover letter. Applications submitted 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. The YMCA's personnel policies may require further screening.

Candidates must apply via the following website: <https://tinyurl.com/south-sound-ymca-ceo>

QUESTIONS

About the Search Process or YMCA?

Grace Matos, YMCA of the USA CEO Search | grace.matos@ymca.net | 312-419-6810

ABOUT THE Y MOVEMENT

The YMCA is the leading nonprofit committed to strengthening individuals and communities across the country. At the Y, we're here to help you find your "why" – your greater sense of purpose – by connecting you with opportunities to improve your health, support young people, make new friends and contribute to a stronger, more cohesive community for all.

Our programs and services are focused on our primary areas of impact that help people achieve their goals and strengthen communities. With our breadth of offerings, you can find the support you need and help neighborhoods and communities thrive.

The Y's Areas of Impact:



Youth Development

We help young people to grow into healthy, thriving adults by offering supportive education and leadership programs, team sports and camps.



Healthy Living

We support individual and community well-being. People of all ages, interests and skill levels can find the fitness classes, family activities and group interest they need to lead active, vibrant lives. The Y also collaborates with community leaders to bring healthy living within reach of all people.



Social Responsibility

Through community programs, local outreach and global engagement, we provide support and inspire action in our communities.

To learn more about the YMCA Movement, visit ymca.org.

