



YMCA of Central Ohio

Position Profile

Senior Vice President of Housing, Shelter, and Social Responsibility

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About the YMCA of Central Ohio

In 1855, Henry Beebe Carrington brought together the young men of central Ohio under the auspices of what would soon be known as the Columbus YMCA. After a brief disruption during the Civil War, the YMCA spread throughout the area and began establishing itself as a welcoming institution among the masses flocking to Columbus for factory work. Here they would find positive, wholesome opportunities for spiritual, intellectual, and physical growth; a place to stay; food to sustain; skills to learn; and many other fellows eager for camaraderie.

Once an organization dominated by working-class men, the YMCA evolved and has focused on families and the needs of women and children. Besides hatching plans for new state-of-the-art branches throughout the rapidly expanding Columbus metro area, the YMCA itself expanded into areas of need such as child care and Pre-K education.

Much of the YMCA's efforts in the last decade have been in renovating old facilities, expanding into central Ohio suburban communities, and continuing to address the ever-changing needs of the growing communities it serves.

The YMCA of Central Ohio's reach is vast across the Columbus Region and provides programs and services to many beyond our walls. Our programs and services are focused on three primary areas of impact - Youth Development, Healthy Living, Social Responsibility - that help people achieve their goals and strengthen communities. Today, we serve over 150,000 individuals from all walks of life and our footprint consists of:



13 Health & Wellness Centers
across four Central Ohio Counties



58 Before & After School sites across 4
counties and 13 school districts



1 New American Welcome Center



1 Overnight Camp



1 Homeless Shelter



4 Community Housing Sites

Mission

To serve the whole community through programs expressing Judeo-Christian principles that build a healthy spirit, mind, and body.

Purpose

YMCA of Central Ohio is a leading nonprofit committed to strengthening the community through nurturing children of all ages, improving collective health and well-being, and helping the most vulnerable neighbors. Throughout our 167-year history, we are known as the original social enterprise and continue to connect people to their potential, purpose, and community.

Values

To fulfill our purpose of strengthening community for all, the Y is proud to be an inclusive, anti-racist organization, leveraging our collective impact to address social inequities and spark change in our communities. We live by the golden rule and center our interactions around four core values - Caring, Honesty, Respect, and Responsibility.

Vision

Strong communities where all people reach their full potential.

Pillars of YMCA of Central Ohio

For Youth Development

In our programs, we seek to provide safe and supportive spaces while fulfilling specific learning goals (such as meeting “ready to learn” benchmarks, reading at grade level by grade 3 and reducing summer learning loss). Outside of academic-oriented work, we instill healthy habits, values, and the skills to develop positive relationships and a sense of belonging. Some of these programs, like the Early Childhood Resource Network+, are designed for specific groups, such as children with disabilities or low-income families.

We provide older youth and teens with challenges, experiences, and support that give them tools to fulfill their potential. Our youth and teen development programs complement our child care and early childhood education programs to provide social and recreational opportunities to explore the world and learn about art, science, culture, nature and citizenship. We cultivate a desire to be of service to others in the community, a sense of direction, and feeling of hope about the future.

For Healthy Living

The Y aims to improve the community’s health and well-being by providing programs and activities that promote wellness, reduce risk for disease and help others reclaim their health. Programs such as OhioHealth Delay the Disease, LIVESTRONG® at the YMCA, YMCA Diabetes Prevention Program and everything else the Y does are in service of making us—our Ys and our community—better. The result is a community that values health and supports healthy choices.

We connect individuals and families, creating supportive small communities where people have access to lifelong learning and growth opportunities. This community fosters the development of peer friendships and supportive staff relationships, provides opportunities to help those in need, and exposes individuals and families to the great value of our community’s diversity.

For Social Responsibility

Preventing and reducing homelessness in Central Ohio is a priority for us. We believe that all people deserve to have their physical, mental, and emotional needs met. We use a “housing first” intervention model to ensure that we connect individuals with the services that they need in order to end their housing crisis and foster stability.

Our responsibility to our residents, however, goes beyond housing. We give them ongoing support with education, benefits and employment to provide opportunities to overcome barriers. This allows residents to develop the skills and competencies needed to live independently.

We encourage peer friendships and supportive staff relationships, and we nurture feelings of emotional and physical safety by being sensitive to the need for trauma informed care and crisis intervention.



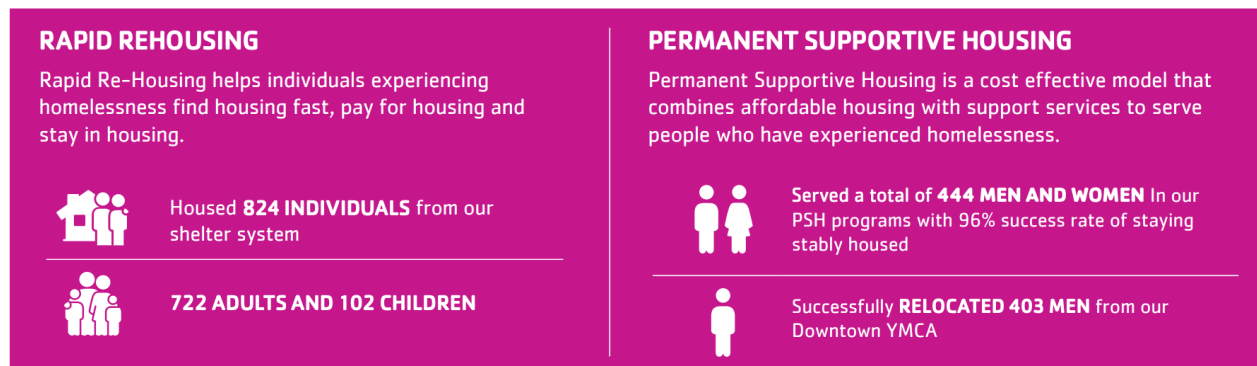
YMCA of Central Ohio Housing and Shelter

Housing is a basic need.

The YMCA of Central Ohio believes that safe, stable, and affordable housing is a necessity for achieving security and other basic needs.

The YMCA of Central Ohio's Housing & Shelter program is the largest provider of services among YMCAs across the country. They offer three categories of assistance to accommodate the different levels of need in our community. The YMCA serves veterans, young adults, families, and individuals through its Rapid Rehousing & Homelessness Prevention Program; Case Management and Services Coordination; and Community Housing options. Each of these programs has received accreditation from the Commission on Accreditation of Rehabilitation Facilities (CARF), demonstrating value through the quality of their services and meeting internationally recognized organizational and program standards. They currently have two permanent supportive housing developments and one emergency shelter site in the Greater Columbus area.

Housing Services have long been a tenant of the YMCA's scope of work in Central Ohio, developed and administered specifically to meet the needs of communities. Today, Columbus faces a tremendous need for shelter services and affordable housing; continuing the commitment and providing solutions is mission-critical for the YMCA of Central Ohio.



The YMCA of Central Ohio knows stable housing is also critical to a child's success in the classroom, and partnering with the Siemer Institute allows them to help families move from crisis to stability through the Stable Families program. The YMCA of Central Ohio is grateful for this partnership, allowing them to intervene and provide important resources to vulnerable families and children before they end up becoming homeless. The YMCA of Central Ohio serves 1,000 families and 2,000 children each year through the Stable Families program. 70% of families served through this program increased their income level, providing more stability in their housing to keep them off the streets. 84% of the families served were able to obtain or maintain appropriate, safe, and stable housing. 98% of the school-aged children served were able to stay in their school and avoid a disruptive move.

Collaboration is essential to creating impact and we are grateful to be in partnership with many organizations as we all strive to end homelessness.

Introduction of Opportunity

The YMCA of Central Ohio is seeking an experienced and visionary leader to fill the pivotal role of Senior Vice President of Housing, Shelter, and Social Responsibility. As a key member of the executive team, the Senior Vice President will bridge the gap between related programs and the overarching goals outlined in the YMCA's strategic plan. Knowledge of typical funding sources, trends, and industry best practices will help this individual succeed; familiarity with CARF accreditation and operations standards is key. Responsible for ensuring compliance, operational excellence, and financial sustainability, the Senior Vice President will lead program development, oversee a team of approximately 250 full-time staff, manage volunteers, cultivate community relations, and steward new and existing partnerships. In advancing the YMCA's commitment to housing, shelter, and social responsibility, the Senior Vice President will make a lasting impact in the Central Ohio community.

Essential Functions

- Thinks, communicates, and behaves as a cause-driven leader and role model for other staff and members when it comes to desired staff behaviors; promotes and implements strategies and initiatives to impact areas of YMCA impact; youth development, healthy living, and social responsibility in all job-related functions.
- Ensure that the YMCA's housing, shelter, and social responsibility programs have a long-term strategy that achieves the mission and makes consistent and timely progress toward association goals and in alignment with community goals and best practices.
- In partnership with association services, lead designated programs, facilities, and financial plans with various teams and stakeholders to meet goals and stated objectives.
- Promote board and advisory committee participation in housing, shelter, and social responsibility areas of the organization's work.
- Maintain a working knowledge of significant developments and trends in the various fields represented by the YMCA's strategic initiatives. Create systems and policies based on best practices in their designated areas.
- Maintain official records and documents and ensure compliance with federal, state, and local regulations. This may include CARF accreditation, Medicaid compliance, and other regulatory and YMCA requirements.
- Track and report progress to the board and community on specified metrics and important factors influencing statistics and goals for the YMCA. Metrics may include but are not limited to occupancy, services, and program outcome data. Reviews data for quality and accuracy.
- Create and publicize the activities of Housing, Shelter, and Social Responsibility to establish sound working relationships and cooperative arrangements with community groups and organizations.
- Represent and promote YMCA goals and objectives to funding sources, agencies, organizations, and the general public.
- Responsible for the recruitment, screening, selection, orientation, training, and development of designated YMCA employees and ensuring their success as YMCA leaders in our locations and out in the community.
- Develop and guide annual goals set for the department and for individual YMCA leaders; document progress toward these goals and evaluate, when necessary.
- Maintain a climate that attracts, maintains, and motivates a diverse team of qualified leaders who are deeply committed to the mission of the YMCA and our strategic plan.
- Adheres to policies related to boundaries with youth. Participates in required abuse risk management training. Reports suspicious and inappropriate behaviors. Follows mandated abuse reporting requirements. Adheres to job-specific abuse risk management responsibilities.
- Ability to work effectively with diverse groups and viewpoints from all social and economic segments of the organization and community. A commitment to diversity, equity, inclusion, and anti-racism is expected from our staff.

Supervisory Responsibilities

Manages and coaches a team of 5-7 leaders in the Housing, Shelter, and Social Responsibility area, who supervise approximately 300 leaders for the YMCA of Central Ohio. Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws. Responsibilities include interviewing, hiring, training, and coaching employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems.

Key Qualifications and Competencies

Key Qualifications

- Bachelor's degree in human services, social services, or equivalent required; Master's preferred (or a combination of education and experience).
- Six or more years of management experience, preferably in a shelter and/or low-income housing environment.
- Ability to direct total operations through supervision of staff, development and monitoring of budget, and program development.
- Training requirements:
 - CPR, First Aid, AED, and O2 certifications must be obtained within the first 60 days
 - Within 1 year of hire (and every 2 years thereafter): Non-violent crisis intervention, community resources, cultural competency, child and elder abuse, ethics, mental health/substance abuse, motivational interviewing, and evacuation procedures.
 - Organizational Leader certification; if not certified, must obtain certification within 24 months
- Passionate belief in the Y's cause of nurturing the potential of all youth, supporting healthy living for all people, and finding ways to help and support our neighbors.
- Ability to foster a collaborative team approach to solving challenging situations.
- Ability to work effectively with diverse groups and viewpoints from all social and economic segments of the organization and community. A commitment to diversity, equity, inclusion, and anti-racism is expected from our staff.
- Proven track record of developing authentic relationships with others.
- Ability to establish and maintain collaborations with community organizations.

Key Attributes

- Accessible and collaborative convener of people
- Adept communicator
- Compassionate and tenacious advocate for the mission
- Culturally competent and progressive leader
- Innovative and strategic visionary
- Financially savvy business manager
- Astute fundraiser
- Innovative developer of programs
- Genuine relationship builder
- Sensitive and present listener
- Supportive team builder and coach

Leadership Team



Tony Collins

President and Chief Executive Officer
YMCA of Central Ohio

Tony Collins is a servant leader focused on the growth and wellbeing of our Central Ohio communities. Tony is the President and CEO of the YMCA of Central Ohio. He works with a team of committed professionals to strengthen the spirit, mind, and body of our neighbors in Franklin, Delaware, Logan, and Pickaway Counties. The YMCA of Central Ohio develops youth, promotes healthy living and fosters a sense of social responsibility through its thirteen community centers, 100 child care sites and by providing emergency shelter and supportive housing for those most in need in our community.

As a leader in Central Ohio, Tony serves with his colleagues on the Economic Mobility Coalition, the State of Play Central Ohio Advisory group, and the Future Ready Early Childhood Advisory Council. Tony also serves as a council member of the Ohio Alliance of YMCA's. Prior to joining the YMCA, Tony served as the Executive Director of Recreation & Parks for the City of Columbus and as a Parks & Recreation Director for the City of Gahanna. Tony has a bachelor's degree from Ohio University and a MBA from Franklin University. Tony and his wife Becky are proud parents of four very active children.



Garry Linn

Chief Operating Officer
YMCA of Central Ohio

At the heart of YMCA Central Ohio's leadership team, Garry Linn brings an extensive background in steering community-focused programs and initiatives. As the current Chief Operating Officer, Garry's strategic vision and operational expertise are central to advancing the Y's mission. His journey with the YMCA began over a decade ago in Greater Kansas City, where his contribution was pivotal in catalyzing growth and operational distinction.

Before his move to Central Ohio, Garry's leadership as the Senior Vice President of Operations was marked by overseeing pivotal projects and strategies that significantly advanced the organization's impact. His career is a testament to his unwavering dedication to leadership excellence and his passion for community engagement.

Garry is an alumnus of Upper Iowa University, where his studies in Sports Science and Fitness Management were complemented by his active involvement on the football field. This combination of academic rigor and team-oriented mindset has been influential in his professional approach, positioning him as a cornerstone of the YMCA Central Ohio's ongoing dedication to enhancing community well-being.

Life in the Columbus Region

THERE'S AN ENERGY AND EXCITEMENT THAT WILL CAPTURE YOUR ATTENTION AS SOON AS YOU ARRIVE.

The second-largest city and fastest-growing metropolitan area in the Midwest, Columbus is a vibrant and diverse place to live and work. Filled with arts, culture, entertainment, and an energetic workforce – you're guaranteed to fall in love.

Intel recently announced Central Ohio would be the future home of its most advanced semiconductor manufacturing facilities in the world. The project brings a historic \$20B capital investment promising 3,000 direct jobs and tens of thousands of additional indirect jobs statewide. Intel joins the growing list of Fortune 500 companies in Central Ohio including Cardinal Health, Nationwide, American Electric Power, Huntington, and more.

The 14th largest city in the US and growing, Columbus has numerous strategic planning efforts underway. A proposed \$2B upgrade and new terminal addition to John Glenn Columbus International Airport (CMH) will significantly boost capacity and ease customer commutes.

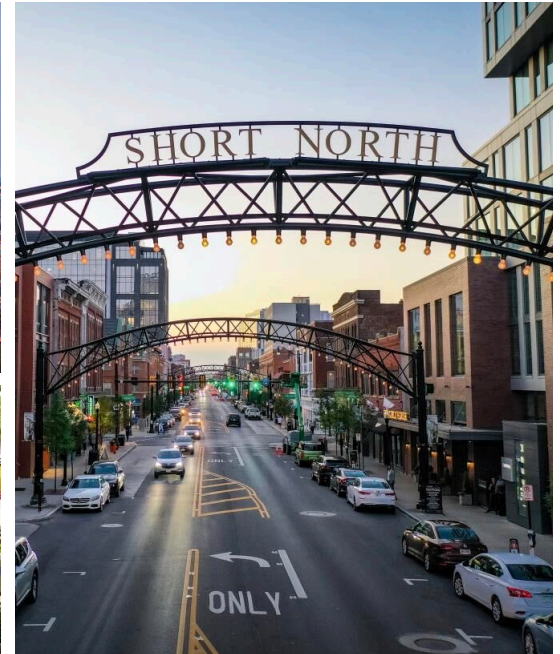
Columbus is centrally located within a one-day drive or one-hour flight to nearly half the population of the United States and Canada. Destinations within a one-day drive include Atlanta, Charlotte, Chicago, Nashville, New York City, Philadelphia, St. Louis, Washington D.C., and Toronto.

The capital city has rapidly gained a reputation as an up-and-coming culinary destination. The incredible culinary scene features top-ranked chefs, award-winning restaurant groups (including Cameron Mitchell Restaurants), a rich farm-to-table movement, and one-of-a-kind restaurants and bars.

Neighborhoods surrounding downtown are bursting with activities and artists are shaping new areas into dynamic spaces to explore. Whether you seek a bustling urban loft or a quiet suburban home, Columbus has a neighborhood for you. No matter where you live, you won't spend your time commuting, the average downtown commute is less than 25 minutes.

Columbus boasts more than 26 colleges, universities, and technical schools, giving Columbus the nation's second-highest number of college students per capita. The Ohio State University, located just north of downtown and the Short North Arts District, leads enrollment with more than 66,000 students.

Columbus City Schools and several outstanding suburban and private school districts are located in Franklin County. The metropolitan area's K-12 education options include schools ranked by U.S. News & World Report as top U.S. high schools.



THE COLUMBUS REGION RELOCATION GUIDE

Official relocation guide of the Columbus Region.

EXPERIENCE COLUMBUS

Explore everything Columbus has to offer. Learn more about arts, entertainment, and nightlife.

THE OFFICIAL WEBSITE FOR THE CITY OF COLUMBUS, OHIO

Information from city officials and government agencies.

COLUMBUS SCHOOL REPORT CARDS

Information about local school districts in the metropolitan area.

COLUMBUS COST OF LIVING CALCULATOR

Calculate the cost of living in Columbus and compare it to your current hometown.

Process of Candidacy



YMCA of Central Ohio is an equal opportunity employer.



Process of Candidacy

BeecherHill is pleased to partner with the YMCA of Central Ohio search committee and Board of Trustees on this critical search. Please submit nominations, referrals and resumes with preferred contact information to our Firm:
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