



PRESIDENT/CEO SEARCH MIDCOAST MAINE COMMUNITY ACTION

The board of directors of Midcoast Maine Community Action (MMCA) seeks a proven executive to lead this longstanding human services agency as president/CEO. Headquartered in Bath and serving low-income and other at-risk individuals in multiple counties, MMCA is a vital provider of essential services, a leading voice for those most vulnerable, and a key partner in economic and community development. With an active board that reflects the diversity of Maine's Midcoast and a dedicated staff, the new president/CEO will build on MMCA's firm foundation to deepen its impact.

Organizational overview

The mission of Midcoast Maine Community Action is to empower individuals and families to gain the knowledge and skills to achieve self-sufficiency. The agency strives to connect the community with resources that promote health and quality of life, education and economic independence as a pathway to achieving full potential. MMCA supports regional activities that encourage economic sustainability and social equity.

The MMCA has three primary areas of focus:

1. Child and Family Services. MMCA operates seven Head Start centers that provide comprehensive education, health, nutrition, and parent involvement services at no cost to income-eligible children and their families in Lincoln, Sagadahoc and Northeastern Cumberland Counties. The organization also offers Early Head Start for families who are expecting a baby or have children aged 0-3, and other programs to address specific needs.
2. Community Services. MMCA administers WIC, a federally funded supplemental food and nutrition education program for eligible pregnant and post-partum women, infants, and children up to age five in northern Cumberland, Sagadahoc, Lincoln, Knox and Waldo Counties. It also provides coordinated housing assistance for homeless and at-risk individuals and families, along with fuel assistance for a portion of the region.
3. General Services. MMCA offers programs to strengthen community members' financial health and security, including assistance in saving for the purchase of a significant asset (home, education, business), navigating the health insurance marketplace, and gaining access to essential utility service.

The agency has an FY18 budget of \$8 million and employs 85 people. All central services and the Bath Head Start Center are housed in a state-of-the-art facility on Wing Farm Road in Bath, owned by MMCA and shared by the United Way of Midcoast Maine and other community-based organizations. Additional information about MMCA can be found at <http://midcoastmainecommunityaction.org/>.

Priorities for the future

The board of directors has identified the following organizational priorities to guide the new president/CEO:

- Position MMCA to be a collaborative partner as we work with our clients and community to advance our mission
- Build an effective staff leadership team model within a culture of collaboration and continuous improvement to deepen organizational capacity and facilitate growth
- Amplify MMCA's voice as a leading advocate for Maine's most vulnerable citizens and a champion of social justice
- Develop and implement strategies to diversify funding and ensure organizational sustainability

Position requirements

A comprehensive set of skills and abilities is required to lead MMCA forward. We expect that the successful candidate will bring the following to the role of president/CEO:

- Passion for MMCA's mission, for community action, and for the people and communities we serve
- Prior experience in a leadership role with a large, complex organization
- A record of success in building teams and helping employees develop, advance and succeed
- Confidence, compassion and optimism
- Demonstrated strength in organizational and financial analysis and in implementing strategies to ensure programmatic and financial alignment
- Exceptional communication skills and cultural competence across lines of power and privilege
- A track record of building effective relationships and enduring partnerships
- Readiness to advocate at the state and federal levels on behalf of MMCA and to play a leadership role in meeting and advancing our fundraising goals
- The highest level of recommendations from references, collaborative partners, and peers

Compensation

MMCA's new president/CEO will earn a comprehensive benefits package and competitive salary commensurate with experience.

This position reports directly to the board of directors. The successful candidate can expect a formal review after six months as well as an annual review.

To apply

Interested candidates should submit a cover letter and resume to Starboard Leadership Consulting at the following address search5@starboardleadership.com. The cover letter and resume should contain detailed information concerning work experience, past successes, leadership experience and

qualifications. Please be prepared to provide contact information for professional references upon request.

Paper copies may be sent to Lisa Belyea, Starboard Leadership Consulting, 84 Harlow St., Suite 4, Bangor, ME 04401, but **electronic submission of materials is preferred**. No phone inquiries, please. Review of applications will begin on May 13, 2019.