



**United Way
of York County**

PRESIDENT/CEO SEARCH UNITED WAY OF YORK COUNTY

The board of directors of the United Way of York County (UWYC) seeks a proven executive with significant fundraising experience to lead this dynamic agency as president and CEO. Headquartered in Kennebunk, Maine, and serving the diversity of York County, UWYC improves lives by mobilizing people and resources. With an active board and an agile, dedicated staff, the new president and CEO will build on UWYC's outstanding reputation and strong record of accomplishment to develop new resources and increase community impact.

Organizational overview

Established in 1986, United Way of York County was born of the merger of two smaller United Ways. Since then, UWYC has focused on the most important issues facing its community. Its community-influenced strategic plan is focused on ensuring the best start for children birth to age eight, addressing teen mental health and helping youth develop leadership skills and community connections by engaging them in service and philanthropy, and supporting a safety net of services that meet basic needs and fight food insecurity for children and seniors. To achieve these goals, the organization galvanizes individuals and organizations to act, while mobilizing resources, expertise and funding.

UWYC has earned its reputation as a trusted convener and partner with a broad, long-term view and countywide perspective. By connecting the dots between different resources – often bringing together unlikely partners – and investing in the capacity of those providing direct services to people in need, the organization is creating real changes.

UWYC has an annual budget of \$1.4 million, a diverse board of 15 and a staff of six. Since its founding, UWYC has invested \$40 million to improve the quality of life for York County's residents. This year, its investment of \$600,000 will benefit 37 nonprofits and 61 programs. Additionally, UWYC invests in the community by leading and supporting projects and initiatives tied to its strategic priorities. Every dollar contributed to UWYC allows the organization to provide services and support to the people of York County valued at \$4.94.

More information about UWYC can be found at <https://www.buildcommunity.org/>.

Priorities for the future

To increase its impact in York County, UWYC must create a new fundraising paradigm that addresses cultural and structural changes in the workplace, changing attitudes and expectations regarding philanthropy, shifting demographics and emerging technology. UWYC's next leader will guide the organization in rising to the challenge of next-generation resource development, introducing and

implementing strategies that strengthen connections with legacy donors while cultivating new sources of long-term financial support.

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

- Leverage UWYC's longstanding partnerships and organizational strengths and forge new alliances to generate revenue sufficient to meet the community's needs
- Develop and implement engagement strategies to ensure organizational sustainability in the context of changing demographics and philanthropic trends
- Establish UWYC at the leading edge of innovative, collaborative responses to persistent and emerging threats to York County's health and wellbeing

Position requirements

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

- Passion for UWYC's mission and commitment to serve the county's most vulnerable residents
- Prior experience in an organizational leadership role
- A track record of developing and executing a comprehensive fundraising strategy, including personal experience with major gifts
- A record of success in building enduring relationships with diverse constituencies
- Demonstrated strength in financial planning and fiscal oversight
- Exceptional communication skills and cultural competence across lines of power and privilege
- Ability to act decisively within the context of collaboration
- Effectiveness in attracting, developing and retaining exceptional talent

Compensation

UWYC's new president and 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 search2@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 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 March 19, 2020.