



Chief Executive Officer Joplin Family YMCA

3404 W. McIntosh Circle Drive
Joplin, MO 64804
Joplinfamilyy.org

Application Deadline: January 19, 2026

THE OPPORTUNITY AT THE JOPLIN FAMILY YMCA

The Joplin Family YMCA is seeking a bold, forward-thinking CEO who won't just manage—but reimagine how we serve our community. This is an opportunity to drive innovation by launching impactful programs that expand our reach, strengthen families, and elevate our role as a trusted community partner. You will inspire excellence by leading a passionate team dedicated to transforming lives every day, while championing safety and setting the standard for youth protection and community well-being.

We are looking for a visionary leader with a proven ability to turn strategic plans into measurable results. You must bring strong relationship-building skills that allow you to connect, collaborate, and inspire stakeholders at every level, along with a growth mindset that drives organizational expansion and breakthrough success. Above all, you bring a deep commitment to the values of the YMCA and a heart for community transformation that aligns with our mission.

Join a historic and mission-driven organization with an engaged Board of Directors, committed volunteers, and a dedicated staff team that lives our mission daily. This isn't just a job—it's your chance to create lasting change in a community that is ready to grow. Joplin awaits, and your impact begins here.

KEY SKILLS AND ABILITIES OF OUR NEXT CEO

The Joplin Family YMCA Board of Directors seeks an experienced, mission-driven leader with the background and character to excel in the following areas:

Develop and Implement a Strategic Plan: Work collaboratively with volunteers, community partners, and staff leadership to create and execute a strategic plan that reflects the needs and aspirations of the Joplin community. This includes establishing clear organizational priorities, defining measurable goals, and ensuring consistent follow-through that moves the Y forward. *Key Competencies: Change Leadership, Communication & Influence, Critical Thinking & Decision Making, Program/Project Management*

Position the Joplin Family YMCA as a Vital Partner for Community Change: Serve as a visible and trusted ambassador for the mission and values of the Joplin Family YMCA. Build and maintain strong relationships with city leaders, schools, businesses, donors, and partner organizations to increase the Y's impact and ensure our programs meet community needs. *Key Competencies: Communication & Influence, Engaging Community, Collaboration*

Improve Operating Performance: Partner with the Board and staff to develop an annual operational plan that supports safe, high-quality, and sustainable practices across all departments. Address challenges proactively, anticipate future needs, and ensure the Y is operating efficiently and effectively to best serve our members and community. *Key Competencies: Developing Self & Others, Critical Thinking & Decision Making, Innovation*

Build and Lead Staff: Foster a positive and inclusive culture where staff feel supported, valued, and motivated to excel. Ensure strong hiring and onboarding practices, ongoing professional development, and clear accountability. Build a team environment grounded in trust, connection, and a shared sense of purpose. *Key Competencies: Developing Self & Others, Inclusion, Emotional Maturity, Change Leadership*

Cause Driven Leadership: Partner with the Board and staff to develop an annual operational plan that supports safe, high-quality, and sustainable practices across all departments. Address challenges proactively, anticipate future needs, and ensure the Y is operating efficiently and effectively to best serve our members and community. *Key Competencies: Developing Self & Others, Critical Thinking & Decision Making, Innovation*

Fiscal Management: Demonstrate strong financial leadership through forecasting, budgeting, and maintaining stable operations. Guide and empower department leaders to achieve financial strength within their areas while supporting growth in earned revenue, philanthropic contributions, and resource stewardship. *Key Competencies: Fiscal Management, Critical Thinking & Decision Making, Developing Self & Others, Philanthropy*

ABOUT THE JOPLIN FAMILY YMCA

The Joplin Family YMCA has served our community for more than 130 years, beginning with its founding in 1891 and later joining with the YWCA in 1985 to form the organization we know today. From its earliest days—when the Y provided housing for young men, supported servicemen from Camp Crowder, and offered some of the first community wellness programs—to its current role as a hub for youth development, healthy living, and social responsibility, the Joplin Family Y has remained committed to strengthening the spirit, mind, and body of all.

Our Y has continually evolved to meet Joplin's changing needs: expanding programs, opening new facilities, and embracing innovative approaches to support families, seniors, and children across the region. Today, the Joplin Family YMCA at McIntosh Circle serves as a gathering place for people of all backgrounds, offering youth sports, after-school care, swim lessons, health and wellness programs, and community outreach that ensures access for all.

As we look toward the future, the Joplin Family YMCA is coordinating a transformational Refresh Capital Campaign, designed to modernize our facility, create family-friendly spaces, improve accessibility, and strengthen our role as a vital community hub. The redesign supports school-age services, enhances wellness experiences, and connects Joplin residents and KCU medical school students with a state-of-the-art environment that reflects the needs of a growing and dynamic community. Along the new Tin Cup Trail, we look forward to creating new opportunities for wellness, connectivity, and community engagement.

Rooted in our rich history and inspired by the people we serve, the Joplin Family YMCA continues to be more than a building—it is a place where relationships are formed, families are supported, and lives are changed.

Our Mission

To put Christian principles into practice through programs that build a healthy spirit, mind, and body for all.

Our Cause and Values

To strengthen the foundations of community and instill 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.

CURRENT STRATEGIC INITIATIVES

- Develop new and innovative programs that meet the evolving needs of the Joplin community.
- Strengthen membership recruitment and retention through intentional engagement strategies and high-quality member experiences.
- Enhance internal and external marketing to improve visibility, communication, and community awareness of YMCA programs and services.
- Implement a comprehensive member engagement plan that deepens relationships, increases participation, and supports long-term membership growth.
- Ensure strong fiscal stewardship to maintain long-term financial stability and mission sustainability.
- Build collaborative partnerships with local organizations, schools, healthcare providers, and community leaders to expand impact.
- Grow the YMCA Endowment Fund to secure the future of our mission and increase access for generations to come.
- Establish consistent methods for measuring impact, program quality, and community outcomes.
- Conduct mission-driven and cost-analysis reviews of all programs to ensure alignment with community needs and organizational priorities.

Membership:

- Total Number of Members - 4380
- Total Number of Membership Units - 1892

Branch Information:

- Full-sized Gymnasium
- Community Room
- Kids Zone
- Three Studios
- Walking Track
- Zero Entry Heated Indoor Pool
- Wellness/Functional Training Area
- Two Locker Rooms and Two Community Rooms

**Core Programs:**

- Aquatics
- After School Program at 11 School Sites
- Day Camps
- Swim Lessons
- Youth Sports)

Annual Support Campaign:

- Current Year Goal: \$60,000
- Prior Year's Total: \$60,000
- Current Year's Progress Toward Goal: \$49,700
- Recent Capital Campaign: The Joplin Family YMCA is currently engaged in its Refresh Capital Campaign, a project with a total goal of \$2.6 million. 92% of goal has been raised.

**CEO Direct Reports:**

- Chief Financial Officer
- Administrative Assistant
- Child Services Director
- Membership Director
- Program/Aquatics Director
- Wellness Director
- Custodial/Janitorial

**Board of Directors:**

- 13 members with the following standing committees:
- Executive
- Board Development

Financial:

- Current Annual Budget Size: \$1,907,048
- Current Debt: \$0
- Current Endowment: \$0
- Last year's operating net: \$(558,171)
- Previous year operating net: \$(591,513)
- Previous year operating net: \$(190,473)

ABOUT THE AREA

Located in the heart of Southwest Missouri, Joplin is a vibrant, resilient, and welcoming community known for its strong civic spirit and deep sense of connection. With a population of nearly 53,000, Joplin serves as a regional hub for healthcare, education, commerce, and outdoor recreation. The city continues to grow through major investments in education and development, including the expansion of Kansas City University's Medical and Dental Schools and the Tin Cup Trail, which has created new opportunities for wellness, connectivity, and community engagement.

Joplin offers an affordable cost of living, family-friendly neighborhoods, and a supportive environment where people look out for one another. Our community values faith, service, and collaboration—qualities that align closely with the mission of the Joplin Family YMCA. From exceptional schools and thriving local businesses to a strong nonprofit network and an active arts and culture scene, Joplin provides a high quality of life for individuals and families alike.

The Joplin Family YMCA is proud to be part of this dynamic and caring community—one that continues to rebuild, grow, and innovate, while honoring its history and strengthening its future.

Information Sites:

City of Joplin	https://www.joplinmo.org/
Joplin Chamber of Commerce	https://joplincc.com
Missouri Southern State University	https://www.mssu.edu
Kansas City University	https://www.kansascity.edu/
Freeman Hospital	https://www.freemanhealth.com
Mercy Hospital	https://www.mercy.net
Joplin Public Schools	https://www.joplinschools.org/

SALARY AND BENEFITS

Salary Range: \$80,000 to \$118,000 annually

Benefits:

- YMCA Retirement (9% paid by Y, 3% by employee) contribution once eligibility is met.
- YMCA 403B savings account 100% employee contribution
- Health plan (75% paid by Y, 25% by employee)
- Paid Time Off (PTO) as defined in personnel policy.
- Other benefits per personnel policy

Residency Expectation: Living in the YMCA's service area is preferred.

CRITERIA FOR CANDIDATES:

1. Accredited 4-year college degree and or equivalent work experience.
2. Fiscally sound business management approach with a proven track record of budgetary and fiscal management, more than \$1.5 million or more annually.
3. Minimum seven years prior experience in a senior management role with a YMCA or related experience at a comparable organization with direct supervision of multiple levels of staff and employees.
4. Must be able to develop and strengthen community relationships.
5. Have the ability to develop innovative programs, review, and enhance programs being offered or considered for both economic and effectiveness in broadening our engagement in the communities in which we serve.
6. Strategic planning and fundraising experience including annual campaigns and the securing of grants.
7. Fiscally sound business management approach.
8. A proven record of accomplishment of progressive budgetary leadership and advanced fiscal management practices.
9. YMCA Organizational Leader Certification or ability to achieve within 3 years.

SEARCH PROCESS TARGET DATES

- Resumes accepted through: January 19th, 2026
- Preliminary interviews scheduled: February 12th, 2026
- In-person interviews: March 11 and March 12th, 2026
- CEO selection made: Week of March 16th, 2026
- New CEO on board (anticipated): Week of April 13th, 2026

HOW TO APPLY

References, Background Check, and Organizational Leader Certification:

Candidates must submit (pdf format only) the following in their online application: a resume and 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/Joplin-Family-Y-CEO>

About the Search Process?

Shea Boschee, Search Consultant, YMCA of the USA, shea.boschee@ymca.net

About the YMCA?

Patty Miller, Chief Executive Officer, Missouri State Alliance of YMCAs, patty@moymca.org

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.

