

Executive Director Search York County Community Action Corporation

The board of directors of York County Community Action Corporation (YCCAC) seeks a proven executive with significant experience to lead this dynamic community action agency as Executive Director. With an active board, an agile and dedicated staff of 265 that provide programs and services across six key areas, the new Executive Director will build on YCCAC's outstanding local and national reputation and strong record of accomplishments to continue its mission of alleviating the effects of poverty, attacking its underlying causes, and promoting the dignity and self-sufficiency of the people of York County, Maine.

Organizational Overview:

Established in 1965, YCCAC was incorporated in response to the Economic Opportunity Act of 1964. Signed by President Johnson, it created a slate of programs designed to "mobilize the human and financial resources of the Nation to combat poverty in the United States." YCCAC provides services in six major program areas that include Health Services, Children's Services, Economic Opportunity, WIC (Women, Infants, and Children Nutrition Services), Energy Services, and Transportation. Numerous funding streams from federal, state and local governments, patient insurance revenues, as well as private foundations and donors support the organization. Now with a budget of over \$30 million, YCCAC continues to address the effects of poverty at the individual level by delivering a range of resources both immediate and long-term, and employs initiatives that amplify its role in spurring community and economic development in York County in order to address the root causes of poverty.

With a deep understanding of the social determinants of health, YCCAC is well positioned to impact the individual and community environments that improve quality of life for residents of York County, Maine. YCCAC is a unique organization, managing its potent range of resources and services, from primary health and dental care, to income support, early childhood education, transportation, and housing. The organization is known for providing innovative strategies that work in partnership to support the community by aligning robust resources across the organization. In 2019, the organization leveraged its unique capacity as a Community Action Agency and a Federally Qualified Health Center – the only such operation in Northern New England – to improve patient outcomes through the integration of health care and supportive social services. The organization expects the reach and impact of the Federally Qualified Health Center to continue to grow.

YCCAC also has strong systems to support performance and accountability. Leadership focuses on nurturing employees and encouraging professional growth and advancement when appropriate. A culture of excellence is maintained within the organization such that every employee is driven to do their best to assist their clients and patients. This motivation spurs creativity as well as competence and results within the organization creating a depth of capacity. For example, this capacity was tapped during the pandemic when YCCAC was able to meet the challenge of administering programs that were vitally important to members of York County communities, such as the rent relief program, to needy tenants without disruption. All staff are engaged in

advancing the mission utilizing a team approach, respectful communication, and a creative capacity to address issues.

The organization well understands that poverty and poor health are linked, and it effectively pairs clinical treatment with social supports. YCCAC is a recognized leader in workforce, community and economic development in York County. We manage projects and resources that promote development and partner with other institutions.

More information about York County Community Action Corporation may be found at <https://yccac.org>

Priorities for 2022 and Beyond:

YCCAC is working to address the needs of all clients and patients served by the organization and to ensure that they receive high-quality services and at the same time supporting clients and patients to lead healthy, secure, and independent lives. In order to achieve its mission, YCCAC is committed to also support those in the community who face similar challenges. Four critical population results guide this work, and strategic efforts are directed to ensure that all York County residents are healthy, that they achieve and maintain financial stability, that York County communities offer economic opportunity to their residents and that all York County residents have the opportunity to participate fully in the community.

YCCAC is driven by the belief that when our communities are strong, all of its members have opportunities to thrive; and that those opportunities in turn help our communities to continue to grow healthier and more vibrant.

Position Requirements for the Executive Director:

A comprehensive set of skills, expertise and abilities is required to lead York County Community Action. The successful candidate will bring the following to YCCAC:

- Passion for YCCAC's mission to alleviate the effects of poverty, attack its underlying causes, and to promote the dignity and self-sufficiency of the people of York County, Maine.
- Significant knowledge of non-profit administration and management with demonstrated skills related to planning, budgeting, marketing, quality improvement and compliance.
- Demonstrated successful administrative experience within a publicly-funded health and/or human service environment, and experience working at or leading a federally qualified health center.
- A passion for creating an environment within which all have the opportunity to achieve and maintain a lifestyle characterized by well-being and the ability to work harmoniously with professional and non-professional personnel.
- Willingness to seek & utilize innovative strategies to advance the organization's mission and to incorporate them into existing practices.
- Excellent oral and written communication skills and a thorough understanding of poverty related issues, along with demonstrated leadership qualities and skill.

- Demonstrated ability to work well with a Board of Directors, supporting their development and nurturing their ability to provide meaningful guidance and leadership to the organization.

High-level responsibilities of the Executive Director include:

- Creating multi-sector relationships in order to advance the mission and maintain the vitality of the organization.
- Ensuring fiscal and operational integrity of the corporation.
- Leading the organizational planning process.
- Hiring, supervising, disciplining and otherwise administering the staff needed to fulfill Board directions and corporate obligations.
- Creating an organizational structure that enables the organization to perform optimally, and
- Effectively leading the organization through adverse conditions and unanticipated challenges.

The full Executive Director job description, along with this overview, is available at <http://yccac.org>.

Position Compensation:

YCCAC's new Executive Director will earn a comprehensive benefits package and competitive salary commensurate with experience. This position reports directly to the Board of Directors. YCCAC's Board of Directors is representative of the service region and provide strategic leadership and oversight as well as hold the program leadership accountable for results. The successful candidate can expect the support of a board-led transition committee, a formal review at six months as well as an annual review.

Application Process:

Interested candidates may submit a detailed cover letter and resume to the YCCAC Search Committee at executivedirectorsearch@yccac.org. Materials should cover vital information concerning work experiences, past successes, leadership experience and qualifications. Please be prepared to provide contact information for professional references upon request.

No phone or mailed inquiries accepted. Review of applications will begin on April 29, 2022.

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