



CHIEF EXECUTIVE
OFFICER
BOB FREESEN YMCA

» BOB FREESEN YMCA
1000 Sherwood Eddy Dr
Jacksonville, IL 62650

For a better us.

jacksonvilleyymca.org

WHO WE ARE

We're an organization like no other. The YMCA is the leading nonprofit committed to strengthening community by empowering young people, improving the health and well-being of people of all ages and inspiring action in and across communities.

The Bob Freesen YMCA is an equal opportunity employer committed to valuing diversity and practicing inclusion.

The Bob Freesen YMCA has a commitment to creating a culture of safety.

OUR PURPOSE DEFINES US

We strengthen communities by connecting people to their potential, purpose and each other. In 10,000 communities across the country, we have the presence and partnerships not only to promise but to deliver positive change.

OUR MISSION AND OUR VALUES

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

To strengthen the foundations of community and instilling the values of caring, honesty, respect, and responsibility.

DIVERSITY, EQUITY and INCLUSION

The Bob Freesen YMCA is committed to diversity, equity and inclusion and wants to ensure that everyone feels both welcome and safe at our YMCA.

BY ALL, FOR ALL

The Y is made up of people of all ages, from every walk of life, working side-by-side to strengthen communities. Together, we work to ensure that everyone, regardless of ability, age, cultural background, ethnicity, faith, gender, gender identity, ideology, income, national origin, race or sexual orientation, has the opportunity to reach their full potential with dignity.

THE OPPORTUNITY

This is an amazing opportunity for a proven and experienced professional to take their next leadership step to lead a truly mission-focused YMCA in a wonderful community. The new Chief Executive Officer (CEO) will join our Y with an energized board and a strong staff team that have a true passion for the work and love for the community they serve.

POSITION DESCRIPTION

The YMCA is seeking an innovative, strategic and community minded individual to serve as its next CEO. The CEO will build trust and extend the breadth and depth of A-YMCA's reach across our service area. The President & CEO will lead collaborative efforts to grow and maintain productive working relationships in the community that enhances our reputation and furthers our mission and impact. One of the important roles of the CEO is to ensure the safety and well-being of young people. It's foundational to everything we do as a youth-serving organization. The CEO creates a culture of safety for everyone by exceeding standards and maintaining compliance.

KEY SKILLS and ABILITIES of our NEXT CEO

The board believes its new CEO should be an experienced leader who has the background and qualities that will permit him or her to achieve excellence in the following roles:

Develop and Implement a Strategic Plan: Work effectively with volunteers, community leaders, and key staff, to create and develop a strategic plan that addresses the needs of the communities served by the Y and includes defined organizational strategies, a clear implementation plan with deliverables, and measurable goals. Ensure the Y is seen as a leading nonprofit committed to strengthening community by connecting all people to their potential, purpose, and each other. *Key competencies: Change Leadership, Communication & Influence, Critical Thinking & Decision Making, Program/Project Management*

Fiscal Management and Improve Operating Performance: Use high-level financial analysis to forecast financial trends, growth, and stability, while consistently leading organization to balance or surplus operations by growing earned revenue and contributions and controlling costs. Engage the board and appropriate staff to develop an annual tactical plan for identifying and achieving key goals and objectives towards operating with safe, relevant, and sustainable practices. Quickly address issues that may arise, forecast future needs, and manage and direct the Y's operations and activities. *Key competencies: Developing Self & Others, Philanthropy, Critical Thinking & Decision Making, Innovation*

Steward Fundraising Efforts: Develop and implement an annual fundraising plan that will establish the YMCA as a leading nonprofit organization within the community through the engagement of members, volunteers, staff, and donors. Identify the need for successful capital fundraising, while taking the organization to a new level of effectiveness and impact in annual giving and endowment. *Key competencies: Philanthropy, Engaging Community, Communication & Influence*

Build and Lead Staff: Ensure a talent development system is in place for staff. Hire, motivate, nurture, retain, and hold staff accountable for key objectives. Work towards recruiting, retaining, developing, and promoting staff that represent the diversity of the communities you serve. Encourage the team by creating a spirit of camaraderie, inclusion, and sense of mission and purpose. Create a learning organization to help staff achieve their highest potential. *Key competencies: Developing Self & Others, Inclusion, Emotional Maturity, Change Leadership*

Maintenance and Development of Facilities: Lead the organization's efforts in performing preventive maintenance on facilities and equipment. Be responsible for the upkeep and improvement of the Y's facilities. Determine future facility and equipment needs and be responsible for ensuring that our facilities are compliant with all safety, applicable codes and regulations. Key competencies: fiscal Management, Program/Project Management, Change Leadership, Critical Thinking & Decision Making departments to successful financial operation. Develop and implement stewardship strategies. *Key competencies: Fiscal Management, Critical Thinking & Decision Making, Developing Self & Others, Philanthropy.*



ABOUT the BOB FREESSEN YMCA

The Bob Freesen YMCA has a rich history in the greater Jacksonville area. The Y facility opened in 1968 thanks to the vision and dedication of committed community members. Since that day, the Y has been a key player in the social and economic well-being of the Jacksonville area. The Bob Freesen YMCA has worked faithfully to build strong kids, strong families, and strong communities. The Y offers a wide range of comprehensive services and programs.

The Y offers a safe and enriching environment where people of all ages can try new things, develop skills, meet new people, and show what they are capable of. We nurture the potential of every child and adult through sports: youth, pee-wee, and open basketball, tee ball, soccer, pickleball, softball, taekwondo and more. Through aquatics the Y offers a competitive swim team, swim lessons, open swim and water fitness. In partnership with the City of Jacksonville, the Y operations swim lessons, swim team practice, and summer camp open swim at the outdoor community pool.

The Y also offers several out of school time programs including Child Watch, After School Care and an exciting Summer Day Camp. The Y provides healthy lunches for our summer campers. The laughter and excitement of both participants and their parents can be heard all summer long!

The Y's adult fitness classes promote not only healthy living but fellowship as well. The Y is a second home to many program participants and members. Classes offered include Zumba, Indoor Cycling, Step, Toning, Piyo, Women on Weights, Chair Yoga, Block Therapy and more. The Y's Parkinson's program makes a positive impact for the participants and has grown exponentially in the last 5 years thanks to our dedicated instructor.

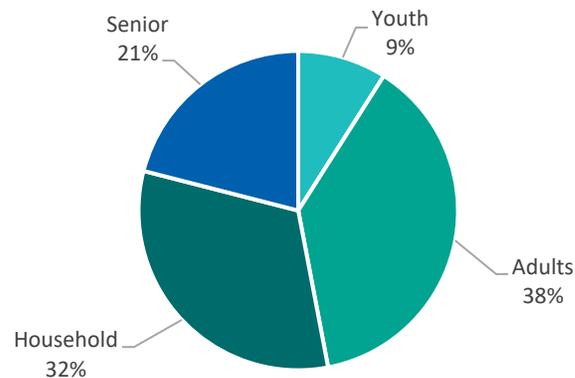
The Y is a leading voice on health and well-being. Our mission is centered on balance, we bring families closer together, we encourage good health and foster connections through fitness, sports, fun and shared interests. As a result, area youth and families receive the support, guidance, and resources they need to achieve greater health and well-being!

CURRENT KEY STRATEGIC INITIATIVES

- Increase financial support through fundraising, special events, annual campaign,
- Increase community awareness through partnerships, collaborations, marketing.
- Better meet the needs of our community through collaborations, identifying needs, programming, technology, and outreach.

MEMBERSHIP

- 1,801 Total members
- 450 Membership Units



ANNUAL CAMPAIGN

- Prior Year's Total - \$141,433
- Current Year's Goal - \$145,000
- Current Year's Amount raised - \$ 40,000
- Special Event: Soiree has raised more than \$500,000 in contributed support since its inception in 2016.
- Total number of people receiving financial assistance prior year: 85

STAFF

Current Staff

- FT: 4
- PT: 56
- Seasonal: 10
- 64% Female
- 36% Male

CEO Direct Reports

- Bookkeeper
- Property Director
- Membership Director
- Youth Development Director
- Aquatic Director/Head Swim Team Coach

BOARD OF DIRECTORS

Number of Governing Board Members: 12

Committees:

- Building and Grounds
- Annual Support Campaign
- Personnel
- Finance
- By-Laws

FINANCIAL

- Current Annual Budget Size: \$1,004,489
- Current Debt: \$0
- Current Endowment: \$3,793,648
- 3-year annual surplus/deficit:
 - Last year: -\$121,989
 - Previous year: -\$22,652
 - Previous year: \$632,390

KEY PARTNERSHIPS

- **Salvation Army Food Bank:** Serves as a distribution site to get food to community members
- **Illinois College:** Student work program
- **United Way:** Funding and serves as a site for their Guns and Hoses event
- **Jacksonville Memorial Hospital:** Partners with the Y's Parkinson's



POPULATION & DEMOGRAPHICS

	Jacksonville, IL
Population Estimates, July 1, 2022, (V2022)	17,279
Persons under 5 years, percent	5.20%
Persons under 18 years, percent	17.10%
Persons 65 years and over, percent	18.60%
White, Caucasian, percent	83.50%
Black or African American, percent	8.40%
American Indian and Alaska Native, percent	0.20%
Asian, percent	0.90%
Two or More Races, percent	5.90%
Hispanic or Latino, percent	3.60%

ABOUT THE AREA

Jacksonville, Illinois is a city located in Morgan County, roughly 35 miles west of Springfield, the state capital. Founded in 1825, it's one of the oldest towns in the "Land of Lincoln" and exudes a rich historical charm. Jacksonville was once home to Illinois' first governor, making it a significant stop on many historical trails. The city played a vital role in the Underground Railroad, aiding enslaved people seeking freedom before the Civil War. Jacksonville boasts a vibrant arts scene, with museums, art galleries, and a historical movie theater. The Jacksonville Symphony Orchestra, one of the oldest in the state, regularly performs throughout the year.

Jacksonville is home to two prestigious colleges: Illinois College, a private liberal arts institution, and Lincoln Land Community College, a public college known for its nursing program. The Illinois School for the Deaf and the Illinois School for the Visually Impaired are also located in Jacksonville, contributing to the city's diverse and inclusive character. The community is known for its friendly atmosphere and strong sense of civic pride.

Residents have the opportunity to explore the historic downtown area, with its unique shops, restaurants, and architectural gems including the beautifully restored Victorian Governor Duncan Mansion home. Residents can take a walk or bike ride through one of the city's many parks, such as Duncan Park or South Side Park. Residents can also catch a performance at the Jacksonville Symphony Orchestra or the Jacksonville Arts Council during the Spring and Summer Season. There are plenty of outdoor activities, from fishing and boating to hiking and biking.

Overall, Jacksonville, Illinois, is a charming city with a rich history, vibrant culture, and strong sense of community. It's a great place to visit for a weekend getaway or to settle down and raise a family.

INFORMATION SITES

[Bob Freesen YMCA website](#)

[City/County Website](#)

[Jacksonville Regional Economic Development](#)

[Chamber of Commerce](#)

[Jacksonville School District](#)

[Illinois College](#)

[Hospital System](#)

[YMCA of the USA](#)

SALARY RANGE

\$75,000 to \$90,000 annually

BENEFITS

- YMCA Retirement: 10% (6 percent paid by Y, 4% by employee) contribution once eligibility is met.
- Paid Time Off (vacation, personal or family illness, holidays, personal business, funeral/bereavement leave, birthdays, or school activities) based on years of service.
- Health plan: YMCA will pay the maximum amount allowed by the IRS, as an insurance stipend currently \$6,450 annually.
- Other benefits per personnel policy.

RESIDENCY

Living in the YMCA's service area is required. It's expected and essential for the CEO to live within the YMCA's service area, allowing them to directly experience the needs and opportunities of the community they serve.

CRITERIA FOR CANDIDATES

1. Accredited 4-year college degree and or equivalent work experience.
2. Must demonstrate excellent written and verbal communication skills and personal values consistent with the YMCA mission.
3. Minimum three 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. Fiscally sound business management approach with a proven track record of budgetary and fiscal management more than \$750,000 or more annually.

TARGET DATES FOR THE SEARCH PROCESS

Resumes accepted through: 2/18/2026

Preliminary interviews scheduled: 2/23 through 2/27/2026

In-person interviews: 3/4 through 3/6/2026

New CEO on board (anticipated): 4/20/2026

TO APPLY

Candidates must apply through the below link and submit a resume and cover letter. Applications without a cover letter will not be considered. References will be requested from final applicants only and references will only be contacted with prior notification. The successful candidate accepting the provisional offer must agree to and pass a comprehensive background check. The successful candidate will also be required to complete their YUSA Organization Leader Certification program within three years of their start date (if not already obtained and active).

Please send all requested information to asowle@springfieldymca.org

QUESTIONS

Questions about the Search Process?

Contact: Angie Sowle, Springfield YMCA CEO, asowle@springfieldymca.org, 217-280-5097

Questions about the YMCA?

Contact: Angie Sowle, Springfield YMCA CEO, asowle@springfieldymca.org, 217-280-5097

