

**eliminating racism  
empowering women**

**ywca**

**madison**

***Chief Executive Officer***

Presented by Tapestry Talent, Search + Consulting  
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To apply: <https://tinyurl.com/YWCAMadCEO>

**TAPESTRY TALENT**  
SEARCH + CONSULTING

## About YWCA Madison

YWCA Madison is committed to eliminating racism, empowering women, and promoting peace, justice, freedom and dignity for all. YWCA Madison provides over 25 different direct services, empowerment programming, and advocacy to support marginalized individuals and families, especially women and girls of color, while working to challenge structural barriers. As a leader in the nation in doing intentional work around combatting systemic racism and intersectional justice, YWCA Madison works to expand the thinking around privilege, and to teach and advocate around issues that prevent healing, equity, and justice in the community. This is an integral part of the culture, where continued learning and open dialogue around these topics infuse the daily work. DEIB (Diversity, Equity, Inclusion, and Belonging) is not a “program” at YWCA Madison; it is inherent in every conversation, activity and program, as a way of life toward achieving the organization’s mission beyond the YWCA, into the greater community.

YWCA Madison provides wrap-around services that partner with people as they move toward self-sufficiency at all stages of their lives, taking a holistic approach to addressing the root causes of poverty, such as homelessness, unemployment/underemployment, and racism. YWCA Madison services include ensuring safe, affordable housing as a human right, by providing an emergency shelter for survivors of domestic violence and gender-based violence advocacy, temporary housing, housing protection and support programs such as eviction prevention, rental assistance, affordable housing assistance, and basic needs programs. YWCA Madison works toward creating economic justice through economic empowerment with employment training and support programs, including the innovative YWeb training program to help community members establish new careers that support a family in the IT sector, job search support. Robust programming around race & gender equity aiming to create a more just and inclusive society is taught by YWCA Restorative Justice team members in schools and other community sites, to keep students in school and out of the justice system.

Change happens through seeking justice over charity, and empowerment over enabling.  
For more information, visit: [www.ywcamadison.org](http://www.ywcamadison.org).



## About the Position

The Chief Executive Officer is responsible for providing the strategic, fiscal, and cultural leadership necessary for the YWCA Madison to achieve its mission across all programs and services. They will work to effectively raise funds and community support to continue the vital work of the organization. The CEO will lead a passionate and committed team of over 50 staff, leaning into the four values of Humanity, Community, Growth and Restoration. They will support and expand an inclusive and productive environment, modeling healthy work habits and boundaries for staff to continue to bring their whole, best selves to improve the lives of individuals in the Greater Madison community. With the leadership team of eight, the YWCA Madison will continue to evolve the organization's culture and programmatic quality to meet the changing needs of the community into the future. As chief spokesperson, the CEO will ensure that the YWCA Madison and its mission, programs, and services are consistently and proactively communicated in a positive manner to relevant and diverse stakeholders. They will work to bring the larger community to a deeper understanding of the intersectionality of issues that challenge BIPOC communities, women, and other marginalized community members, advocating for effective and progressive solutions, and achieving real momentum toward equity and justice for all.

The compensation range is \$120,000 - \$165,000 dependent on experience.

## Primary Duties and Responsibilities

### Strategy

- Promotes and models an organization that strategically embraces and encourages racial justice, compassion, integrity and respect.
- Oversees the fund development planning, strategy, and implementation; develops, nurtures, and grows the YWCA Madison's network of committed donors.
- Guides, supports, and serves the Board of Directors in establishing goals and executing upon those initiatives to fulfill the mission of the YWCA Madison.

### Leadership

- Provides leadership to staff through the establishment of collaborative goals and objectives; develops and supports administrative and operational standards by which goals will be met.
- Promotes an organizational culture that fosters open and transparent communication, teamwork, appreciation for racial justice, and a passion for the mission.
- Collaborates with, educates, and supports the Board to ensure they are well informed and positioned to provide the support the organization requires.
- Communicates with the larger community as a thought leader, helping advance the community's understanding of racism and poverty, with emphasis on advocacy and partnerships. This may come in smaller, focused settings or to the media and the greater public.

### Operations Management

- Oversees the operations of the YWCA Madison in a manner which ensures all initiatives and programs are properly integrated and in alignment with strategic goals to achieve desired outcomes.
- Oversees an organizational structure which ensures that programmatic objectives are supported by finances, facilities, internal and external communication initiatives, and/or mutually beneficial partnerships.
- Ensure an income stream that is both varied and sufficient to support YWCA Madison's operational services.
- Develops, recommends, and manages the annual operating budget.
- Oversees the financial operations of the YWCA Madison, ensuring that sound fiscal and risk management practices are in place in order to maintain the organization's financial strength.

- Oversees development and revision of personnel policies and hiring policies and procedures on an on-going basis.

### Supervisory Responsibilities

- Hires, trains, develops, and directs department staff through the leadership, managers, and supervisory teams, with direct oversight over nine Directors who supervise 50-55 employees.
- Provides a portion of staff orientation to all new department employees and ensures completion of all orientation and training requirements.
- Motivates staff to achieve goals through individual and group leadership, coaching, goal setting, training and staff development, among other strategies.
- Reviews and evaluates staff performance.
- Remains accountable for positive client service and accurate record keeping.
- Responsible for the overall direction, coordination, and evaluation of the various departments providing programs and services.





## Required Qualifications, Skills, and Competencies

- Five or more years supervisory/experience with a record of success as a strategic, visionary executive, which includes strategic planning, fiscal skills, and program development oversight in a complex organization.
- A goal oriented, compassionate, visionary leader who possesses the creativity and drive necessary to build upon and expand the success and impact of YWCA Madison.
- Ability to foster a healthy organizational culture by creating an environment characterized by high levels of employee engagement, appreciation of racial justice, and high performance developed through teamwork and collaboration.
- Strong interpersonal skills that include the ability to inspire and motivate; effective at conflict management.
- Experience leading staff, including hiring, mentorship, and professional development, establishing accountability for reaching goals, maintaining a positive working relationship, and upholding culture values.
- Demonstrated ability to organize, direct, plan and coordinate operations within a multi-unit organization, with the understanding and management of the fiscal drivers that influence organizational success.
- Demonstrated experience developing and/or enhancing programs through effective outcome measurement.
- Experience serving as the outward-facing voice of an organization, guiding messaging, communicating the mission, and building the organization's brand.
- Ability to develop strategic goals, to implement effectively and benchmark success based on results.
- Demonstrated success in leading a successful fund development strategy, generating revenue through a variety of fundraising techniques, including major gifts solicitation, annual campaigns, special events and grant proposals.
- Financial and operational acumen; direct experience with budget development/management and P&L oversight for an organization of considerable size and complexity.
- Experience working successfully with a nonprofit Board of Directors.
- Bachelor's degree from an accredited college or university, preferred, or seven to ten years related experience and/or training; or equivalent combination of education and experience.

## Required Attributes

- Sincere passion for the mission and four values of YWCA Madison, working daily toward eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all, at the local level, and worldwide.
- The ability to effectively articulate and model the YWCA Madison mission across all key stakeholder groups, including with staff, business and philanthropic partners, local and regional government officials, community leaders, the public, and the media.
- A kind and engaging leader, who builds authentic relationships as a bridge builder, a thought leader, and a true partner with employees and the community, exemplifying a profound sensitivity for justice and healing, valuing the benefits of diversity, equity, and inclusiveness in the day-to-day work.
- Communication skills to both speak and listen effectively, both 1:1 and in groups, with the ability to proactively and authentically “explain the Why” with staff, clients, volunteers, board members, funders, and community members, with integrity and respect.
- Strong cultural competency and lived experience advocating for BIPOC and other underrepresented communities, with a deep understanding of the intersectionality of race, gender, class, and sexual orientation; someone who naturally cultivates this culture of profound diversity, equity, and inclusiveness in the day-to-day work.
- Strong financial acumen, to make strategic decisions with financial fluency.
- Exceptional organizational skills for managing workflow, processes, and people in a fast-paced team environment, with the ability to multi-task and problem solve.
- A community mindset: a belief that helping those in the community raises the quality of life for all.
- A strategic, innovative thinker and developer of initiatives, with a curiosity to find the best solutions through collaboration and creativity, and a continual learner mindset to discover new approaches to the work.
- Ability to resolve conflict and address problems holistically, with a calm, yet proactive demeanor.
- A willingness to trust team members, collaborate, and support where necessary.
- Must reside in the Greater Madison area; familiarity with Dane County and Madison, highly desired.



## About Madison, Wisconsin

Dane County, home to Madison, Wisconsin's capital city, is now the fastest growing county in the state of Wisconsin. Dane County is home to over 570,000 residents in more than 60 cities, villages, and towns. While the city has many amenities and resources that rival bigger cities, population growth and racial inequity continue to challenge the city and nonprofit organizations. A housing crisis threatens secure living for many families, particularly families of color, and a low unemployment rate of roughly 2% means scarcer work opportunities. Learn more here from a 2022 report about Madison from Kids Forward: [Race-to-Equity-10-YearExecutive-Summary.pdf \(kidsforward.org\)](#).

The Madison community is working to expand social and cultural services, including a new Black Business Hub, an exciting Center for Black Excellence and Culture, which will break ground this year, expanded public library services, literacy programs, a new men's homeless shelter and a new Public Market to support food entrepreneurs of diverse cultural backgrounds. Additionally, Madison is home to the state's flagship university, excellent public schools, public sports programs, a free public zoo, and a performing arts center offering free and reduced ticket prices for the community. Madison's renowned Farmer's Market and thriving food scene showcase the city's commitment to local, sustainable agriculture and culinary diversity. With over 200 miles of bike paths and a variety of beautifully maintained parks and trails, Madison provides a welcoming environment for outdoor enthusiasts and nature lovers in all four seasons.



YWCA Madison has retained Tapestry Talent, Search + Consulting to conduct the search for the new Chief Executive Officer. Applications will be accepted through June 3, 2024.

Please email a cover letter and resume to:

Jennifer Winding

Tapestry Talent, Search + Consulting:

[jennifer@tapestrytalent.co](mailto:jennifer@tapestrytalent.co) (not.com)

608-556-3315

or to apply with a cover letter and resume attached as one document to:

<https://tinyurl.com/YWCAMadCEO>

*YWCA Madison is an Equal Opportunity/Affirmative Action Employer  
committed to a diverse workplace.*