



MAYERSON JCC
of Cincinnati



CHIEF EXECUTIVE OFFICER

CINCINNATI, OHIO

ABOUT THE MAYERSON JCC

The Mayerson JCC (the “J”) in Cincinnati, Ohio connects people so that they can live happier and fuller lives, creating a more vibrant Jewish community. With an expansive fitness center, award-winning early childhood and senior centers, top arts and cultural events, and classes for every age, the J connects, enriches, and inspires more than 27,000 visitors per month. The J welcomes everyone, regardless of race, religion, or ability.
www.mayersonjcc.org

THE OPPORTUNITY

- Are you passionate about building an even stronger and more engaged Jewish community in Cincinnati?
- Have you led a complex organization with numerous operating budgets, a diverse workforce and customer base, and multiple revenue streams?
- Do you build healthy, long-term relationships and collaborate with community stakeholders while still advocating for your own priorities?
- Have you built and developed a talented management team and partnered with an engaged and well-connected Board?
- Have you been successful “making the ask” for significant fundraising initiatives?



POSITION SUMMARY

The Chief Executive Officer (CEO) of the J reports to the Board of Trustees and is responsible for leading the operations of a complex organization, consistent achievement of its mission, and financial objectives. The CEO partners with the Board to establish the long-term strategic direction for the J and to formulate policy. The CEO leads a passionate and long-tenured staff and represents the J in the Jewish and broader communities, promoting the J's mission and its vital role to all stakeholders.

The CEO is the J's chief ambassador and builds trust and collaboration with partner organizations throughout the community. The CEO will be active in relationship-building with funders, donors, and partners and play a significant role in achieving the fundraising goals of the organization.



WHAT YOU'LL BE DOING

Leadership & Executive Management

- Articulate and implement a shared vision that reflects the unique mission of the J and its impact in the Jewish community and the community at-large.
- Lead, motivate, evaluate, and develop a high-performing senior management team.
- Promote a culture of innovation to continue the J's trajectory of growth, anticipating trends and identifying opportunities in the community.
- Ensure that the J's mission, values, and brand are evident and consistent in every aspect of the organization, including its staff and programs.
- Lead staff to ensure that programs are mission-aligned and strive for creativity and excellence.
- Institute consistent methods for program evaluation and adjust as needed.

Finance, Administration, Operations

- Develop an executable annual operating budget in partnership with the finance team, the Finance Committee, and Board. The CEO will oversee financial matters including long-term budgeting, ongoing financial performance, risk management, and financial strategy.
- Use financial statements and business dashboards to guide and oversee agency performance, making necessary changes to ensure financial stability and sustainability.
- Lead strategic discussions about expanding the use of J facilities as well as efforts for community-building outside of the J facilities.
- Optimize the J's role as a landlord and maintain healthy relationships with all tenants including Rockdale Temple.
- Continue to dedicate resources to ensure safety and security for all staff, members, and visitors.

Community Relations

- Build and nurture meaningful relationships with key partner organizations in the Jewish and broader community.
- Serve as a key spokesperson and representative for the J throughout the Jewish community, the community at large, and with private and public funders and national and international Jewish organizations.
- Have primary responsibility for communications regarding the J's mission, values, programs, challenges, and achievements.
- Effectively manage any crisis that might arise using superior decision-making skills, in consultation with Board leadership and senior staff.



WHAT YOU'LL BE DOING CONTINUED

Board Engagement

- Engage the Board in the strategic planning process to shape, focus, and prioritize future plans and operations.
- Work with the Board President to set objectives for the Board and its committees and plan Board and Executive Committee meetings and agendas.
- Partner with the Board leadership to identify and recruit new board members.
- Act as the primary liaison between the Board and staff.

Funding and Fundraising

- Establish a constructive relationship with the leadership of the Jewish Foundation and the Jewish Federation and other key funding partners.
- In collaboration with the Board and the development staff, develop a comprehensive fundraising strategy for the organization.
- Work closely with Board leadership, development staff, and outside consultants to raise funds to enable the J to meet the current and anticipated needs of the community and its members.
- Highly visible in the community, the CEO will reach out and cultivate new potential donors at all levels, including seeking grants from local and state government, foundations, and support from local businesses.

IDEAL CANDIDATE QUALIFICATIONS AND EXPERIENCE

- 10+ years of executive experience and skills developed as a senior leader in another J, a Jewish community organization, another nonprofit, or the business sector with a record of achievement in organizational leadership, team management, and financial health.
- A recognition of trends affecting the Jewish community and a commitment to enhancing Jewish life and culture in Greater Cincinnati. A keen interest and understanding of Jewish culture, practices, and traditions.
- Demonstrated success managing and leading a \$15+ million enterprise with profit & loss responsibility, at a large, complex facility with 200+ employees.
- Proven record of fundraising success, including knowledge of and participation in individual donor development, planned giving, grant procurement, capital and endowment campaigns, corporate sponsorship, and special events.
- Strong strategic acumen and critical thinking skills, including the ability to identify emerging trends, articulate an inspiring organizational vision and lead a robust strategic planning process.
- Experience reporting to a Board and/or serving as a Board member for a mission-based organization.
- Excellence in organizational management with the ability to coach staff, manage, and develop high-performance teams, set, and achieve strategic objectives, and manage fiscal priorities.
- Excellent interpersonal, political, and diplomatic skills, along with the ability to build trust and partner with professional and volunteer leaders throughout the community.
- Able to promote the J effectively and persuasively to current and potential members, donors, and various stakeholders throughout the community.



KEY PERSONAL ATTRIBUTES

- Authentic relationship builder with staff and community partners.
- Visionary and strategic, able to see beyond today's challenges.
- Executive presence, well respected and trusted.
- High energy, approachable, and empathetic.
- Passionate, inspirational, and a good storyteller.
- Visible and accessible to all staff, members, and the broader community.
- Flexible, able to address changing conditions.
- High emotional intelligence when engaging with diverse stakeholders.
- Driven and results-focused with an appetite for growth.
- Community minded, seeking win-win solutions and outcomes.
- A good listener leading to sound decision making.
- Empowers the management team, not a micromanager.

THE PAYOFF

- Lead a financially strong, thriving pillar in the Cincinnati Jewish community into its next chapter of innovation and growth.
- Make a direct impact *every day* on the quality of life for preschoolers to seniors in the Jewish community and the broader Cincinnati community.
- Leverage and enhance collaborative relationships with multiple partners and funders.
- Manage, develop, and inspire an experienced and passionate senior leadership team.
- Enjoy a robust compensation package, including a salary of \$225K - \$300K based on experience, medical, dental, and vision coverages, Medical Savings and Health Savings Accounts, a 401(k) plan with company match, long-term disability and a generous PTO plan plus eight Federal holidays and up to thirteen Jewish holidays.

CINCINNATI AND MORE

The CEO will reside in Greater Cincinnati and be on site every day. Relocation assistance will be provided for an out-of-town candidate. For more information on Cincinnati, visit www.cincinnatiexperience.com and discover what makes our community so vibrant and desirable.

Here's additional information on several of the J's popular program areas:

- The expansive two-floor **Fitness Center** includes state-of-the art equipment for members of all skill levels, from those who are just getting started to elite athletes. The J offers small group training, Pilates classes, and private personal training, along with aquatics personal training and swim lessons, and a full-service spa.
- **Programs for Children, Teens, & Families** have something for every member of the family. The Early Childhood School provides a high-quality, age appropriate Jewish and secular curriculum that encourages development, curiosity, imagination, and self-esteem. J Baby, PJ Library, and other programs support families from before a child's birth through their early years. Pokémon Club, Camp at the J, and Theatre at the J give kids an outlet for fun and creativity. Jewish teens can explore their identity and engage in Jewish life through March of the Living and the Maccabi Games.
- The J's award-winning **60 & Better Center** offers many wellness, learning and arts classes, day trips, and helpful services. Adults aged 60 & Better are also eligible to receive cost effective meals prepared kosher in the J kitchen, transportation services, Meals on Wheels, Shalom Phone reassurance, and much more.
- **Arts, Ideas & Jewish life** programs are dedicated to engaging the Greater Cincinnati community through the exploration of Jewish identity and culture in films, literature, music, dance, theatre, visual arts, comedy, and discussions with speakers and thought leaders. Annual programming includes the Mayerson JCC Jewish & Israeli Film Festival, Under One Roof Sukkot Art Exhibit, a Fall Market around Rosh Hashanah, and community nights at the Reds, FC Cincinnati, and the Cincinnati Ballet.
- **Athletes of all ages** and levels can find a way to participate in the J's Sports & Recreation programs. The Men's Softball league, at 80+ years strong, is the J's longest-running program. Kids can learn the basics of competition through baseball, basketball and soccer, and people of all ages can try their hand at archery and pickleball.



Please visit [Gilman Partners' website](#) to apply.



Michele Plessinger
Partner, Executive Search
Consultant

mplessinger@gilmanpartners.com



Barry Elkus
Partner, Executive Search
Consultant

belkus@gilmanpartners.com



Gilman Partners is committed to strengthening leadership teams and elevating talent in our communities—and that means all qualified applicants will receive consideration. You do not have to meet every qualification in this job description to apply. If you're drawn to the position and believe your experience makes you a good fit, we encourage you to apply.