the YMCA

CHIEF FINANCIAL OFFICER

CINCINNATI, OH

GilmanPartners

EXECUTIVE SEARCH | TALENT ACQUISITION
LEADERSHIP DEVELOPMENT

ABOUT THE ORGANIZATION

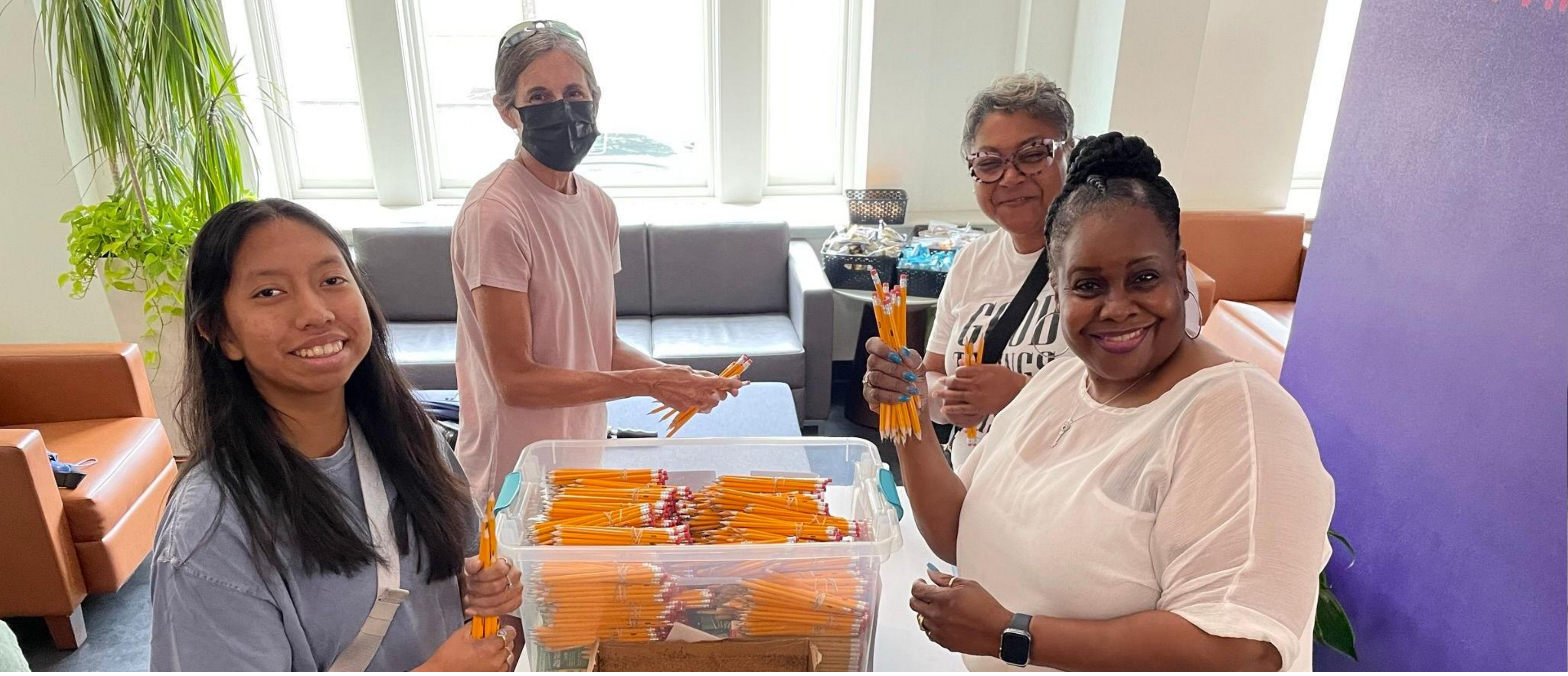
Guided by their mission to put Christian principles into practice through programs that build healthy spirit, mind, and body for all, the YMCA of Greater Cincinnati shows up every day for youth, families, and communities across the region. They are a cause, and they are looking for leaders who are moved by that cause and ready to steward it with excellence.

Their Culture: ACHIEVEMENT. RELATIONSHIPS. BELONGING.

Achievement: They set ambitious goals and hold themselves accountable to results that matter.
Relationships: They build genuine connections with each other, their members, and the communities they serve.
Belonging: They create spaces where every person feels welcomed, valued, and part of something greater.

THE OPPORTUNITY

- Are you a mission aligned financial leader who wants their work to matter beyond the balance sheet?
- Do you thrive in complex, multi-site organizations where financial leadership, operational strategy, and mission impact intersect?
- Are you a forward-thinking CFO who can balance strategic growth, cash flow management, investment oversight, philanthropy, and operational discipline while embracing innovation and modern finance technology?



WHAT YOU'LL BE DOING

Reporting to the CEO, the CFO of the YMCA of Greater Cincinnati is a mission partner, a senior leader who understands that behind every budget line is a child in a program, a family finding support, and a community being strengthened. As a key member of the C-Suite, you will serve as a trusted advisor to the CEO and a critical resource to the Board of Directors, bringing financial clarity to complex decisions and helping them pursue bold opportunities to grow their mission impact, including affiliations, partnerships, and strategic investments. The CFO will also champion the responsible use of AI and modern finance technology to make that journey faster, smarter, and more transparent. The right CFO will not simply manage what exists. They will help build what comes next.

KEY RESPONSIBILITIES INCLUDE:

STRATEGIC FINANCIAL LEADERSHIP

- Align financial strategy with the Y's multiyear vision; lead annual budgeting, long range forecasting, and capital planning across a $44M operating budget and $57M in cash and investments.
- Provide leadership to the Association's three-year Cash Flow Health plan (2026 to 2028), including policy, capital, operating, and revenue actions required to move from "cash rich, cash flow poor" to a sustainable Cash Flow Healthy position.
- Provide financial due diligence and strategic analysis for affiliations, mergers, partnerships, asset sales and leases, and other repositioning opportunities across the Y's real estate footprint.
- Oversee all accounting, finance, and compliance functions, ensuring adherence to GAAP, nonprofit standards, restricted grant accounting (e.g., OCCRA, 21st Century, Schiff, COVID Child Care Relief), and all required regulatory filings including Form 990 and YUSA submissions.

WHAT YOU'LL BE DOING, CONTINUED

INVESTMENT AND CASH FLOW STRATEGY

- Direct the Association's investment strategy and portfolio oversight (with the support of appropriate consultants/experts) across a multi manager endowment with board approved equity, fixed income, real asset, and cash allocation targets, ensuring assets are managed to maximize long term returns within board approved parameters.
- Lead sophisticated cash flow planning and management, maintaining liquidity, optimizing operating reserves, and ensuring capital is deployed in alignment with mission priorities. Partner with the Board to establish and monitor a formal cash reserve target (currently 2 months of operations), capital spending cap (currently 5%), and endowment spending policy (5% of the trailing twenty quarter average).
- Manage banking and lending relationships strategically, evaluating debt instruments, bond compliance (existing debt service obligations of $750K annually), and financing options including lines of credit and longer-term debt, which support organizational growth and smooth the timing of capital investment.

CAPITAL CAMPAIGN AND PHILANTHROPIC PARTNERSHIP

- Serve as the financial architect of the Association's active capital campaign (targeting $60M+ for facilities, programs, and endowment), providing pro forma modeling, gift acceptance and naming opportunity costing, and pledge cash flow forecasting.
- Partner with the Chief Development Officer to translate the Y's philanthropy goal, growing Contributions and Grants from 6% to a long-term target of 10% of revenue, into multiyear financial plans and Board facing dashboards.

AI AND FINANCE TECHNOLOGY TRANSFORMATION

- Modernize the finance function through smart use of technology and AI — applying tools like AI-assisted forecasting, automated close, and clearer financial reporting for branch leaders and the Board, always with sound data governance, model risk controls, and human judgment in the loop.
- Champion disciplined experimentation: pilot high-value use cases, measure the return, and scale what works across branches.

RISK, COMPLIANCE AND AUDIT OVERSIGHT

- Provide strategic oversight of the enterprise risk management framework through the VP of Finance and Risk, ensuring financial, operational, and reputational risks are identified and mitigated.
- Serve as the executive accountable for audit readiness and outcomes; maintain productive relationships with external auditors and ensure robust internal controls are in place, including controls over restricted fund release, branch level cash handling, and capital project accounting.

WHAT YOU'LL BE DOING, CONTINUED

BOARD ENGAGEMENT AND STAKEHOLDER LEADERSHIP

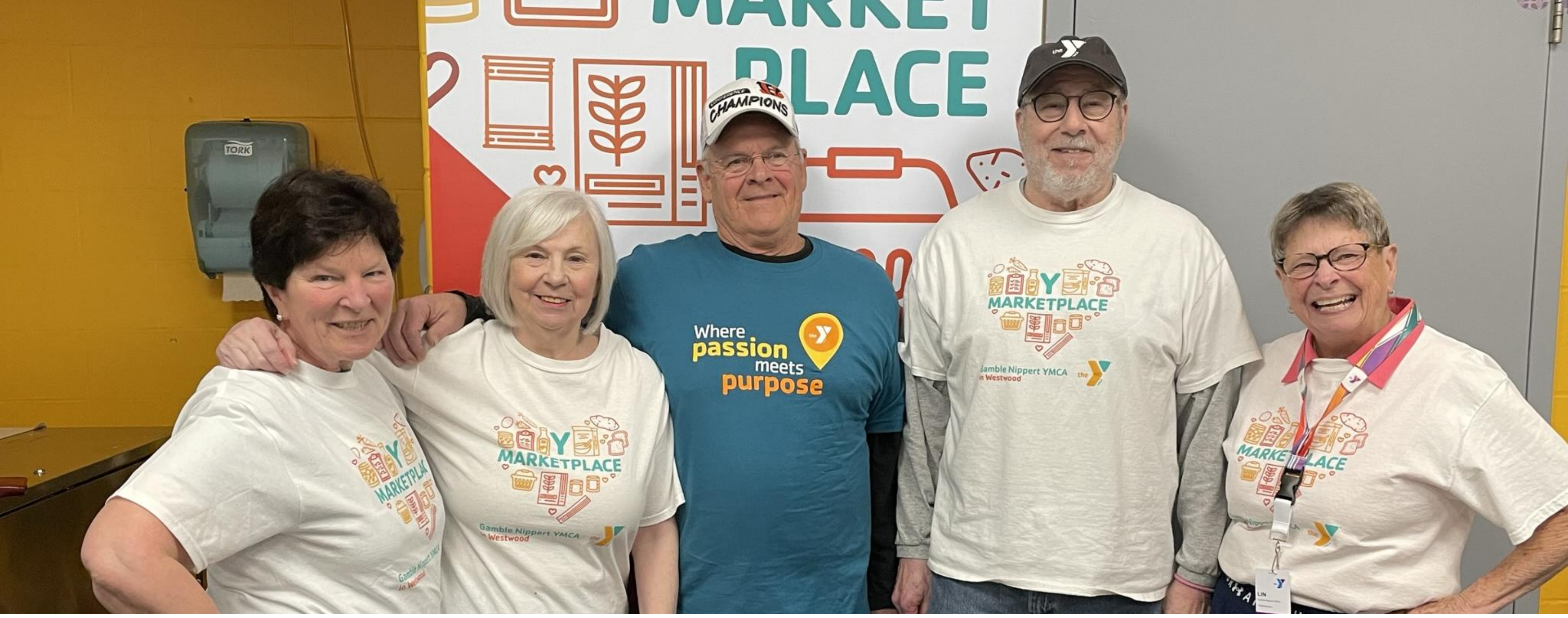
- Serve as primary staff liaison to the Finance, Audit, Investment, and Capital Campaign Committees and Cabinet; deliver clear, compelling financial reports grounded in YUSA financial benchmarks (operating margin, months of liquidity, debt ratio, charitable revenue mix) that inform board level strategy and build stakeholder confidence.
- Lead the Board directed review of fiscal policy, including reserve targets, endowment spending, capital spending, and the intentional subsidy framework, recommending refinements that match strategy and stewardship.

PEOPLE LEADERSHIP AND CULTURE

- Lead and develop the Finance and Risk Management teams, including the VP of Finance and Risk and seven additional full-time staff, with a coaching mindset and commitment to the Y's ARB culture.
- Serve as a thought partner and financial resource to operational leaders across all branches and departments. Partner with branch executives to build branch level cash flow accountability, true cost pricing models, and sustainable program economics consistent with the Y's intentional subsidy framework.

IDEAL CANDIDATE QUALIFICATIONS AND EXPERIENCE

- Bachelor's degree in accounting, finance, or related field required; MBA or MPA strongly preferred. CPA strongly preferred.
- 10+ years of progressive financial leadership, with demonstrated expertise in investment management, cash flow strategy, multi-site operations, and capital planning at organizations with significant operating budgets.
- Nonprofit or mission driven sector experience expected; federated and national affiliate experience strongly preferred; health and human services experience strongly preferred, and direct YMCA experience a plus.
- Proven experience partnering with boards, governance committees, and executive leadership. Experience with mergers, affiliations, active capital campaigns, or restructuring strongly preferred.
- Demonstrated fluency with finance and risk technology, including ERP and GL modernization, FP&A and forecasting tools, and dashboarding (Power BI, Tableau).
- Hands-on experience deploying AI and automation in a finance function, for example AI assisted forecasting, automated reconciliation, anomaly detection, natural language reporting, or copilot style workflows, paired with sound judgment on data governance, model risk, and ethical use.



KEY PERSONAL ATTRIBUTES

- A financial strategist and servant leader who believes that mission impact and financial health are inseparable.
- A sophisticated thinker on investment and cash strategy who brings both analytical rigor and sound judgment to high stakes decisions, and who is comfortable holding the tension between intentional subsidies of high impact programs and the discipline required for long term sustainability.
- A trusted communicator and relationship builder who earns confidence through transparency, consistency, and follow through, able to translate complex financial concepts into plain language guidance for staff, the Board, donors, and the broader community.
- A forward-thinking leader who is curious about, and comfortable using, AI as a finance and management tool, with a bias toward responsible experimentation and a commitment to building team capability alongside their own.

THE PAYOFF

- Opportunity to play a pivotal leadership role in a mission-driven organization making measurable community impact.
- Strategic partnership with the CEO and Board in shaping the future of the organization.
- Collaborative, values-driven culture with a strong sense of purpose.

Please visit Gilman Partners' website to apply.

The Y invests in the people who power their mission. They are proud to offer a comprehensive total rewards package, including:

- Competitive salary commensurate with experience.
- Free YMCA Membership, full facility access for you and your family.
- Medical, Dental and Vision coverage.
- Generous Paid Time Off (PTO).
- 12% Retirement Contribution. The YMCA contributes 12% with no employee match required (Y Retirement Fund).
- Relocation assistance available.

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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.