



FOR YOUTH DEVELOPMENT® FOR HEALTHY LIVING FOR SOCIAL RESPONSIBILITY

The YMCA is one of the nation's largest and most trusted nonprofit movements, advancing youth development, healthy living, and social responsibility in 2,650 YMCAs serving 10,000 communities across the United States. Guided by the mission "to put Christian principles into practice through programs that build healthy spirit, mind and body for all," the Y engages millions of youth and adults annually and is anchored by core values of caring, honesty, respect, and responsibility.

Established in 1869, the YMCA of Honolulu has grown alongside our community to become one of Hawai'i's largest nonprofit organizations, delivering hundreds of programs for keiki, teens, families, and kūpuna that strengthen belonging, well-being, and resilience. With strong presence across O'ahu, the YMCA of Honolulu operates nine strategically located branches, including the Alherton Y, Central Y Residences, Kaimuki-Wai'alae Y, Kalihi Y, Leeward Y, Mililani West Oahu Y, Nu'uuanu Y, Wai'anae Coast Y, and Windward Y. In addition, the YMCA manages child care and afterschool programs in 59 locations through partnerships with local organizations. The Association's work reflects local needs and values and is governed by a volunteer Board of Directors partnering with professional staff to deliver impact across O'ahu.

The YMCA of Honolulu's historic Nu'uuanu Branch, long a cornerstone of the Pali corridor, is entering an exciting new chapter, reimagined to serve the evolving needs of the community for generations to come. Driven by transformational support, including a \$5 million leadership gift from The Clarence T.C. Ching Foundation and a \$3 million contribution from the David C. Ai Charitable Trust, early plans envision a dynamic, multi-story facility that integrates affordable housing, modern health and wellness spaces, early learning, and intergenerational programming. Designed to foster partnerships and deepen community impact, the reimagined Nu'uuanu Y will extend its reach far beyond its walls. While planning and community engagement continue to move forward, the current site remains open and active, continuing to serve members with the spirit and values that have defined the Y for decades.

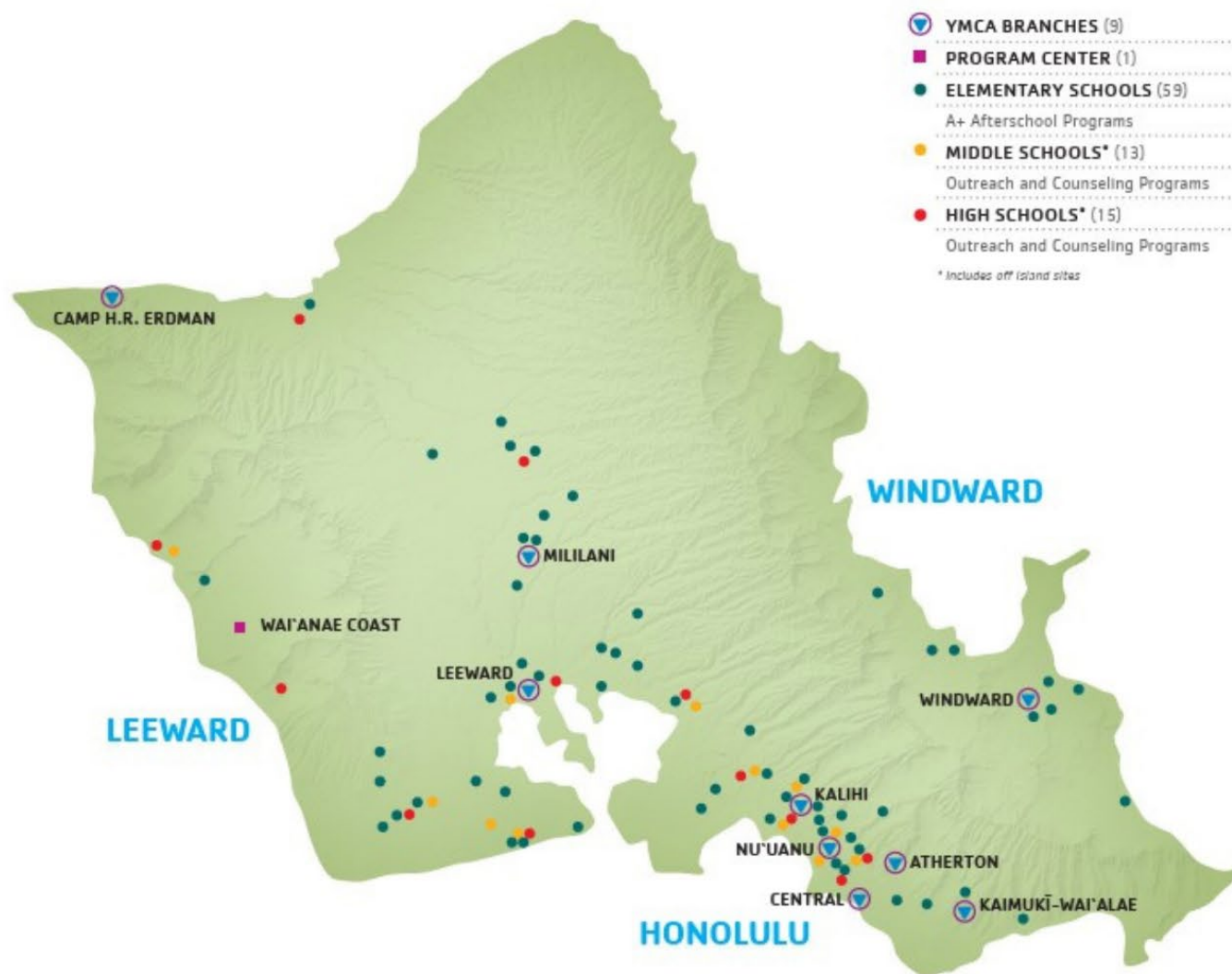


ORGANIZATION OVERVIEW

Year Founded:	1869
Employees:	Approx. 975 ~125 full time ~850 part time
Revenues:	\$30M
Location:	O'ahu, Hawai'i



SERVING O'AHU WITH CARING, HONESTY, RESPECT, AND RESPONSIBILITY



ABOUT THE OPPORTUNITY

The YMCA of Honolulu is seeking a dynamic, mission-driven President & Chief Executive Officer (CEO) to lead the organization into its next era of growth and impact. Reporting to the Board of Directors, the CEO will provide visionary leadership while ensuring the YMCA remains a trusted, inclusive, and innovative resource for O'ahu. This role oversees all aspects of the Association, including operations, finance, philanthropy, partnerships, and staff development, while inspiring staff, donors, and community partners to advance the Y's mission.

The ideal candidate is an accomplished leader who combines operational excellence with the ability to engage and inspire diverse communities. This individual will bring significant fundraising experience with a proven track record, has led large organizations or substantial teams, and has successfully overseen major capital projects from concept to completion. Importantly, this leader understands the YMCA not only as an organization but as a movement, with the cultural awareness and operational acumen to honor that unique identity.

The next CEO will guide implementation and execution of the YMCA's 2025-2028 Strategic Plan, which prioritizes advancing holistic health, supporting youth in reaching their full potential, and elevating the Y's visibility and brand. This includes expanding mental wellness programs, early learning initiatives, and teen leadership pathways, while strengthening evaluation systems, staff culture, and ensuring everyone has the opportunity to reach their full potential with dignity. As the YMCA looks to the future, insights gathered from an in-depth survey of board members, staff, community members, and branch volunteers revealed six clear priorities as the most critical drivers of the YMCA's ongoing success. These include: developing and implementing a strategic plan, strengthening operating performance, enhancing fiscal management, positioning the Y as a vital partner for community change, building and leading staff, and stewarding fundraising efforts. These priorities will guide our focus and drive impact across all branches.



ABOUT THE OPPORTUNITY (cont.)

A major focus will be the YMCA's \$60 million capital campaign and its three cornerstone initiatives: redeveloping the Nu'uauu YMCA, expanding mental wellness programs, and enhancing childcare services. Revitalizing the historic Nu'uauu flagship branch is a once-in-a-generation opportunity to shape a vibrant, multi-use campus that reflects Hawai'i's evolving needs. Envisioned as a model of community-centered design, the Nu'uauu Y will integrate affordable housing, modern health and wellness facilities, early learning, and intergenerational programming. The CEO will play a pivotal role in bringing this bold vision to life by driving strategic planning, securing philanthropic investment, and forging strong public and private partnerships.

Given the scale of this work, the CEO must bring expertise in complex financing, major project development, and multifaceted business partnerships. Just as critically, he or she will embody integrity, authenticity, and sound judgment, earning the trust of staff, Board, and community alike. By fostering meaningful relationships across diverse communities and leading with vision and courage, the CEO will advance the mission and spirit of the YMCA of Honolulu for generations to come.

COMPENSATION & BENEFITS

Annual Salary Range: \$300,000 - \$350,000

YMCA Retirement

YMCA 403B Savings Account

Healthcare

Paid Time Off

Other benefits per personnel policy





KEY RESPONSIBILITIES

- **Visionary Leadership:** Shapes and communicates a bold vision, balances big-picture strategy with execution, and fosters innovation and growth. May identify the need for an operational partner to ensure priorities are carried out.
- **Board Leadership:** Serves as the executive officer to the Board, ensuring strong governance, policy implementation, and Board engagement aligned with mission and strategy.
- **Ambassador & Fundraising:** Acts as the chief spokesperson, elevating visibility, cultivating partnerships, engaging donors, and leading fundraising efforts to support sustainability.
- **Operations & Programs:** Oversees programs and operations to meet community needs, staying connected to diverse voices and fostering inclusive, mission-driven service.
- **Strategic Planning:** Leads the creation and execution of the strategic plan, driving organizational growth, impact, and sustainability.
- **Community Partnerships:** Builds relationships with schools, nonprofits, businesses, and agencies to expand awareness, trust, and regional impact.
- **Advocacy:** Engages government leaders and influencers, representing the organization in advocacy efforts and within broader state, regional, and national networks.
- **Resource Development:** Secures and stewards resources for operations, capital projects, and innovation, ensuring financial stability and leadership continuity.
- **Financial Oversight:** Oversees budgets, policies, and long-term fiscal planning to ensure responsible stewardship and sustainability.
- **Risk Management:** Leads enterprise risk management, prioritizing child safety, compliance, and organizational protection.
- **Innovation & Change:** Monitors trends, embraces new ideas and technologies, and guides the organization through growth and change.
- **Engagement & Representation:** Maintains visibility in community and national events, securing certifications and advancing organizational alignment with standards.
- **Mission-Driven Programs:** Translates mission and strategy into impactful programs, fostering collaboration, communication, and staff development.
- **Administrative Management:** Delegates effectively, establishes strong systems, and ensures operational efficiency and accountability.
- **Real Estate Oversight:** Provides leadership on property planning, development, and management, aligning assets with mission and future growth.

YMCA COMPETENCIES

- ***Mission and Community Oriented:*** Incorporates YMCA mission and values into the organization's vision and strategies, advocates for and institutionalizes inclusion and diversity, and promotes the global nature of the YMCA movement
- ***People Oriented:*** Is recognized as an inspirational community leader who initiates the development of relationships with influential leaders and people within and outside the YMCA.
- ***Results Oriented:*** Possesses insight and strategic thinking skills to deliver organization-wide results and achieve objectives. Develops a culture of philanthropy and stewardship.
- ***Personal Development Oriented:*** Shares authority and demonstrates courage and humility. Creates a learning organization.



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HOW TO APPLY

Please submit the following, addressed to YMCA of Honolulu Search Committee, c/o Inkinen Executive Search, via email to executives@inkinen.com:

- Cover Letter – expressing the reason for your interest in YMCA of Honolulu, and how your skills and experiences match the President & Chief Executive Officer role.
- Resume

Application deadline: November 2, 2025

For detailed information, please visit <https://www.inkinen.com/ymca-ceo>

If you have any questions, do not hesitate to contact us at executives@inkinen.com

