



Leadership Opportunity

CHIEF EXECUTIVE OFFICER

The Board of Directors of the Staenberg - Loup Jewish Community Center (JCC Denver) seeks a “next century” leader who can ensure the organization is set up as a successful and thriving Jewish Community Center for generations to come. The Chief Executive Officer (CEO) will bring inspirational leadership to provide an inclusive and welcoming community center for all who come through our doors at the JCC Denver and Mizel Arts and Culture Center.

Position Overview

The CEO, along with the Board of Directors, is the principal advocate for the organization's mission, vision and values, and is responsible for the organization’s strategic vision and direction, revenue generation and fundraising, financials and operations, program delivery and outreach efforts. The CEO thinks and plans strategically and inspires community members to engage in the programs offered at the JCC Denver. The CEO works in partnership with and under the direction and supervision of the Board of Directors.

Opportunities For Impact

In recent years, the JCC Denver has faced a number of important challenges. As we prepare for our second century, we are pleased to confirm that our financial and organizational structure are stronger than ever. Over the course of the last few years, the JCC Denver team has conducted capital improvements; received a major investment from the Rose Community Foundation; restructured programs and teams; and stabilized financials. We have also strengthened the leadership team with a new Chief Operating Officer, a Chief Financial Officer, and General Manager for the JCC Mizel Arts and Culture Center. Rounding out this executive team is the Chief Marketing Officer, giving the incoming CEO a strong, high performing group with which to partner in setting the strategy for the next chapter of growth and impact.

While many aspects of the our facility could not be open over the last year due to the pandemic, we pivoted to bring events to the community virtually. From fitness classes to arts and culture programming, we continued to engage the community while the world was shut down. We hosted socially distanced, in-person camp and virtual camps over the summer for school aged kids and welcomed our youngest members back to our Early Learning School in the fall of 2020.

One of the important lessons of the last year is the realization that the traditional way of operating most organizations and programs in our society is no longer sufficient. With our 100th year nearly upon us, operating the JCC Denver in the same way it has been over the last 20 years could result in stagnation and diminished capacity.

It’s time for us to rethink how the JCC Denver adds value, how it delivers programs, and how it truly serves its members. Moving the JCC Denver to a point where we can make the contributions to our community that have long been our hallmark will take persistence, vision, true partnering, a relentless focus on excellence, and the right CEO.

The JCC Denver is poised to embrace several objectives with the direction and oversight from a new CEO. The CEO will be able to make an impact on the JCC Denver and the community through the following areas of opportunity and more:

- Enhancing the member journey and experience
- Cultivating a new demographic of member including those in Gen X, Millennials and Gen Z through programming and fundraising
- Sustaining and nurturing a strong internal employee culture
- Overseeing innovative, timely and engaging programming
- Optimizing our membership model
- Assessing capital improvement to support the needs of the community and members

Our Mission:

To serve, strengthen and inspire community guided by timeless Jewish Values.

Our Vision:

The JCC Denver envisions an organization that will weave an inclusive community through experiences that inspire vibrant connections and lifelong journeys.

Our Values:

- Respect – Kavod
- Community – Kehila
- Inclusion – Haklalla
- Wellbeing – Osher
- Acts of Kindness – Gemilut Hassadim

WHAT DOES IT TAKE?

Leading the JCC Denver and the Mizel Arts and Culture Center into its next chapter and century of impact requires a proven, dynamic, visionary executive who is committed to finding innovative methods of strengthening this vital community resource while preserving its historical traditions that anchor the organization to the community and its residents. Judaism and its values permeate our work, our decisions, and our commitments. As such, qualified candidates are not required to be Jewish, but need to demonstrate their personal alignment with and commitment to these values and our faith traditions.

Specifically, qualified candidates for this leadership role will have a background in these areas:

Strategic Leadership & Innovation

The CEO for our JCC Denver embraces our mission to serve, strengthen, and inspire community guided by timeless Jewish values.

This mission is brought to life through education programs, dynamic fitness offerings, cultural and Jewish heritage showcases, and the JCC Denver's unwavering commitment to serving all people who walk through our doors, in-person or virtually, with excellence and respect.

The CEO has some understanding of at least one of our service areas (fitness, youth education, early childhood care and education, Jewish heritage, or culture and arts) and has a commitment to providing leadership in the Jewish community. We seek a leader who knows how to develop and implement a clear strategic vision with key stakeholder support.

Additionally, candidates have:

- Experience in developing synergistic, collaborative approaches to problems
- Experience in driving organizational growth and effective change management
- High degree of empathy and demonstrated ability with EQ
- Demonstrated understanding of how to build effective business models
- Proven skills in working with a volunteer, governing board
- Knowledge of and commitment to delivering consistently high-quality customer service

Communications & Partnerships

A hallmark of the JCC's work has been our ability to embed ourselves broadly in the metro Denver community in myriad ways. Our CEO must understand and confirm that core aspect of our work and have proven experience in developing long-term partnering relationships with community members, educators, government representatives, faith-based leaders and institutions, other nonprofit organizations, and business leaders.

The JCC Denver's long-term success depends on our CEO's demonstrated ability to cultivate long-term relationships with corporate, foundation, and individual donors and to inspire confidence of these different investors to support the innovative programs we develop.

Additionally, candidates have:

- Outstanding ability to build credibility with various stakeholders through written, oral, formal, and informal communications
- Natural affinity for developing and sustaining long-term relationships
- Appreciation for and understanding of how to build long-term philanthropic support

Operations & Management

The CEO has proven experience in directing effective organization growth with skills in change management, staff management and development, financial management. Our leader knows how to partner with a governing board to add optimal value to the organization. The CEO will have developed leadership skills in a corporate, nonprofit, or public agency environment.

Additionally, candidates have:

- Strong skills in change management, staff management and development, and financial
- Significant experience in managing professional, senior staff members and supporting their effective growth and development
- Experience in adjusting to unexpected circumstances, challenges, and events
- Experience in developing a collaborative, inclusive culture that fosters continuous improvement and accountability

Successful candidates for this role will have these personal qualities:

- Action-oriented and drives accountability for outcomes
- Fosters continuous improvement with strong organization skills and a problem-solving attitude
- Flexible, creative and empathetic
- Willing to try new approaches and values innovation
- Enthusiastic about traveling around the community and partnering with a wide variety of stakeholders
- Some knowledge of Denver and its distinct culture and demographics would be helpful in this role

SALARY AND BENEFITS

The salary range for this position is \$200,000 – \$250,000 commensurate with skills and experience. Additionally, this full-time position is benefits-eligible. The JCC Denver contributes a portion of medical, dental and vision plan premiums and pays for Basic Life Insurance & AD&D, Short-Term Disability and Long-Term Disability. There are additional voluntary benefit plans available. The JCC Denver has a 401(K) Plan available for elective deferral contributions for employees over 21 years of age, with no waiting period. Paid Time Off is a day-one benefit, accrued based on years of service and in compliance with the Colorado Healthy Families & Workplaces Act.

READY TO APPLY?

If you are excited about the opportunity to provide vision and leadership for the next chapter of the Staenberg-Loup Jewish Community Center, we want to hear from you as soon as possible. Please send your cover letter, CV or resume and salary requirements to Carolyn McCormick of Peak HR Consulting, LLC at carolyn.mccormick@peakhrconsulting.com.



Staenberg – Loup Jewish Community Center is an Equal Opportunity Employer

JCC Denver does not discriminate on the basis of race, religion, color, sex, gender identity, sexual orientation, age, non-disqualifying physical or mental disability, national origin, veteran status or any other basis covered by appropriate law. All employment is decided on the basis of qualifications, merit and business need.

WHAT MAKES THE J STAND OUT

At the JCC Denver, we support and empower individuals and families in our community by offering a diverse range of programming in a safe, inclusive environment. We are looking for a leader to help drive these initiatives, keeping the JCC Denver as the crown jewel of the Jewish community in Denver.

Community Specific Programming

We aim to provide enriching opportunities for children of all ages to play, discover, and grow, and to provide parents and grandparents with opportunities to engage and connect. Some of the communities we serve include those who are expecting a baby or who have infants, youth, teens, adults and those who identify as LGBTQIA. A sampling of the programs we offer for these communities includes Jewish Baby University, Baby and Fourth Trimester Cafe, Parent Education Series, Maccabi Games, Youth and Adult Basketball, Pilates, Pickleball, Holiday Celebrations, Summer day camp and residential sleepaway camp, and more.

Fitness Center, Aquatics and Tennis

Fitness is the harmonious collaboration of mind, body, and spirit. Here at the J, we take it one step further by providing the space to join our community on their fitness journey through our fitness center, three pools and aquatics programs, and the James M. Swiggart JCC Tennis Center. The relationships built at the J go beyond that of yours with the treadmill. From the friendly staff waiting there to greet you, to the friends made in classes, to the community programs outside of the Fitness Center itself, the JCC Denver offers an opportunity to improve your quality of life mentally and physically.

Family Programs

We support and empower the families in our community by offering a diverse range of programming in a safe, inclusive environment. We aim to provide enriching opportunities for children of all ages to play, discover, and grow, and to provide parents and grandparents with opportunities to engage and connect. Our educators, coaches, and caregivers work together with our families to encourage each child's full development, and to teach them to cherish Jewish values and traditions.

Throughout the year we offer multiple programs for families with kids of all ages including summer pool memberships, summer pool parties, holiday celebrations, movie nights and more.

Early Learning School

The JCC Denver Early Learning School serves children starting at 8 weeks old through age 5. Our Reggio-Emilia based curriculum encourages play-based learning and exploration. We appreciate and acknowledge each child's unique learning style and adapt our curriculum to best facilitate each student. We are proud of the lifelong journeys we're able to foster at our center.

Youth Programs and Camps

A summer spent with Camp Shai, Ranch Camp, Wolf Theatre Academy or Junior Tennis Academy is sure to inspire journeys that last a lifetime. JCC camps offer specially-tailored programs and productions which open up a whole new world of learning that expands young minds and allows them to indulge in their wildest dreams.

We know the journey is just as important as the destination. Whether a child becomes a professional soccer player, a Broadway star, or the next big name in STEM, we know the lessons and values gained from a summer at the JCC will prepare them for a lifetime of exploration and personal success. From curiosity, confidence, self awareness, and beyond—start their journey with JCC camps.

Jewish Life

We are all about expanding and embracing the community's Jewish identity and we firmly believe learning is key. Whether young or old (in age—not heart!), we welcome our community to learn about and elevate their Jewish background with skillfully crafted Jewish learning programs and services. Join our multiple holiday programs offered year round for Hanukkah, Shavuot, Passover, Rosh Hashanah and more.

Mizel Arts and Culture Center

The JCC Mizel Arts and Culture Center illuminates the human experience through creative and cultural programs in the performing, visual, and literary arts for the Jewish community and the community at large.

The Mizel Arts and Culture Center serves over 26,000 people a year through a variety of programs and events that serve a broad demographic of cultural patrons. We strive to produce, present, exhibit, advance, and preserve the arts, serving as a performance and exhibition venue and as an educational resource for people at every stage of life.

Our annual events include exhibitions, concerts, films, author appearances, theatrical performances, and literary and film festivals including The Denver Jewish Film Festival, Neustadt Jewish Arts, Authors Movies and Music Festival (JAAMM) and ReelAbilities Film Festival. Facilities include the luxurious 400-seat Elaine Wolf Theatre, the 100-seat Pluss Theatre, a rehearsal studio, clay and art studios, and space for receptions and lectures.

BY THE NUMBERS

- 980 campers attend Camp Shai and Ranch Camp every year
- 2,000 members work out at the fitness center and swim at our pools
- 130 kids attend the Early Learning School every year
- 8,000 people attend events and festivals hosted by the JCC Mizel Arts and Culture Center
- \$10mm in annual revenue
- Serving the community for 100 years