



President and Chief Executive Officer (CEO) Garrett County Community Action Committee

Oakland, Maryland

General Background

The Moran Company is conducting a national search for next President and CEO (Chief Executive Officer) of [Garrett County Community Action Committee](#). The current President/Chief Executive Officer is retiring.

GCCAC is a Community Action Agency organization established in 1965. It was established in the belief that people with low incomes are in the best position to express what they need to make a difference in their lives. As such this nonprofit organization assists low-income individuals, families and older adults throughout Garrett County, Maryland in achieving economic and social mobility by removing barriers and offering pathway opportunities. It uses a Two Generation (2Gen)/Whole Family approach with a goal to disrupt generational cycles of poverty and poor outcomes.

GCCAC has a staff of 180 and serves approximately 9,000 individuals and 5,400 households, with an annual budget of over \$20M. Sources of revenue include income from housing, service grants and fees, as well as successful partnerships, foundations, United Way, government contracts and proceeds from charitable contributions.

Serving one out of four residents and one in three households in Garrett County's eight municipalities, Garrett County Community Action Committee administers nationally recognized programs and services including:

- Asset Development, assisting with home rehabilitation, first-time homeowner support, weatherization and energy assistance services, mortgage and foreclosure assistance;
- Child & Family Development, workforce training and adult education opportunities, as well as Head Start and wrap around child care services;
- Community Economic Development, with a commitment to revitalizing communities, developing and rehabilitating affordable housing, promoting sustainability, attracting investments and building wealth;

- Senior Services, offering senior community centers, nutrition services and in-home support, as well as a senior health and fitness club in partnership with the Garrett College;
- Emergency food pantry and emergency shelter;
- Transportation, Garrett Transit Service provides transportation throughout Garrett and statewide.

Oakland, Maryland is the county seat for Garrett County. The Garrett County area is known as the Mountain Maryland Gateway to the Heritage Gateway area. The Heritage area boasts of outstanding natural resources, as well as cultural uniqueness and an outstanding transportation history. Garrett County is known for its unspoiled beauty, scenic parks and trails, with eight state parks scattered throughout the county, as well as the county's most popular tourist attraction, Deep Creek Lake. At 3,900 acres, Deep Creek Lake is Maryland's largest freshwater lake and offers a multitude of recreational options including boating, fishing, kayaking, swimming and water sports.

Key Responsibilities

The President and Chief Executive Officer provides strategic leadership for GCCAC, working with the Board, staff team and community partners to confront the challenges and barriers and ensure equal opportunity and access where residents can thrive.

Principal Duties

- Work in partnership with the Board to establish strategic direction for opportunities to serve the residents of Garrett County.
- Provide leadership to ensure that the core values of the organization are put into practice. This includes maintaining a common culture of compassion for the individuals served. Foster an organization that is inclusive and open to all people. This will include creating a positive collaborative work environment.
- Oversee effective business objectives to improve the organization's profitability, cash flow and return on real estate assets. Ensure that revenue from federal, state and local partners is secured to address present needs.
- Spearhead the implementation of effective growth strategies and processes for GCCAC's many programs and services.
- Continue and expand strong partnerships with other community and government agencies to ensure mission objectives.
- Recruit, retain, motivate and lead the current high-performance staff team.
- Preserve and expand GCCAC's community, regional and nationwide Whole Family service reputation.

Candidate Qualifications

- Bachelor's degree in social work, psychology, business, nonprofit administration or related field
- 10-15 years with progressively more significant roles/management responsibilities

- Nonprofit management experience is preferred.

Essential Knowledge/Skills

- Understand the culture, socio/economic challenges and opportunities of rural and small towns and the importance of building and sustaining relationships with residents and community stakeholders
- Experience in developing and overseeing housing services
- Personnel management skills/background, understanding staff moral, recruitment and retention
- Effective at advocacy and working with public/quasi-public/private funding sources and the government entities\personnel necessary
- Strong communication and organizational abilities, including planning, program development, and financial management
- The ability to promote transformational change, to help individuals and families improve the quality of their life
- Effective as a spokesperson in promoting the organization's vision and values, both internally and externally.

Competencies/Key Characteristics

- Strategic Thinking
- Business Acumen
- Diplomatic Leadership
- Results Driven
- Financial Management
- Problem Solving/Analysis
- Collaboration Skills
- Transparency
- Excellent Communication Skills

Compensation and Benefits

Salary for the President and Chief Executive Officer position is \$95,000-\$130,000. The Garrett County Community Action Committee offers access to employee health care insurance, as well as term life insurance. The organization offers annual leave, sick leave, and provides 7 paid holidays per year, and 8 paid floating holidays. GCCAC employees are covered under the Maryland state retirement system.

Statement of Non-Discrimination

Garrett County Community Action Committee (GCCAC) Inc., is committed to equal opportunity for all and building an organization whose people reflect the true diversity of our community.

Garrett County Community Action employees are hired, promoted, and rewarded based on talent, performance, and dedication. Discrimination based on race, religion, national origin, sex, age, disability, or veteran status is prohibited.

Application Process

The search for the President and CEO of Garrett County Community Action Committee is being conducted by The Moran Company. For more information on Garrett County Community Action Committee, visit <https://garrettcac.org/>.

To apply for this position, submit resume and cover letter to Sheryl Sereda at The Moran Company. Resume should include all professional education and experience, dates of employment (month and year) and position/title and organization names. **APPLY NOW**