

# Chief Executive Officer (CEO)

**Generations, an Intergenerational Center**  
*Plymouth, Wisconsin*

## Lead a Respected, Mission-Driven Organization into a Bold, Inspiring New Era of Community Impact

For 15 years, Generations has been a cornerstone of the Plymouth community—a vibrant, welcoming hub where people of every age come together to connect, learn, move, share meals, and truly belong. Built on a foundation of strong programming, steady operations, and a deeply committed staff, Generations is ready for its next evolution.

Now, the organization is entering a moment of tremendous possibility. The next CEO will step into a thriving community with extraordinary strengths and a loyal base—while also being uniquely positioned to shape a transformative future. This leader will have the opportunity to strengthen financial sustainability, elevate brand clarity, expand regional visibility, forge powerful partnerships, and guide an energized board and staff who are eager for alignment, structure, and bold direction.

This role is perfect for a visionary, mission-driven executive who thrives at the intersection of purpose, creativity, and complexity. The ideal candidate will see Generations not just as a center, but as a catalyst for connection, wellness, innovation, and intergenerational impact—someone who embraces the organization's challenges as springboards for sustainable growth and meaningful community change.

### Position Summary

The Chief Executive Officer (CEO) is the strategic and external leader of Generations, responsible for vision, financial sustainability, fundraising, community partnerships, brand visibility, and Board relations. The CEO ensures Generations' intergenerational mission is clearly communicated and deeply felt throughout the community.

Working closely with the Chief Operating Officer (COO), the CEO drives long-term organizational direction while the COO ensures strong internal operations, staff culture, and program excellence. Together, this leadership team advances the organization's impact, sustainability, and reputation as a community cornerstone.

**Reports to:** Plymouth Intergenerational Coalition Board of Directors  
**Supervises:** COO

# **Key Responsibilities**

## **Board & Governance Leadership**

- Serve as the primary liaison to the Board, maintaining transparent communication and strong partnership.
- Guide the Board in strategic visioning, goal setting, and governance best practices.
- Prepare monthly CEO reports and participate in select committee meetings.

## **Strategic Leadership**

- Lead development and execution of the strategic plan.
- Analyze trends and community needs to inform long-term decisions.
- Provide direction on programming, business model evolution, and partnership development.
- Ensure alignment between mission, revenue strategy, and community impact.

## **Fundraising & Development**

- Serve as the organization's chief fundraiser.
- Lead donor cultivation, major gifts, and grant strategy.
- Expand the donor pipeline while maintaining strong relationships with current supporters.
- Oversee development planning, grant identification, proposal writing, and stewardship.
- Ensure a comprehensive annual fundraising plan is executed.

## **Community Engagement & Visibility**

- Act as the public ambassador for Generations.

- Build relationships with business leaders, donors, foundations, schools, civic groups, and elected officials.
- Elevate the brand, expand visibility, and clarify the intergenerational mission through community partnerships and strategic marketing.
- Represent the organization at events, Chamber activities, and in the media.

## **Financial Sustainability**

- Provide high-level financial leadership in partnership with the Board and Finance Committee.
- Ensure strong revenue forecasting, business modeling, and long-term financial planning.
- Evaluate earned-revenue opportunities (Pic-a-Deli, catering, rentals) for mission and financial alignment.
- Make financial decisions that support sustainability and strategic priorities.

## **Organizational Leadership**

- Partner with the COO to ensure strong internal operations and staff alignment.
- Establish clear organizational goals, communication expectations, and leadership rhythms.
- Cultivate a positive culture rooted in collaboration, inclusion, and accountability.
- Model mission-centered leadership that reflects the values of Generations.

## **Candidate Profile**

The ideal candidate is a mission-driven, relational leader who brings both heart and head to the role; someone equally comfortable inspiring community partners as they are analyzing financial models or guiding strategic decisions.

Successful candidates will bring:

- Bachelor's degree required; advanced degree preferred
- 7+ years of leadership experience in nonprofits, mission-driven organizations, public sector, education, healthcare, or other community-focused settings; or 10+

years of senior leadership experience in a relationship-driven business environment

- A proven track record of revenue generation—whether through fundraising, sales, business development, or client relationship management
- Strong strategic planning, financial management, and analytical skills, with the ability to understand and strengthen a diversified revenue model
- Exceptional communication and public-facing skills, with comfort serving as the external ambassador for an organization
- Experience leading teams or organizations through growth, change, or organizational transition preferred
- A passion for community-building and a genuine commitment to Generations' intergenerational mission
- A collaborative, grounded leadership approach that aligns with Generations' welcoming and relationship-centered culture
- Ability to guide Board development and support strong governance practices, or willingness to learn nonprofit governance principles

## **Working Conditions**

- Primarily office-based with regular community engagement
- Some evening and weekend hours required
- Ability to lift up to 25 pounds occasionally

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## **How to Apply**

Submit a résumé, cover letter, and three references to  
[generationscoaching@proton.me](mailto:generationscoaching@proton.me).

Applications will be reviewed on a rolling basis.