

BOYS & GIRLS CLUBS OF THE
SAN GORGONIO PASS
BANNING, CA



EMPLOYMENT OPPORTUNITY
**CHIEF EXECUTIVE
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THE OPPORTUNITY

The Board of Directors of the Boys and Girls Clubs of the San Geronimo Pass (BGCSGP) seeks a dynamic, community-centered Chief Executive Officer (CEO) to lead the organization into its next phase of growth, organizational strengthening, and measurable impact.

With approximately \$3 million in annual revenue and a strong foundation of public funding through school district partnerships and grants, the Club is positioned for thoughtful expansion and operational refinement. The next CEO will build upon this base to enhance program quality, strengthen infrastructure, deepen community partnerships, and elevate fundraising capacity in order to ultimately expand on the number of youths served.

This leader will work in close partnership with an engaged Board and a capable senior leadership team—including a Chief Operating Officer, Senior Director of Finance, and Senior Director of Human Resources—to drive strategic alignment and performance across the organization.

The CEO will be responsible for bringing the organization's mission to life, working to ensure that area kids and teens achieve great futures by delivering a safe and fun space, creating an engaging Club experience, and managing caring professionals to guide them along the way.

WHY THIS ROLE MATTERS

This is a rare opportunity to lead a respected youth development organization at a pivotal moment. With stable public funding, a capable leadership team, and a clear Board strategic direction to strengthen and build, the next CEO will shape the future of youth opportunity in the San Geronimo Pass region.

Importantly, the impact of this work is profound: 54% of Club alumni report that the Club “saved their life.” The CEO will steward and expand this life-changing mission.

***The work is visible. The impact is measurable.
The community need is real.***

COMPENSATION AND BENEFITS

Salary Range: \$150,000—\$175,000
Annually (DOQ)

Retirement: Participation in Social Security; plus up to 5% matching towards a 401k.

Health/Dental/Vision: 80% paid towards medical, \$11/month for vision, and \$16/month for dental. Additional coverage for dependents is available at a cost to the employee. Insurance coverage becomes effective 90 days after the date of hire.

Holidays: 13 paid holidays throughout the year.

Vacation: Starting vacation accrual rate is two weeks (10 days); however may be negotiable based on prior years of experience and current accrual rate.

Sick Leave: Two (2) hours of sick leave accrued per pay period for a maximum of 48 hours per year.

Group Life Insurance: 100% paid coverage in the amount of \$10,000.

Long Term Disability Insurance: 100% paid coverage.

Cell Phone Allowance: A cell phone is provided.

Mileage Reimbursement: Mileage reimbursement is provided at the standard IRS rate.



STRATEGIC PRIORITIES FOR THE NEXT CEO

The ambition for the future of the organization is to increase the BGCSGP positive impact in the Banning, Beaumont, and neighboring areas. One way to achieve that is to increase the number of youths served. Improving program efficacy is another way. Some combination of the two is the likely strategy for success. The new CEO will be tasked with setting the vision, garnering the community's support, and harnessing the resources to achieve this two-fold impact improvement. The Board has identified a strategic direction to **build and improve** the organization in the following areas:

1. Organizational Capacity & Infrastructure

- Strengthen internal systems, processes, and accountability structures
- Align administrative and operational standards across sites
- Enhance data-driven performance management

2. Financial Sustainability & Revenue Diversification

- Expand private philanthropy and corporate support
- Deepen school district and grant relationships
- Strengthen long-term financial planning and reserves



3. Program Quality & Measurable Outcomes

- Elevate program consistency and impact metrics
- Ensure strong compliance with BGCA standards
- Maintain best-in-class safety practices

4. Community & Civic Leadership

- Serve as the visible ambassador of the organization
- Strengthen relationships with school districts, municipalities, donors, and civic leaders
- Elevate brand awareness across the San Gorgonio Pass region

ORGANIZATIONAL OVERVIEW

The Boys and Girls Clubs of the San Geronio Pass is an affiliate of Boys & Girls Clubs of America, and operates within a nationally recognized youth development framework.

Serving youth across Banning, Beaumont, and surrounding communities, the Club's formula for impact advances three priority outcomes:

- Academic Success
- Good Character & Citizenship
- Healthy Lifestyles

The organization delivers programming through a multi-site model supported by Youth Development Professionals and a growing operational infrastructure.



QUALIFICATIONS

The position requires a background which includes a combination of education and experience that provides the knowledge, skills and abilities necessary to be successful as the next CEO:

Education:

A Bachelor's degree from an accredited college or university in Business Administration, Psychology, Social Services, or a related field. A Master's degree in a related field is highly desirable. **AND**

Experience:

A minimum of 7—12 years of progressively responsible non-profit leadership experience as an Executive Director, Chief Executive Officer, Chief Operating Officer, or comparable senior level experience with demonstrated fundraising success. Experience shall include managing multi-program or multi-site organizations and strong financial oversight responsibility.



THE IDEAL CANDIDATE

The successful candidate will bring the following leadership competencies:

◆ ***Strategic Orientation***

The ideal candidate will be able to draw a high level of insight from having successfully led in several different operating environments. The candidate will not only be able to set up a compelling vision for the organization, but will also be able to develop a strategy & structure to realize the BGCSGP vision and drive supporting plans and programs. An ability to assess current strengths, weaknesses, opportunities, and threats (SWOT) and set priorities accordingly will enable this leader to position the organization for continued success in the years to come.

◆ ***Team Leadership***

This leader will have a strong track record of building effective teams. They will be able to increase the capacity of the existing staff and raise the level of expertise of those they bring into the organization. They will also be a recognized leader in the community and be viewed as a peer among business leaders and other pillars of the Banning-Beaumont community. Additionally, this leader will have the social range to connect, not just at the senior executive and Board level, but also with the kids the Clubs serve.

◆ ***Results Orientation***

The successful candidate will have a track record of consistently delivering results in dynamic situations involving multiple stakeholders (e.g., school district, social service agencies, key donors, etc.). These results will relate not only to improvements in service quality, but will also relate to broad community engagement. Being able to drive internal results (e.g., cost management, eliminating wasteful practices, improved quality) and external results (fundraising, brand awareness, and advocacy will be equally important.

◆ ***Collaboration & Influencing***

This leader will have demonstrated a track record of building and sustaining effective relationships with internal and external stakeholders alike. They will be particularly good at forging partnerships and working with a Board of Directors. They will be able to leverage excellent communication skills to build and engage a network of a broad range of stakeholders. They will share the BGCSGP vision with that network and engage them in that vision to garner their support.

***Join the Boys and Girls Clubs of the San Geronio Pass.
Lead with purpose. Make an impact.***



TO APPLY

To be considered for this extraordinary opportunity, please visit WWW.HRDPM.COM "Open Recruitments" tab. Submit a **resume** clearly identifying all relevant experience and education; and a compelling **cover letter**. All required documents must be uploaded through the website in PDF format. **The filing deadline is 5:00 p.m. on April 3rd, 2026.**

If you have any questions, or would like to discuss the opportunity further, please do not hesitate to call or email:

Henry Garcia, Recruiter

c. 951-999-1617 or Henry@HRDPM.com

OR

Rhonda Strout-Garcia, Recruiter

c. 951-905-0025 or Rhonda@HRDPM.com



SELECTION PROCESS AND TIMELINE

Resumes will be screened by the recruiter upon receipt in relation to the minimum qualifications and ideal candidate profile defined in this brochure. A summary of candidates and their qualifications will be presented to the Board of Directors the week of **April 6th, 2026**.

Those candidates whose qualifications most closely match the profile will be invited to participate in a phone interview with the HRDPM recruiter the week of **April 13th, 2026**.

Top candidates will be recommended to the Board of Directors the week of **April 20th, 2026**, and subsequently scheduled to participate in a panel interview with the Board of Directors and community stakeholders the week of **May 4th, 2026**. The new CEO will have an anticipated start date in **June, 2026**.



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