



"Prosperity Through Education"

Executive Director

Ideal Prospect Profile

ABOUT THE NEWBURGH ARMORY UNITY CENTER

The Newburgh Armory Unity Center is a nonprofit organization founded in 2010 by local businessman and philanthropist William Kaplan. By leasing the historic, decommissioned armory at 321 South William Street for just \$1 per year, Mr. Kaplan transformed an underutilized community landmark into a vibrant hub of educational, athletic, and civic opportunities for the residents of Newburgh, New York, and students of the Newburgh Enlarged City School District.

What began as a safe place for athletic recreation quickly evolved into a state-of-the-art educational facility. The Newburgh Armory Unity Center now operates from a 62,000-square-foot building on 12 acres, providing free and low-cost programming for children from birth through elementary age. The Newburgh Armory Unity Center operates on a firm education-first model: students are required to participate in at least one academic class before engaging in any athletic or recreational programming. This reflects The Newburgh Armory Unity Center's foundational commitment to "Prosperity Through Education."



The Newburgh Armory Unity Center's flagship initiative is the Saturday Morning Enrichment Program, which offers academic enrichment, arts, sports, and career exploration for children and families. The Newburgh Armory Unity Center is deepening its focus on early childhood development, with an emphasis on programming for children from birth through age six. The organization also maintains a Community Garden extending its reach through agricultural education and environmental stewardship.

The Newburgh Armory Unity Center operates a self-sustaining financial model, generating earned income from facility rentals and events to fund its public programs, supplemented by foundation and

county support. After 15 years of operation, The Newburgh Armory Unity Center carries no long-term debt, owns its building outright, and maintains a record of fiscal discipline and operational simplicity.



A sample of the diverse programming offered through our Saturday Morning Enrichment Program

THE OPPORTUNITY

The Newburgh Armory Unity Center is seeking an entrepreneurial, mission-driven Executive Director to lead the organization through its next chapter. This is a high-visibility, high-impact leadership role with significant autonomy and the backing of a financially sound, community-anchored institution built over 15 years.

The next Executive Director will inherit an organization with a proven model, passionate supporters, and extraordinary community relationships — and will be charged with strengthening the earned-income model, deepening community and school district partnerships, and adapting and expanding The Newburgh Armory Unity Center's programs to serve the evolving needs of Newburgh's families.

The ideal candidate is first and foremost an entrepreneur: someone who thinks strategically, adapts to market and community changes without losing focus on the mission, and understands that organizational survival requires balancing mission and margin. Entrepreneurs built the Newburgh Armory Unity Center, and its next leader must share that mindset.

ROLE OVERVIEW

The Executive Director reports to the Board of Chair and Founder and is responsible for all aspects of The Newburgh Armory Unity Center's operations, programs, financial management, facility stewardship, and community engagement. The position requires:

- Physical presence at the facility on the majority of Saturdays to engage directly with families, students, and staff during the Saturday Morning Enrichment Program.
- Active oversight of a 62,000-square-foot facility on 12 acres, including athletic courts, event venues, and multi-use spaces generating earned rental income.
- Direct management of staff across education, reception, maintenance, security, and grant project functions.
- Consistent, professional reporting to the Board of Directors through appropriate governance channels.

STRATEGIC AND MISSION PRIORITIES

The Board has identified the following priorities for the incoming Executive Director:

1. Education-First Mission Integrity

NAUC's primary programmatic focus is the Saturday Morning Enrichment Program and services for children from birth through age six. The next Executive Director must be committed to this mission without allowing "mission creep." Collaboration with the Newburgh Enlarged City School District, Orange County, and local libraries is central to The Newburgh Armory Unity Center's mission delivery.

2. Entrepreneurial Leadership and Adaptability

An entrepreneur built the Newburgh Armory Unity Center and requires a leader who thinks the same way. The next leader must be able to identify when programs, revenue streams, or community needs have shifted — and respond accordingly — while keeping operations simple and financially disciplined. The organization's rodeo event represents a significant but potentially unstable revenue stream, underscoring the need for a leader capable of diversifying earned income.

3. Financial Stewardship and Earned Revenue

The Newburgh Armory Unity Centers' self-sustaining model — balancing earned revenue, foundation support, and county funding — is a point of institutional pride. The next Executive Director must manage this model with discipline and grow earned income without sacrificing mission focus.

4. Community Presence and Cultural Competency

Newburgh serves a diverse urban community. The next Executive Director should demonstrate a strong commitment to community engagement and a proven ability to build meaningful relationships with diverse stakeholders. Experience working in urban communities or environments with similar opportunities and challenges is preferred. Spanish language proficiency is strongly preferred.

REQUIRED QUALIFICATIONS

Education and Experience

- Bachelor's degree preferred; relevant experience may substitute.
- Minimum of 5–7 years of progressively responsible leadership experience in nonprofit management, business operations, community programming, or a related field.
- Demonstrated entrepreneurial track record: experience building programs, developing revenue streams, or adapting organizations to changing conditions.
- Proven financial management experience, including budget oversight, earned-revenue strategies, and multi-source funding environments.
- Experience with facilities management and revenue-generating operations preferred.
- Experience reporting to and working effectively with a volunteer Board of Directors.

IDEAL CANDIDATE QUALIFICATIONS AND COMPETENCIES

The Newburgh Armory Unity Center is seeking a dynamic, entrepreneurial leader who shares the organization's belief in the transformative power of education and community. The ideal candidate will bring strategic vision, operational discipline, and a deep personal commitment to the people of Newburgh.

Entrepreneurial Mindset and Strategic Vision

- Genuine entrepreneurial orientation: ability to identify opportunities, pivot when necessary, and develop sustainable approaches to mission delivery and revenue generation.
- Strategic thinker who understands that "there is no mission without a margin" — and who can balance community impact with fiscal discipline.
- Demonstrated success with earned-income strategies, facility operations, and business development in a mission-driven context.
- Willingness to "roll up their sleeves"; an active, visible leader, not a desk-bound administrator.

Mission and Community Commitment

- Genuine passion for early childhood education, educational equity, and urban community empowerment.
- Commitment to The Newburgh Armory Unity Centers education-first model and the principle that athletic and recreational access is earned through academic engagement.
- Deep connection to — or willingness to become embedded in — the Newburgh, NY community.
- High cultural competency; demonstrated effectiveness working with diverse, urban, and immigrant communities. Spanish language proficiency strongly preferred.

Operational and Organizational Leadership

- Strong executive leadership with the ability to motivate staff, manage day-to-day operations, and hold the organization to high standards.
- Experience managing multi-program organizations with diverse offerings spanning education, arts, athletics, and community engagement.
- Financial management expertise, including budget development, earned revenue oversight, and board-level reporting.
- Skilled in "managing up": ability to provide consistent, professional, and organized reporting to a hands-on Board of Directors.
- High self-confidence and resilience; capable of leading a high-intensity, demanding role.

Partnerships and External Relations

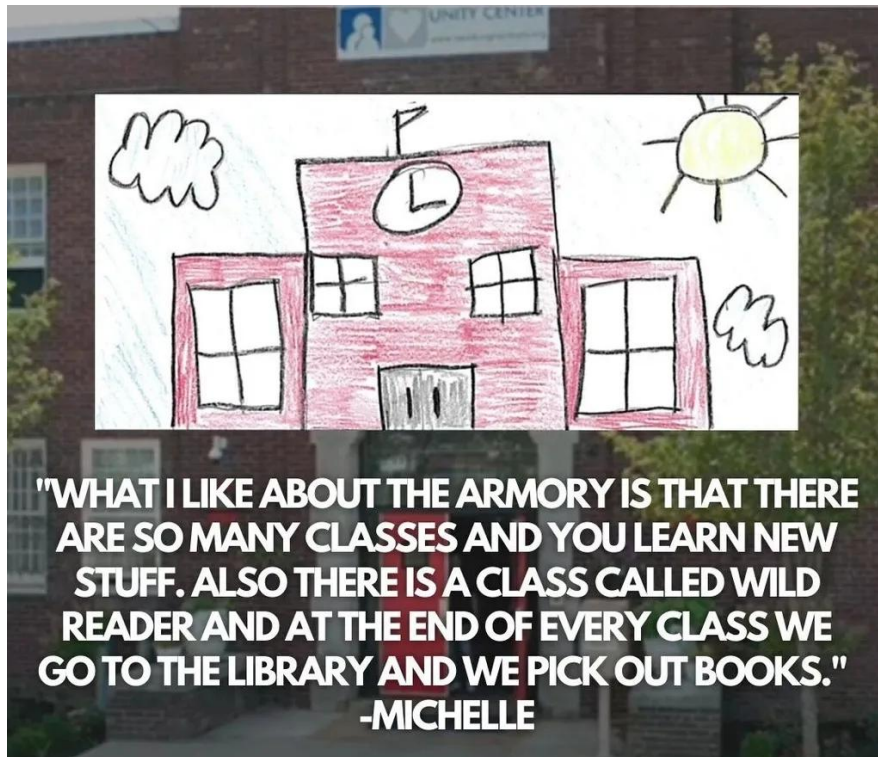
- Skilled relationship-builder with school districts, municipal government, community organizations, funders, and corporate partners.
- Experience in fundraising, donor cultivation, and institutional grant relationships.
- Excellent communicator, effective in public speaking, community advocacy, and organizational brand-building.

Program and Mission Alignment

- Experience with youth-serving programs, early childhood education, or community center operations.
- Commitment to The Newburgh Armory Unity Center's focus on children from birth through elementary age and the Saturday Morning Enrichment Program as the organization's core program.
- Analytical and data-informed approach to program evaluation and continuous improvement.
- Ability to lead organizational change while preserving The Newburgh Armory Unity Center's founding culture and values.

COMPENSATION

Salary range: \$100,000 – \$150,000, commensurate with experience. A health insurance stipend is provided.



TO LEARN MORE OR EXPRESS INTEREST

Contact Jim McGuirk (jim@ccmspartners.com) or Joe Costa (joe@ccmspartners.com) if you are a passionate, entrepreneurial leader who believes in the power of education and community — and who is ready to say an "Emphatic YES" to any initiative that improves the city of Newburgh.

Together, we can build on the legacy of William Kaplan's vision — a place where community members of all ages come together, advance their futures, and demonstrate every day that prosperity through education is not just a motto, but a movement.