



POSITION SUMMARY

Chief Executive Officer

Five Rivers MetroParks

Dayton, Ohio

Five Rivers MetroParks was created in 1963 and, from its founding, has been connecting people with nature in the Dayton, Ohio region. Today, Five Rivers MetroParks is an agency of diverse beauty and experiences with 18 clean, safe parks, the 2nd Street Market and 11 conservation areas for a total of 30 locations. This represents over 16,400 acres and includes recreation trails, urban, community and nature parks, community gardens, a children's garden and a variety of landscapes, terrains, and waterways.

Five Rivers MetroParks plays an important role in the community and has been named by the *Dayton Business Journal* as the region's No.1 most visited attraction for various previous years, including most recently, 2021 with over 3.5MM visitors. In recognition of that position and history of stewardship, the citizens of Montgomery County overwhelmingly approved a 10-year replacement property tax levy for Five Rivers MetroParks in November 2018. The agency's 2022 annual operating budget is in excess of \$23MM, and approximately \$10MM is allocated for capital investments via funding from the property tax levy, grants, partnerships, philanthropy, and sponsorships.

Five Rivers MetroParks' mission is to protect the region's natural heritage and provide outdoor experiences that inspire a personal connection with nature. Its vision is to be *the* conservation leader of a vital, active, nature-based community. This is accomplished by protecting natural areas, parks and river corridors and promoting the conservation and use of these lands and waterways for the ongoing benefits of the people in the region. In 2021, Five Rivers MetroParks was reaccredited through the Commission for the Accreditation of Parks and Recreation Agencies.

This organization is a separate political subdivision of the state of Ohio, governed by a Board of Park Commissioners ("BOPC"), consisting of three citizens who serve three-year terms without compensation. The Probate Court Judge of Montgomery County appoints the members of the Board. Five Rivers MetroParks' tax district includes all of Montgomery County. More information can be found on the Five Rivers MetroParks website: www.metroparks.org.

Becky Benná has served as the Chief Executive Officer (CEO) of Five Rivers MetroParks for over 11 years and has announced her plan to retire in the Spring of 2023. As a result, the BOPC has embarked on a national search to identify and recruit her successor.

The Chief Executive Officer reports to the three-member BOPC and supervises a leadership team of 6 with a total staff of 195+ full time, 43+ part time, 60+ seasonal/interns/apprentices and 2,100+ registered volunteers. A portion of the staff is represented by the American Federation of State, County and Municipal Employees (AFSCME) and Fraternal Order of Police (FOP) labor unions. The CEO also works with the volunteer board members of the Five Rivers MetroParks Foundation, the James M. Cox Jr. Arboretum Foundation and the Wegerzyn Gardens Foundation, three 501c3 nonprofit subsidiaries of Five Rivers MetroParks that have endowments and fundraising activities that directly support the park district, the Arboretum and Wegerzyn Gardens MetroPark, respectively. Other important working relationships include: municipal, county, state and federal government officials and their staffs; leaders of key partner organizations such as the City of Dayton, Montgomery County, and the Miami Conservancy District; vendors and suppliers; other education, business, community and business leaders; park visitors and the public at large; and members of the media.



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The ideal candidate must have a proven track record of success and will have led a complex organization through periods of growth and change. This individual will have at least 10 years of progressively responsible experience in public administration or business administration, with experience serving in an executive level capacity. Preference will be given to those who have worked in a large park and recreation or conservation agency and may currently be serving as the top executive of a comparably sized public park system or equally complex smaller park system; or have experience as a “#2” or other senior-level executive at a larger enterprise. Alternative backgrounds could include senior executive management experience of a public agency or nonprofit organization. The successful candidate must have the demonstrated ability to manage financial affairs of an organization, i.e., develop or enhance revenue sources; experience managing budgets of at least \$10 million and controlling expenditures to preserve financial stability and growth. A Bachelor’s degree in parks & recreation, business, public administration or a related field is required; a Master's degree is preferred. Park and recreation professional certification highly preferred. The CEO is expected to earn a base salary of at least \$139,000 along with an attractive benefits package that includes participation in the Ohio Public Employee Retirement System. Compensation will be commensurate with candidate's experience and knowledge. Some relocation assistance may be provided.

Outstanding opportunity for a park system or conservation executive to lead a successful park system in a challenging and changing regional community. While the park system has grown significantly since 1963 and most notably during the last two decades, the next ten years of success will likely be marked by increased usage of the parks, an emphasis on connecting people with nature, and managing more opportunistic growth. The new CEO will inherit a motivated staff who bring experience and enthusiasm to their roles. The park system is on solid financial ground based in part on the successful passage of a ten-year levy in 2018 and an increased amount of philanthropic support, and other revenue sources, but funding challenges remain, specifically as they relate to capital improvements and deferred maintenance.

Dayton and Montgomery County, Ohio, are part of the Dayton MSA of over 825,000 people which is the 4th largest MSA in Ohio. The City of Dayton is the 6th largest city in the State of Ohio. The City and County are part of the Miami Valley region in the southwestern corner of the State. The Dayton area has a history of innovation and invention and today the community continues to house significant industrial, aerospace, and technological/engineering research activity. Much of this innovation is due in part to Wright-Patterson Air Force Base and its place within the community. With the decline of heavy manufacturing over the years, the Dayton regional economy is now focused on services including financial services, legal, healthcare and government.

Contact: A more detailed Position Profile is available upon request. We fully respect the need for confidentiality of information supplied by interested parties; prospective candidates should be aware that any applications or resumes submitted for this opportunity are subject to the Ohio Public Records Act and may be disclosed. Five Rivers MetroParks and WAVERLY PARTNERS firmly support the principle and philosophy of equal opportunity for all individuals, regardless of race, religion, sex, age, national origin or disability. Interested individuals should contact either consultant below or via email at FiveRivers@Waverly-Partners.com.

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