

Neil J. Nicoll
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Profile

Career non-profit leader committed to creating opportunities for each individual to reach their full potential and developing strong vibrant communities.

Professional Experience

*2015-Present President Emeritus
YMCA of the USA
Chicago, IL*

At the direction of the incumbent CEO, the President Emeritus leads special projects supporting USA strategic initiatives and represents the organization with key stakeholders.

*2006-2014 President and CEO
YMCA of the USA
Chicago, IL*

Responsibilities

- Provided connection, service and leadership to the 22 million member YMCA Movement.
- Established and executed the organization's strategic priorities designed to increase the impact of the nation's 2700 Ys.
- Represented the Y in all areas of public life to advance the cause and raise the profile of the Y.
- Attracted, retained, led, developed and motivated a diverse quality staff and volunteer leadership.

Accomplishments

- Led a complete brand revitalization of the Y movement including adoption of a new brand promise, areas of focus and visual system.
- Implemented a complete reorganization of YUSA services to member associations resulting in an increase in satisfaction from 55% to 96%.
- Launched the development of a data management, measurement & analysis system to track both quality and impact across all YUSA services and programs.
- Implemented a nationwide leadership development and training system to support 250,000 staff and 600,000 volunteers.
- Positioned the Y as a leader in the creation of the health care system of the future.

1992-2006 *President and CEO*
YMCA of Greater Seattle
Seattle, Washington

Responsibilities

- Led a mission driven, \$48.5 million, 15-branch YMCA with 1700 employees and 9000 volunteers.
- Developed and implemented a series of strategic plans which established and achieved the association's stretch financial development, human resource, program development, membership and fiscal engagement objectives.
- Represented the association at the highest levels of the community.

Accomplishments

- Positioned the YMCA of Greater Seattle as the leading human service organization in King County.
- Refocused the YMCA of Greater Seattle with major program emphasis on youth and family development, tripling participation.
- Increased the association's financial development capacity, resulting in Partner With Youth Campaign growth from \$600,000 to \$4.15 million annually. Increased private contributions to \$11 million annually or 23% of revenue.
- Implemented human resource systems which are benchmarks for the YMCA movement and emphasize mission driven staff recruitment, performance measurement, retention and recognition programs.
- Completed \$41.5M in capital development, debt free.
- Successfully co-led a citywide initiative to establish the asset development approach to youth development as the benchmark for all community and governmental organizations.

1980-1992 *President and CEO*
YMCA of Greater Worcester
Worcester, Massachusetts

Responsibilities

- Led and directed a \$5.6 million, four-branch YMCA Association.

Accomplishments

- Raised \$8.2 million in capital contributions and averaged 13% annual Fund campaign growth.
- Directed association growth from a \$1.8 million operating budget with 130 staff, serving 24,000 people, to a \$5.6 million balanced budget with 310 staff, serving 38,000 people.
- Led the organizational effort to hire the first state wide YMCA Director of Public Policy.

1975-1980 *Executive Director*
Prince Georges County Branches
YMCA of Metropolitan Washington, D. C

Responsibilities

- Managed the total YMCA operations for three separate branches to serve a diverse population of 700,000.

Accomplishments

- Three hundred percent growth in branch membership and participation.
- Secured a range of public funding for programs serving adjudicated youth.

1973-1975 *Executive Director*
Dorchester Branch
Greater Boston YMCA

Responsibilities

- Managed and developed an inner city branch serving a low-income, multi-racial community of 150,000 people.

Accomplishments

- Developed positive relations with multi-racial groups in the community during the implementation of forced school busing,
- Developed collaborative funding and program relationships.

1972-1973 *Graduate Student/Consultant in Juvenile Justice*

1968-1972 *Program Director*
Howard County Branch
Greater Baltimore YMCA

Educational Background

- M.Ed., Community Development, Springfield College
- B.A., History, Eastern Nazarene College
- YMCA Senior Director
- Clark University Executive Management Program Certificate
- Harvard University Business School "Strategic Perspectives in Non-Profit Management"
- Numerous courses and workshops

Selected Professional Affiliations

- 2011-present: Independent Sector Board of Directors, 2014-2016, Chairman
- 2008-2015: Trustee America's Promise Alliance
- 2007-2015: Chicagoland Chamber of Commerce Board Member
- 2007-2015: Trustee Springfield College
- 2006-2010: National Assembly Board Member
- 2006-2015: Leadership 18
- 1992-2006: Washington YMCA's Public Policy Committee, Chair 1994-2004
- 1992-2005: YMCA Urban Group, Chair 2003-2005
- 1992-2004: US-Japan Liaison Committee, Chair 1998-2005

- 1988-1992 & 2004-2006: YMCA/USA Board of Directors
- 1968-present: Association of Professional Directors, Executive Committee 1987-1990
- 1981-1990: Springfield College YMCA Advisory Council, Chair 1981-1982

Selected Civic Affiliations

- 2003-2004: City of Seattle Mayor's Citizens Advisory Committee for the Family & Education Levy
- 1998-2006: Seattle University, Non Profit Executive Master's Degree Visiting Committee, Chair 2003-2005
- 1993-2006: Washington Council of Youth Agencies, Chair
- 1995-1998: United Way of King County Strategic Planning Committee
- 1994-1997: Redmond United Methodist Church, Finance Chair

Selected Publications

- *"Seattle YMCA Steps Up For Kids "*, YMCA Developments, Summer 2000, Nicoll, Neil
- *"Good Kids Take Time "*, Seattle Post-Intelligencer, Sunday, April 26, 1998, Nicoll, Neil: full page, OpEd
- *"Rebuilding the Community,* Puget Sound Business Journal, February 18-24, 1996, Nicoll, Neil and Jackson, Rick; half page, OpEd
- *"Cultivate Your Staff or Get Stuck With Mealy Tomatoes",* Perspective, 1991; Nicoll, Neil
- Numerous newspaper, radio and television interviews

Awards and Recognition's

- 2010-2014 Nonprofit Times Power & Influence Top 50
- YMCA of Greater Seattle recognized in Perspective Magazine as One of "7 Great YMCAs", 1999
- YMCA of Greater Seattle first recipient of YMCA of USA Cultural Diversity Award, 1997
- F. William Stahl Award for Professional Writing by the Association of Professional Directors, 1991
- Springfield College, "YMCA Person of the Year", 1986
- Selected by the National Assembly for inclusion in "A study in Excellence Management in the Non-profit Human Services", 1986
- Selected "Outstanding Young Men of America", 1978

Selected National Leadership

- 2008- 2010: Independent Sector Advisory Group on Defining the Charitable Community
- 2007-2010: Independent Sector Nonprofit Leadership Initiative Advisory Group
- 2003-2006: Chair Activate America/Gullick Project to develop a YMCA response to the national lifestyle health crisis.
- 2000-2002: Led Urban Group and Y/USA collaboration to launch the Asset Development Initiative.
- 1994- 1997: Led national launch of the Earth Service Corps Program in five regions. The program was developed by YMCA of Greater Seattle, funded by Kellogg Foundation and collaboratively operated by five Urban Group Associations.
- 1994-1995 YMCA of Greater Seattle developed the process for identifying core values as the foundation for youth programming and adopted the values of respect, responsibility, honesty, caring, faith and fun. Urban Group and Y-USA adopted that process and established the core national values of respect, responsibility, honesty and caring.