

## CANDIDATE PROFILE

**General Manager**  
Adirondack League Club  
Old Forge, NY

[www.alcclub.org](http://www.alcclub.org)



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## The Organization

Founded in 1890, Adirondack League Club is one of the most historic, private and distinctive family wilderness clubs in the United States. Located within the heart of West Central New York's Adirondack Park, the Club encompasses more than 53,000 acres of protected forests, lakes, rivers and wilderness terrain, offering an experience deeply rooted in conservation, outdoor recreation, family traditions and stewardship of the natural environment. For generations, the Club has maintained a unique culture defined by, authenticity, camaraderie and a profound appreciation for the Adirondack lifestyle.

Unlike a traditional country club environment, the Adirondack League Club operates as a highly diverse and complex preserve community with multiple distinct campuses, personal member homes, facilities and recreational offerings spread throughout the property. Members and their families enjoy, fishing, boating, hiking, paddling, skiing, hunting and wilderness exploration opportunities across more than 30 lakes and ponds, miles of rivers and streams, extensive hiking and cross-country ski trails and numerous remote camps and gathering areas throughout the preserve.

The Club's operations include three separate lodges with dining facilities and overnight accommodations, including the historic Summer House at Little Moose Lake, which serves as a central gathering place for the membership. Additional operations include twelve rustic outlying camps utilized for hunting and fishing activities, preserve operations responsible for maintaining approximately 30 miles of roads, more than 130 miles of hiking trails, and several dozen outbuildings throughout the property, as well as an active forestry operation charged with harvesting timber managed under strict environmental stewardship guidelines. Recreational amenities throughout the preserve include swimming areas, boathouses, tennis and pickleball courts, family programming, seasonal events and extensive member support services.

While the Club is seasonal, the Club is open 7 days per week, 9 months per year. The Club's food and beverage operate 7 days a week for July and August and 4 days a week for the remainder of the year. Dining services are closed for most of December (no holiday parties) and March and are

completely closed for April. Weddings and catered events are limited to member families and occasionally the Club provides accommodations and meals for area non-profit organizations.

The Club is currently undertaking a significant renovation of its historic 125-year-old Summer House while also addressing long-term infrastructure and capital improvement priorities associated with maintaining a preserve of this scale and historical significance. This represents an exceptional opportunity for an accomplished and relationship-driven General Manager to lead one of the most unique and respected private clubs in North America. The successful candidate will be expected to provide thoughtful leadership, operational oversight and long-range planning while preserving the traditions, culture and extraordinary member experience that have defined the Adirondack League Club for more than a century.

## **ADIRONDACK LEAGUE CLUB DETAILS:**

- Approximate Gross Dollar Volume: \$6.5 Million
- Approximate Dues Volume: \$5. Million
- Membership: Approximately 424 Families from 30 states and 10 countries
- Average Member Age: 55–62
- Board of Directors: 15 Members
- Direct Reports to the GM/COO: 8

Direct reports to the General Manager/COO include the Forestry Manager, Finance Manager, Member Services Manager, Reservations/Web Administrator, Preserve Manager, Little Moose Lodge Manager, Bisby Lodge Managers and Honnedaga Manager.

## **Position Overview**

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The General Manager of Adirondack League Club will serve as the senior operational leader and steward of one of the most unique private club environments. This individual will lead with professionalism, authenticity and approachability while fostering strong relationships with members, families and staff throughout the Preserve. The GM will oversee a broad and diverse operation focused on preserving the Club's traditions, maintaining exceptional member experiences and guiding the organization through future opportunities and challenges.

Working closely with the Board of Directors and committee leadership, the General Manager will provide operational oversight and strategic perspective across all aspects of the Club. The successful candidate must be capable of managing a geographically dispersed operation that includes hospitality, lodging, dining, preserve maintenance, recreational programming, forestry operations and environmental stewardship, while respecting the Club's deeply rooted culture and traditions.

Reporting directly to the President, the GM will have overall responsibility for the leadership and coordination of the Club's various operating units, facilities and departments. The role requires an executive who can effectively balance operational management with member and committee relationships while fostering accountability, teamwork, consistency and a strong service culture throughout the organization. The General Manager will also play an important role in infrastructure planning, capital projects and the preservation of the Club's historic properties and preserve assets.

This opportunity calls for a thoughtful, relationship-driven leader with strong interpersonal, financial and operational skills, along with a genuine appreciation for the Adirondack lifestyle and traditions

that define the Club experience. The ideal candidate will lead with integrity, professionalism and a sincere commitment to preserving the culture and member experience that have distinguished the Adirondack League Club for generations.

## **Key Responsibilities**

### **STRATEGIC & GOVERNANCE LEADERSHIP**

- Serve as principal advisor to the Board of Directors on operational, financial, infrastructure and strategic matters.
- Implement policies and strategic priorities established by the Board.
- Prepare and present regular reports on operations, financial performance, staffing, preserve conditions and capital projects.
- Lead development of long-range strategic and capital improvement plans aligned with the Club's mission and financial capacity.

### **CAPITAL PROJECTS & INFRASTRUCTURE PLANNING**

- Provide executive oversight of the major renovation of the historic Summer House, ensuring proper budgeting, contractor management, timeline control, quality standards and regulatory compliance.
- Partner with the Board and relevant committees on construction oversight and risk management.
- Develop a comprehensive, prioritized multi-year capital plan for aging buildings, utilities, roads, docks and infrastructure across the preserve.
- Establish systems for preventive maintenance, asset tracking and lifecycle planning.
- Ensure appropriate controls, transparency and financial discipline in all capital expenditures.

### **PRESERVE & ENVIRONMENTAL STEWARDSHIP**

- Oversee management of the 53,000-acre preserve consistent with conservation principles and regulatory requirements of Adirondack Park and New York State.
- Supervise the Preserve Manager responsible for roads, trails, buildings, utilities, water systems and land management.
- Ensure compliance with environmental regulations and best practices in land stewardship, forestry, wildlife management and sustainability.
- Provide support and coordination with the Cornell Fisheries program located on the Preserve.
- Balance member access and enjoyment with long-term preservation of natural resources.

### **COMMUNITY & MEMBER SERVICES**

- Oversee operations of three lake community managers responsible for local services and facilities.
- Ensure consistent standards of maintenance, safety and service across all four lake communities.

- Foster strong, respectful relationships with members while upholding Club rules and governance structures.
- Support a positive member experience while managing expectations in a multi-generational private club environment.
- Build and maintain positive relationships within the surrounding Adirondack community, fostering goodwill and collaboration while serving as a visible ambassador for the Club and its traditions.

## **FINANCIAL MANAGEMENT**

- Develop and manage the annual \$6.5 million operating budget.
- Oversee financial reporting, internal controls, forecasting and cash flow management.
- Integrate capital planning into long-term financial modeling and reserve strategy.
- Supervise administrative staff responsible for accounting, finance and human resources.
- Partner with the Board on sustainable funding strategies for infrastructure renewal.

## **STAFF LEADERSHIP & ORGANIZATIONAL MANAGEMENT**

- Lead, mentor and evaluate approximately 35 full-time staff and 35 seasonal staff.
- Establish clear organizational structure, performance expectations and accountability systems.
- Oversee recruitment, training, compensation and retention strategies.
- Promote a culture of professionalism, safety, teamwork and respect.

## **OPERATIONS & INFRASTRUCTURE**

- Ensure effective operation and maintenance of roads, utilities, docks, facilities, equipment and Club assets.
- Oversee seasonal workforce planning and operational readiness.
- Manage vendor relationships, contracts, procurement processes and contractor oversight.
- Ensure strong safety standards for members, staff, contractors and visitors.

## **Attributes**

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- A visible, approachable and relationship-driven leader who takes an active interest in the membership, families, staff and the unique communities throughout the Preserve, while fostering a welcoming and respectful environment.
- Demonstrates a genuine appreciation for the traditions, culture and heritage of the Adirondack League Club, with the ability to thoughtfully preserve its character while supporting the evolving needs of the membership.
- A collaborative and hands-on executive who communicates effectively across all areas of the organization and builds strong working relationships with staff, members, volunteer leadership and committees.
- Exercises sound judgment, professionalism and discretion in decision-making, while approaching challenges with maturity, integrity, practicality and a calm leadership style.
- Possesses the operational versatility and organizational skills necessary to effectively oversee a diverse and geographically dispersed operation that includes hospitality, lodging, preserve maintenance, recreational programming and infrastructure stewardship.
- Creates a positive and supportive workplace culture centered around accountability, teamwork, employee engagement and mutual respect, while encouraging professional development and long-term staff retention.

- Service-oriented and highly responsive, with exceptional follow-through and a natural ability to understand and anticipate member expectations in a highly personalized and relationship-based environment.
- Forward-thinking and solution-oriented, with the ability to balance long-term planning, infrastructure priorities and operational improvements while remaining sensitive to the Club's traditions, environmental responsibilities and overall member experience.
- Brings warmth, humility, adaptability, and an appropriate sense of humor to the role, contributing to the authentic, welcoming and family-oriented culture that defines the Adirondack League Club experience.

## Requirements

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- Bachelor's degree and/or 10+ years' experience in Business Administration, Construction Management, Environmental Management, Hospitality Management, Public Administration, or a related field.
- 7+ years of senior leadership experience in a complex organization such as a private club, conservation organization, residential community, resort property or similar entity.
- Excellent communication skills.
- Experience working with a Board of Directors in a governance-driven environment.
- Proven experience overseeing significant capital projects or facility renovations.
- Knowledge of land management, conservation practices, forestry operations or rural infrastructure management.
- Experience in historic property preservation or large-scale renovation oversight.
- Demonstrated financial acumen with substantial experience overseeing operating and capital budgets, financial reporting, forecasting, long-range planning and overall fiscal management.
- Broad operational expertise across all key areas of club operations, including food and beverage, banquet and catering operations, member events, recreational programming and overall member services.
- Proven leadership, communication, and interpersonal skills, with the ability to build trust, foster collaboration and effectively engage with members, staff, committees and volunteer leadership.
- Strong organizational, administrative and execution skills, including experience implementing operational standards, performance metrics and continuous improvement initiatives throughout the organization.
- High personal integrity, professionalism and character, combined with an energetic, approachable leadership style and a sincere commitment to the club management profession.
- Proficiency with standard business and communication platforms, including Microsoft Word, Excel, Outlook and PowerPoint, along with comfort utilizing evolving technologies and AI-driven tools.
- Ability to provide outstanding professional references. Final candidates will be subject to a comprehensive background investigation and reference review process.

## Competitive Compensation

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- The Club will offer a highly competitive compensation package, including base salary, performance-based incentive compensation and a comprehensive benefits program commensurate with experience and qualifications.

- Comprehensive medical and life insurance coverage.
- Scholarship opportunities for college and vocational programs for employees and their dependents.
- Short-term and long-term disability coverage, along with a competitive paid time off and vacation program.
- Participation in the Club's 401(k) retirement savings plan with a 4% match.
- Professional dues, continuing education allowance and support for approved industry-related development opportunities and customary executive benefits.
- Relocation assistance will be provided for the successful candidate (if from outside the area).

## To be Considered

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To be considered for this exceptional leadership opportunity, interested candidates are encouraged to submit their materials as soon as possible. All resumes, cover letters and related materials will be handled with the highest level of professionalism, discretion and strict confidentiality throughout the search process.

Qualified professionals who meet or exceed the outlined criteria are encouraged to submit a thoughtful and compelling cover letter addressed to the Search Committee. The letter should highlight the candidate's qualifications, leadership experience, professional accomplishments and interest in the position, while also sharing that the Adirondack League Club represents an attractive opportunity for them personally, professionally and for their family. Candidates should submit their cover letter along with a current resume to:



**Manny Gugliuzza, CCM, CCE**  
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