

KANSAS HEALTH FOUNDATION

PRESIDENT/CEO

POSITION SPECIFICATIONS

CLIENT

Located in Wichita, Kansas, the Kansas Health Foundation (KHF) is a private philanthropy dedicated to improving the health of all Kansans. The Foundation defines health in broad terms, believing health is a state of complete physical, mental, and social well-being and not merely the absence of disease. Following the basic tenets of philanthropy, which are to make change possible and improve humankind, KHF takes a long-range view, investing where the most good can be done for the greatest number of people. The organization manages and invests its assets in fiscally responsible ways so the funds may be used in perpetuity for future generations of Kansans.

The Foundation's origins date back to 1985 when the Wesley Medical Center, founded by the Kansas Methodist Church in 1912, was sold to the Hospital Corporation of America (HCA). Today, the Foundation's assets total nearly \$525 million with over \$24 million paid out annually. Using a strategic grantmaking approach, KHF seeks opportunities to invest its resources in people and projects that meet its mission and that create long-term, sustainable health improvements.

As strategic initiatives, the Foundation created two separate and independent not for profit organizations to advance its work in both policy and leadership. In 1995, the Foundation established the Kansas Health Institute (www.khi.org) for the purpose of providing research and data to be utilized in health policy formation. Last year, the Kansas Leadership Center opened with a mission of nurturing and developing leaders at the organizational, community and state level to improve the health of all Kansans. Though funded primarily through KHF grants, both the Kansas Health Institute and Kansas Leadership Center have separate, independent Boards and executive leadership.

Today, these three organizations - the Kansas Health Foundation, the Kansas Health Institute, and the Kansas Leadership Center - provide an integrated approach that combines a strategic vision, research and data, and innovative leadership development

in addressing major health issues. The continued goal will be to catalyze citizens, organizations, and policy makers to create long-term, sustainable health improvements for all Kansans. To learn more about the Kansas Health Foundation and its programs, please visit www.khf.org.

THE COMMUNITY

Wichita is a family-friendly community represented by a metropolitan statistical area of 600,000 people that provides exceptional quality of life (e.g., short commutes, superb schools, affordable housing, etc.). The community is nationally recognized as one of the aviation capitals in the world and is further known as one of the best entrepreneurial markets in the United States. Relevant Web sites that provide meaningful information about the region are as follows:

- City of Wichita, Kansas www.wichitagov.org
- Wichita Chamber of Commerce www.wichitakansas.org
- Chamber of Commerce Video [Wichita Video](#)
- Wichita Eagle Newspaper www.kansas.com
- Wichita State University www.wichita.edu

RESPONSIBILITIES

Working in full concert with an eight-member Board of Directors, the President/CEO will continuously define and guide the vision and strategic direction of the Foundation. S/he will oversee and direct the day-to-day operations of the organization including managing and mentoring a staff of approximately 25 individuals with direct reports including the Vice President and Chief Financial Officer, the Vice President for Programs, the Vice President for Administration, and the Vice President for Communications. Specific responsibilities include:

Leadership: Serves as a decisive, credible leader for the organization while working in tandem with the Board, the Kansas Leadership Center and the Kansas Health Institute to identify and implement key strategic initiatives.

Board Relations: Fosters professional development of the Board to serve in its policy setting role for the organization and keeps the Board fully informed and engaged regarding the status and activities of the Foundation.

Strategic Visioning: Works with the Board to refine broad strategic direction, long-term goals and annual objectives for the Foundation and remains knowledgeable about the health needs and trends in the state of Kansas.

Partnerships: Recognizes the importance of collaborating with others and works to identify strategic opportunities and partnerships for enhancing the viability of the Foundation and the realization of its mission.

Fiscal/Investment: Provides strategic direction and is fiscally responsible along with the Board, investment committee and financial staff to administer the Foundation's assets, direct the funding of grants to achieve the mission, prepare and present budgets, and

ensure that the annual audit, tax returns and other financial reports are completed and presented as required.

Human Resources: Maintains a work environment that fosters employee commitment to the Foundation's mission and supports an open and healthy culture of collaboration, continuous improvement and respect.

Community Relations: Interfaces and establishes solid relationships with many constituencies in the state including the faith community, the health community, policymakers, community leadership, the education community and others.

Communication: Serves as the primary spokesperson for the Foundation and effectively articulates the vision, mission and outcomes. Maintains a commitment to transparency with the Board, partners, the public, the press and other key audiences.

Programmatic: Provides oversight to the grantmaking process.

Policies and Procedures: Ensures compliance in the day-to-day operations of the Foundation's policies and procedures.

EDUCATION & EXPERIENCE

- An undergraduate degree is required. An advanced degree is strongly preferred.
- A minimum of 10+ years of experience, demonstrating a positive track record of upward mobility and successful results, is required.
- Well-developed history of developing strategic plans and implementing such programs in a sustainable manner is required.
- Significant background and experience in the field of health is essential.
- Solid leadership experience, including demonstrated expertise in bringing diverse groups together to attain common goals at the organizational, community and/or state level, is highly preferred.
- Candidates with experience in a top leadership role where interaction with a Board of Directors was a key component would be viewed favorably.
- Demonstrated experience addressing complex issues and leading significant initiatives is required.
- A solid base of experience in asset management, human resources, investment and budget management is preferred.
- Knowledge and appreciation of Kansas health issues, communities and culture is strongly preferred.
- Experience in philanthropy and/or an ability to quickly grasp philanthropy's role in society is important.
- Demonstrated effective management experience is required.

PERSONAL CHARACTERISTICS

- Must have exceptional leadership capabilities, interests and experiences which would include excellent interpersonal skills, the ability to establish credibility among various constituencies, and a deep knowledge of the skills and practices necessary to inspire collaboration among diverse groups.

- A strong personal value system which includes high personal integrity, humility, honesty, strong moral character and respect for others is essential.
- Must be a passionate advocate for the values and mission of the Kansas Health Foundation, the Kansas Leadership Center and the Kansas Health Institute.
- Strong listening, verbal and written communication skills are essential.
- Must be able to engage and excite a diverse group of constituents and to impart the critical elements of the Kansas Health Foundation to a variety of audiences.
- Must possess a willingness to work with faith communities, especially the United Methodist Church.
- High level of initiative, energy and drive with a results-oriented personality.
- Tactful, diplomatic and mature in style and demeanor.
- Should promote intellectual curiosity and possess solid creative and innovative skills.
- Flexible and adaptable with an ability to envision strategic opportunities in a highly dynamic environment.
- Strong analytical and reasoning skills with an ability to assess complex issues.
- Must have an ability to motivate and foster staff satisfaction and productivity.

COMPENSATION

Compensation will be market-based, corresponding to the experience level, credentials, and personal characteristics of the candidate. A full range of employee benefits will be offered to the successful candidate including retirement and 403(b) programs; health, life and disability insurance; and dental coverage. Industry standard relocation expenses are reimbursable and will be tailored to the successful candidate's needs.

NON-DISCRIMINATION

Our client and EFL Associates firmly support the principle and philosophy of equal opportunity for all individuals, regardless of age, race, gender, creed, national origin, sexual orientation, physical or mental disability, disabled veteran status, or veteran of the Vietnam era and any other protected category pursuant to applicable federal, state or local law.

EFL ASSOCIATES
7101 Collge Blvd., Suite 550
Overland Park, KS 66210-1891
Phone: 913-451-8866
FAX: 913-458-5522

Angie Salmon, Senior Vice President
Email: ASalmon@eflassociates.com