

President & CEO

York County Community Foundation

York, PA



ABOUT YORK COUNTY COMMUNITY FOUNDATION

York County Community Foundation was founded in 1961 by generous visionaries who saw an opportunity to perpetually support their community by pooling charitable giving, investing it to grow over time and make grants to charity from the earnings on the pooled fund. It wasn't until 1991 that the Community Foundation made a real push to build its assets so that it could become the kind of leading organization it is today. Donors are the crux of our existence; they are the reason we have been so successful over the years. Today, thanks to encouragement from many community leaders, we have enhanced our mission to include being a community leader and changemaker by working with community stakeholders to leverage our grantmaking and expertise for powerful community improvement.



The dynamic changes in our community and in our world during the past two years made it the right time to evolve YCCF to become even more effective partners in philanthropy for a more vibrant York County. We sought feedback on how we do our work and learned that we need to strive to be courageous leaders, focus on key issues for measurable impact and be more inclusive and accessible. As York's community foundation, we absolutely need to be a place where all feel welcomed, included, and listened to. We need to better connect with those impacted by the issues we seek to address and be open to creative ideas. We also know that when we align with others towards common goals, we can achieve transformational progress.



We've set three areas of focus for the coming years:

Remove barriers to economic mobility so lower income people can build financial security.

Why this focus? The pandemic made it crystal clear that more people are living on the edge than we imagined. In fact, a third of County households are financially insecure. That means that people are living paycheck to paycheck, and they are one car repair or health scare away from financial crisis. We will leverage our efforts with partner organizations like York County Economic Alliance and the United Way for greater impact.

To address this critical need, YCCF has launched the [**THRIVE grant program**](#) with the Fund for York County. Grants will focus on programs and collaboratives that transform lives and our community by helping peoples with limited income overcome barriers and not just plug a hole but to holistically address the variety of needs families with low-income face so they can be economically independent. This means removing barriers to economic mobility so people of all ages can thrive. Children will have the support and education they need to grow, adults have the training, childcare and transportation they need to retain family-sustaining employment, and people live in homes and neighborhoods that support them. We are also focusing on supporting and strengthening collaboratives working across sectors achieve community-wide impact.

Be the first people you call to discuss your charitable giving goals and how you can be part of community transformation.

Donors who believe in endowment understand the lasting impact their gift can have on a community. We will work to better understand donors' intentions and craft a lasting legacy that benefits individuals and the broader community. We will invite donors and the broader community to learn more about community needs through a free virtual education series called 'Together We Thrive'.

Use a lens of diversity, equity, and inclusion in all of our work.

As York's community foundation, we are getting better at including the perspectives of all of its residents. We've added diversity to our staff, board and committees and support community efforts like the Confronting Racism Coalition. We are not just checking a box however, we conduct bias-awareness training with our staff and board, refreshed our hiring practices and our grant process to expand our outreach to communities of color. And we are investing in strengthening the cultural competence of the nonprofit sector.

In 2021, we launched the Racial Equity Fund to address racism and inequity in our community. So far, we have awarded nearly \$100,000 in grants which is guided by a committee of volunteers of color. In 2022, we added a half million dollars to the Fund and will continue seek donors who want to invest in advancing opportunities for all.

We envision a York County where all people are afforded equitable opportunities for all. We believe that community leadership organizations like YCCF need to be vocal advocates for better and together we will affect positive change.



Please visit the
York County
Community Foundation
website for more
information.

LEARN MORE

THE OPPORTUNITY

The York County Community Foundation is seeking an entrepreneurial, strategic and collaborative President & CEO to drive transformational community change and grow the Foundation's impact in York County in the coming years. The Board of Directors will work with its next President & CEO to think creatively and strategically about the current opportunities and challenges facing York County and propose ways the Foundation can serve as an engine for change. This is an unparalleled opportunity to serve as a key community leader by engaging donors, providing community leadership, investing in high-impact initiatives and building an endowment for future generations.

The President & CEO is responsible for the achievement of all operational and strategic goals, including fund and donor development, fiscal management, grants and programming, board relations, staff oversight, community relations and engagement, and administrative matters.



Key responsibilities of the next President & CEO include:

- Work with the Foundation Board and staff to advance the goals and objectives of the Foundation and bring fresh ideas and innovation to drive the next chapter of impact for the organization.
- Cultivate relationships with the Foundation Board, facilitating its work as a governing body and its continuation as a cohesive and engaged group.
- Lead, partner with, inspire and support a talented and highly engaged staff.
- Play a leadership role in the county, identifying, communicating and seeking ways of addressing community challenges and changing the future of York County. Promote the Foundation as a thought leader, convener and community leader.
- Ensure that the Foundation is an effective voice with York County's many and diverse audiences, highlighting diversity, equity and inclusion as an important factor for the Foundation's philanthropic agenda.
- Lead efforts to grow the assets of the Foundation; work directly to ensure continued commitment of current contributors and the engagement and stewardship of new and prospective donors.
- Convene stakeholders throughout York County through thoughtful conversations and initiatives around how best to accomplish philanthropic goals on a larger scale than any one foundation acting on its own.
- Oversee program and grantmaking work, including ensuring a data-informed approach to driving solutions.
- Ensure that internal systems and technologies are best in class and allow for exceptional customer service.
- Take initiative in encouraging communication and developing cooperative efforts with other civic and not-for-profit leaders across the state.
- Be a visible representative of the Foundation at events and in ways that enhance its image and increase awareness of its activities.
- Seek out new and innovative approaches to community impact and ways to generate increased philanthropic resources for key initiatives.
- Engage with the leadership of other major philanthropic organizations in the furtherance of community goals and economic opportunities.

CANDIDATE PROFILE

The ideal candidate will have the following professional and personal qualities, skills, and characteristics:

A STRATEGIC AND VISIONARY LEADER

The President & CEO will be an influential and inspirational leader who, in partnership with the Board and staff, sets and clearly articulates a vision for the Foundation and how it can effectively deploy its human and financial assets to positively impact York County and drive change. The President & CEO will bring experience leading organizations through times of growth and transition. With a keen understanding of the potential of a community foundation to use its leadership status and grantmaking in combination, the President & CEO will harness that influence for community improvement. The President & CEO will be skilled at building partnerships with other leaders in the county and using the Foundation's influence to advance its mission and strategic priorities. With confident humility, the ideal candidate will be comfortable holding to their convictions while remaining open to learning from others. The President & CEO will be entrepreneurial, forward-thinking, and driven to uncover new approaches and ideas for the Foundation to consider.





EXTERNAL AMBASSADOR AND FUNDRAISER

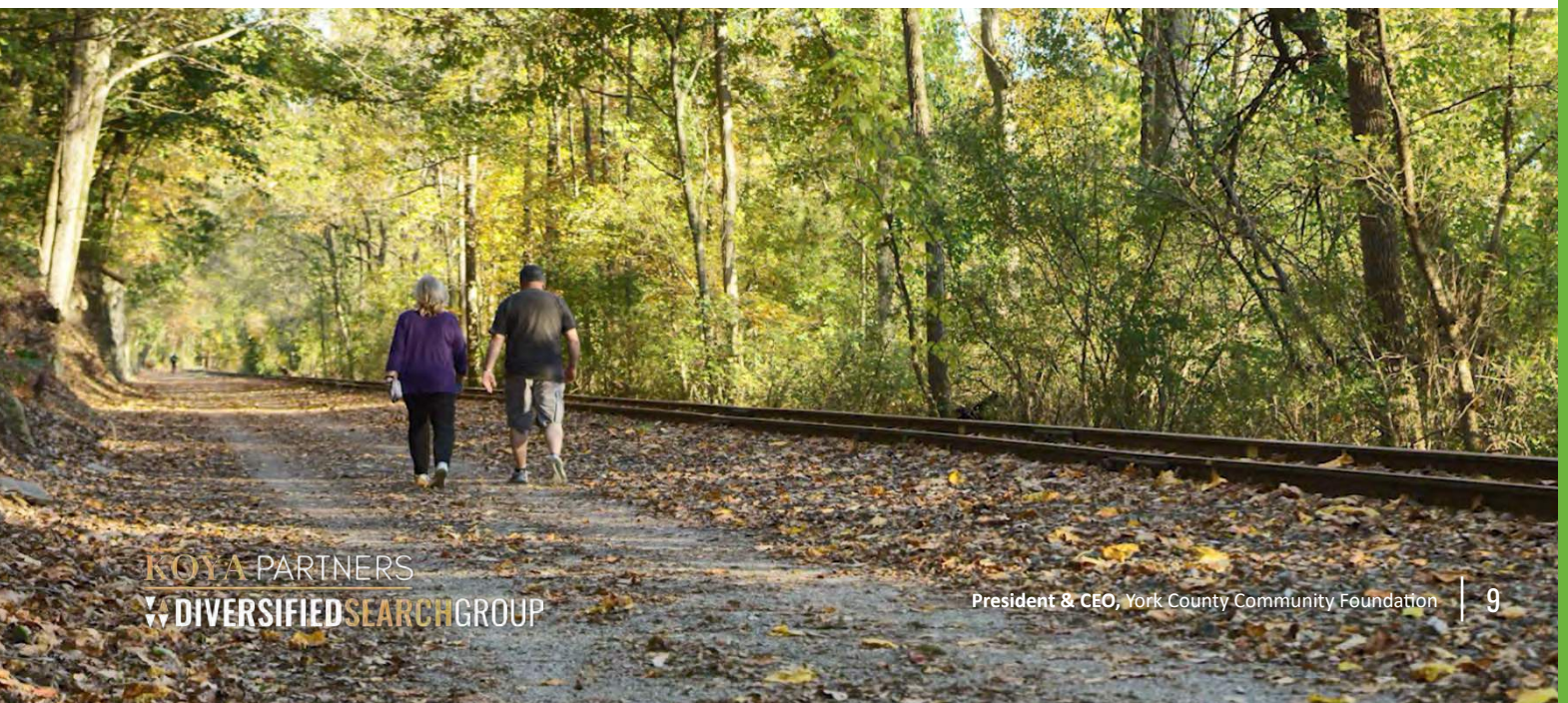
The President & CEO will be an “Ambassador” for the Foundation, always looking for ways to promote the organization’s work and impact. A warm, engaging communicator who brings a passion for articulating the values of the Foundation to the community, the President & CEO will have a genuine interest in ensuring best-in-class donor services and connecting with all supporters of the Foundation. The President & CEO will have exceptional listening and interpersonal skills with the ability to build and sustain strong support across a wide range of statewide stakeholders, including donors, grantees, Board members, staff, investment professionals, elected officials, and the larger community. The President & CEO will be comfortable asking for support and will be able to develop a powerful sense of shared purpose in others and motivate them to engage in the future of the Foundation. The President & CEO will enjoy sharing the value of working with the Foundation to achieve philanthropic goals with existing and potential donors, inspiring confidence and generating buy-in and support, with a special focus on attracting donors new to the Foundation in order to broaden community support.

LEADERSHIP AND MANAGEMENT ACUMEN

The President & CEO will be a proven leader with extensive staff, operational and financial management experience. The President & CEO will possess the ability to clearly articulate the Foundation's strategy and inspire and empower an exceptional, mission-driven staff to execute on that vision. The President & CEO will foster and encourage a culture of accountability through a relationships-first mentality, leading through deep listening, empathy and respect. With clear priorities and strong communication, the President & CEO will encourage collaboration across functional areas and help all staff to understand their role in achieving the Foundation's strategic goals, leading to strong team cohesion and respect. The ideal candidate will be experienced at building and working with an engaged Board of Directors. They will guide the Board in meeting its governance responsibilities in a productive, efficient and collaborative manner. The President & CEO will ensure the financial sustainability of the York County Community Foundation through budgeting and effective financial management. Including participating in investment policy and strategy decisions.

PASSION FOR THE MISSION OF YCCF

The President & CEO will bring a true passion for the work of community foundations, extensive knowledge of the elements that create a vibrant quality of life in a community and a deep desire to serve and connect with all residents of the county. Working in close collaboration with the staff and Board, the President & CEO will be motivated to achieve the greatest possible impact through the use of the Foundation's resources. The President & CEO will exhibit a capacity to listen, a willingness to advocate and motivate, and a dedication to changing the county for the better. It will be imperative that the President & CEO demonstrates empathy, treats others with respect and always stays true to the values of the Foundation. The ideal candidate will be an individual of unquestioned integrity, ethics and values, someone who can be trusted without reservation.



COMPENSATION & BENEFITS

The salary range for this role starts at \$180,000 and the foundation also offers a comprehensive benefits package. The exact salary that will be offered to the President & CEO will be determined based on a consideration of the successful candidate's skills and experience.

CONTACT

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Erin Reedy and Christy Farrell of Koya Partners have been exclusively retained for this search. To express interest in this role please submit your materials by [filling out our Talent Profile](#) or email and Erin Reedy and Christy Farrell directly at ereedy@koyapartners.com and cfarrell@koyapartners.com. All inquiries and discussions will be considered strictly confidential.

York County Community Foundation is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, ethnicity, disability, religion, national origin, gender, gender identity, gender expression, marital status, sexual orientation, age, protected veteran status, or any other characteristic protected by law.

About Koya Partners

Koya Partners, a part of Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—The Right Person in the Right Place Can Change the World—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

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