KANSAS HEALTH FOUNDATION

PRESIDENT & CHIEF EXECUTIVE OFFICER
Executive Search Specifications

Prepared by
BRYANT GROUP
Building Powerful Teams
THE OPPORTUNITY

Kansas Health Foundation is seeking a new President and Chief Executive Officer to lead the Foundation into the next decade and beyond. Reporting to the Chair of the Board of Directors, the President & CEO will work closely with the Board of Directors, continuously defining and guiding the vision and strategic direction of the Foundation. Primary responsibilities include directing all aspects of the Foundation’s operations and leading and mentoring staff.

Successful candidates will demonstrate significant knowledge in human resources, program and asset management as well as investment and budgetary management. A positive track record of effectively leading teams and extensive experience in health or related fields are also critical for this role.

Leadership skills must include demonstrated expertise in bringing diverse groups together to attain common goals at the organizational, community, state and national levels. Experience in philanthropy or an ability to quickly grasp philanthropy’s role in society will be beneficial.

Kansas Health Foundation has retained BRYANT GROUP to manage the search for the President & Chief Executive Officer.
MISSION

At the Kansas Health Foundation, all work centers on the mission: To improve the health of all Kansans. The Foundation envisions a culture in which every Kansan can make healthy choices where they live, work and play.

The Kansas Health Foundation meets this mission by working closely with other health foundations, nonprofit groups, community foundations, state agencies, universities, hospitals, communities and advisory groups to develop programs and find solutions to complex health issues.
GUIDING PRINCIPLES

The Board of Directors set forth the following core values of the Kansas Health Foundation:

Compassion
We care about the health of all Kansans.

Strategic
We believe in taking a proactive approach to grantmaking and that promoting systemic change through population-based approaches is the most effective strategy for improving health.

Diversity
We seek to maintain an environment and atmosphere of diversity and inclusion – in governance, staff and partners. We honor the diverse needs, strengths, voices and backgrounds of all individuals in our state.

Accountability
We will be good stewards of the resources in which we have been entrusted to address issues today, and to benefit generations to come. We are committed to the highest ethical standards in governance, administration and grantmaking.

Transparency
We pledge to be open and honest. We will highlight our successes, failures and lessons learned.

Collaboration
We realize we will be successful in meeting our mission when we listen to and build solid partnerships across sectors.

Community
We understand that communities are best positioned to identify and respond to their unique health needs and believe in building community capacity and resources to address those needs.

Advocacy
We support and participate in activities that inform and advance effective health policy. We vow to lead by example and model the policies, practices and programs we support.
The Kansas Health Foundation traces its roots to the 1985 sale of Wesley Medical Center. At the time, Wesley was a nonprofit hospital associated with the United Methodist Church. Facing many changes in the health care industry, hospital and community leaders helped shape a vision: The hospital's resources could be used to prevent disease instead of waiting to treat it once it occurs. This led to Wesley being sold to the for-profit Hospital Corporation of America (HCA).

The sale's profits went to two organizations focused on improving health in Kansas: the United Methodist Health Ministry Fund and the Wesley Medical Endowment Foundation (now the Kansas Health Foundation). With a $200 million endowment and a focus on improving the health of all Kansans, the Foundation set out to make a difference across the state.

The large endowment from Wesley’s sale initially earned KHF a place on the list of the 40 largest grant-making foundations in the country, and it ranked as one of the top 10 US healthcare foundations. Shortly after its establishment, the Foundation’s early focus areas included biomedical research, improving pregnancy outcomes and improving services for the rural elderly.

In the 1990s the Foundation’s asset based flourished and grantmaking expanded accordingly, averaging $15 million annually. With the additional financial resources available, KHF’s work spread more broadly across Kansas as interlocking programs were designed to touch many lives. As the Foundation’s geographic focus shifted, so did its priority funding areas, which included health promotion/disease prevention, rural health, elderly health and strengthening health professions.

In 2010 KHF celebrated its 25th anniversary of working to improve the health of all Kansans. As part of the celebration, Dr. Richard Carmona, the 17th Surgeon General of the United States was invited to address more than 3,000 Kansans on the importance of public health and health behaviors in the face of a rapidly changing environment.

This call to action became a rallying cry for KHF looking to make an impact on an even greater scale. The Foundation recommitted its efforts to addressing the social determinants of health, such as education, income, race/ethnicity. Health disparities became a major program area, as did an emphasis on the importance of civic health.

Today, with more than $500 million in assets, KHF is the largest health foundation in Kansas.
FOUR KEY PROGRAM AREAS

Racial and social injustice issues have been brought to the forefront through a series of events in 2020, laying bare racial disparities that operate within the nation’s criminal justice system. Those same racial disparities permeate our nation’s and state’s health and education systems as well, producing stunningly inequitable health outcomes. KHF is committed to addressing these systemic issues in each of its four program areas.

Access to Health

It is important for all Kansans to have access to health care, for help when they are sick, and to prevent or reduce the severity of disease and illness. In Kansas today, one in seven adults ages 18 to 64 lack health care coverage. And, one in three do not have dental coverage. For others, the challenge is not having enough health and dental providers close to where they live. KHF supports efforts to address gaps or barriers to access care to help improve the health of all Kansans.

Healthy Behaviors

Tobacco use and obesity remain the leading causes of preventable death and illness in Kansas. Nearly one in three Kansans are obese (32.4%), and more than 17 percent of Kansans smoke.

KHF invests in programs and supports policy efforts that promote healthy eating, physical activity and tobacco use prevention. Some of this work is focused on encouraging healthier individual behaviors, and some is shaping the environment so Kansans have access to healthy food and ways to be physically active. And, other efforts are aimed at changing policies to affect larger populations.

Civic and Community Engagement

KHF recognizes individuals’ health and well-being are also influenced by where and how they live. And stronger communities also help improve the health of Kansans. However, Kansas data indicates that individuals and groups that traditionally experience poor health outcomes may be less likely to participate in the election process, contact their elected officials or attend public meetings. Active, engaged community members help to shape policies, express needs and expectations, determine how resources are allocated, and elect their representatives.
KHF invests in programs that help to build stronger communities and to encourage more Kansans to be civically engaged, and provides the support for leadership, information and data. The result is improved health outcomes for residents and healthy, vibrant communities for all.

**Educational Attainment**

Research shows that individuals with more education live longer, healthier lives than those with less education. And, Kansas data indicates that lower levels of education are often linked to lack of health care coverage, limited ability to pay for medical or dental treatment, higher use of tobacco products, increased obesity rates and poor health outcomes.

The state average for High School graduation rates (2018) was 87.3 percent, which means that 12.7 percent of students were left behind. In addition, 63 percent of fourth graders are not proficient in reading. KHF believes that improving educational attainment can affect outcomes toward better employment opportunities and better health outcomes.

**KANSAS HEALTH FOUNDATION SELECTED ACCOMPLISHMENTS**

The Kansas Health Foundation impacts the health of Kansans through grants of all sizes and through programs and grantees both large and small.

**COVID-19 Response**

In late February 2020, COVID-19 began to spread from Europe and into major international airport cities in the U.S. The Kansas governor called together a team, including the CEO of KHF, to discuss the situation and prepare state-wide strategies.

At an organizational level, KHF focused on strategies to address the most urgent public health needs in Kansas, taking into consideration the varied needs of people and grantees throughout the state, and quickly took a multi-phased approach to consider both response and recovery efforts. Grantees were given flexibility to repurpose KHF grants to new areas of greatest impact as their clients were challenged with safety, food insecurity and more.
In addition, the foundation turned to integrated administrative, grantmaking and communications strategies. Overall, KHF looked at existing grant resources and repurposed over $10.4 million to support grantees and communities with COVID-19 response needs, and the KHF Board approved an additional $10 million (a 50% increase in total grant monies approved for the year) from the KHF asset base to support COVID-19 response and recovery.

Kansas Health Institute

Established in 1995 with a multiyear grant from the Kansas Health Foundation, KHI is a nonprofit, nonpartisan educational organization based in Topeka. The Kansas Health Institute supports effective policymaking through nonpartisan research, education and engagement. KHI believes evidence-based information, objective analysis and civil dialogue enable policy leaders to be champions for a healthier Kansas.

The Kansas Health Foundation made its commitment to fund KHI’s educational mission to deliver in-depth, nonpartisan information, research and insights based on the conclusion that health policy decisions often were based on fragmented, anecdotal and sometimes biased information. At the time of its founding, KHI was unique in its status as a health policy-focused educational organization that was independent, non-university based, and supported primarily through philanthropy. Since then, other states such as Colorado and Ohio have established institutes with a similar model.

KHI faculty and staff are drawn from diverse disciplines including medicine, public and community health, health policy and management, law, anthropology, political science, sociology, health administration, communications, journalism, and business.

KHI continues to be supported by a core-operating grant from the Kansas Health Foundation, and also obtains funding from other regional and national foundations and state and federal agencies.
Kansas Leadership Center

Supported by a core operating grant in 2007 and continued funding from the Kansas Health Foundation, the Kansas Leadership Center provides leadership education to professionals in business, government, nonprofit, education, and faith-based organizations. The primary focus is on Kansans, growing from the belief that better leadership creates healthier Kansas communities. However, people come from all over the nation and the world to participate in the leadership programs offered at KLC. People visit from as far away as Australia, India, Saudi Arabia and Ireland.

The Kansas Leadership Center is based in Wichita, in a building adjoining the Kansas Health Foundation, allowing use of its classroom and teaching spaces for KHF activities as well.

Alliance for a Healthy Kansas

The Kansas Health Foundation was instrumental in starting the Alliance for a Healthy Kansas, a statewide coalition working throughout Kansas, encouraging people and organizations to promote policies that ensure everyone has the opportunity to attain their highest level of health. The membership is wide-ranging and includes business leaders, doctors and hospitals, social service and safety-net organizations, faith communities, chambers of commerce, advocates for health care consumers, and many more.

The first policy goal of the Alliance is to expand KanCare to cover more Kansans. Expanding KanCare would bring hundreds of millions of federal tax dollars back home, insure more than 150,000 Kansans, cover unpaid health care costs, create thousands of jobs, and help stimulate the economy.

GROW Initiative

Community foundations are setting the stage for a Kansas that is growing toward a healthier, more diverse and more prosperous tomorrow. Small community foundations are growing in assets. More local grants are being given. More needs are being met.

In 1999, KHF launched the Giving Resources to Our World (GROW) community foundation initiative to help community foundations thrive and make a difference in their local area. With a 10-year, $30 million commitment, KHF worked with a group of community foundations to establish matching challenges and to grow assets, create special health and wellness funds and become trained in philanthropic leadership. Funding allowed these community foundations to make grants locally for children’s health, to purchase technology and software to help administer the grants, and to provide technical assistance to help with foundation operations.
The effort quickly produced fruit, as at the end of 10 years, the initial community foundations involved in the GROW initiative had grown their collective assets from a starting point of $19 million to more than $95 million. Most importantly of all, these organizations distributed $33 million in grants back into their communities.

This success led to another 10-year, $30 million KHF commitment, this time working with 39 community foundations to create a self-sufficient foundation field in Kansas supporting collaboration and idea-sharing, as well as preparing these foundations for the complexities and challenges awaiting a changing Kansas.

During the past two decades, KHF has watched as GROW funds acted like booster shots – helping foundations grow their assets and turn some of that money into healthy options for local residents.

Can’t Wait to Read Campaign

The Kansas Health Foundation recently launched Can’t Wait to Read, a statewide campaign showing parents and caregivers why children need to experience reading, starting when they are just a few months old. The campaign also elevates the abundant reading resources available across the state and helps parents understand they have the tools to give their children a successful future.

KHF has identified educational attainment as a key indicator to health outcomes for the people of Kansas. Lower education levels result in lower socioeconomic status, which means increased levels of tobacco use, higher rates of obesity and a lack of health insurance coverage. In addition to the impact on health, children's literacy rates affect the economic viability of Kansas communities.

Tobacco Cessation Programs

Tobacco use remains one of the leading causes of preventable death and illness in Kansas. Use of tobacco, particularly smoking, significantly increases the risk of multiple cancers (including, lung and oral cancers) and cardiovascular disease. Approximately 17 percent of Kansans smoke.

KHF seeks to decrease the rate of tobacco usage in all forms. This includes smoking, vaping and smokeless tobacco use. Through the years, KHF has funded the Tobacco Free Kansans Coalition, worked to make school grounds and campuses smokefree, advocated for the Clean Indoor Air Act and funded multiple statewide awareness campaigns. Though the smoking rate has dropped significantly over the years, the deadly consequences of tobacco use make KHF committed to continued work in this area.
Healthy Food Access

More than 30 percent of Kansas counties are considered food deserts, or locations where a grocery store is not available within a mile in urban areas, or 10 miles in rural areas, according to the United States Department of Agriculture.

This often means residents are traveling long distances to purchase groceries to feed their families. In some cases, local independent grocers have shut their doors, finding a reduced customer base and competition with dollar stores or larger grocers outside of town.

KHF recognized the need for a fund that would support access to healthy food and increased economic development in Kansas communities. It provided $4 million to seed the Kansas Healthy Food initiative (KHFI), which provides technical assistance for those seeking to strengthen access to healthy foods, as well as financing through a mix of loans and grants to develop new or renovate existing fresh food retail in underserved Kansas communities.
KANSAS HEALTH FOUNDATION FACTS

**FOUNDED**
1985, as the Wesley Medical Endowment

**STAFF**
21, plus the President/CEO

**GOVERNANCE**
Eight-member (minimum) Board comprised of community, health, and religious leaders. President/CEO is also a non-voting Board member.

**2019 ASSETS**
$510.5 Million

**2019 GRANTS**
$23.4 Million

KANSAS HEALTH FOUNDATION BOARD OF DIRECTORS

The Kansas Health Foundation is governed by a Board of Directors composed of individuals from across Kansas representing the business, legal, educational and health sectors.

Matt Allen  
Chair

Jeffry L. Jack  
Vice Chair

Rev. Tom Brady

Junetta Everett

Don Hill

Dr. Jennifer McKenney

Sylvia Penner

C. Patrick Woods
POSITION DESCRIPTION

President & Chief Executive Officer
Kansas Health Foundation

JOB SUMMARY

Working in full concert with a minimum eight-member Board of Directors, the President & CEO continuously defines and guides the vision and strategic direction of the Foundation. Responsibilities include partnering with the Board on vision and strategic planning, mentoring staff, and directing all aspects of the Foundation’s operations.

QUALIFICATIONS:

• Progressively responsible professional experience in the area of improving individual and community health with a history of leading organizations that achieve positive measurable results in their target population.

• Strong history of developing strategic plans and implementing such programs in a sustainable manner.

• Solid leadership experience, including demonstrated expertise in bringing diverse groups together to attain common goals at the organizational, community and state level, as well as experience partnering with a Board.

• Meaningful experience in addressing matters of equity and social justice.

• Demonstrated experience addressing complex issues and leading significant initiatives.

• A solid base of experience in asset management, human resources, investment and budget management.

• Knowledge and appreciation of Kansas health issues, communities and culture.

• Demonstrated success in influencing legislative policy change.

• Experience in philanthropy and grant-making and/or an ability to quickly grasp philanthropy’s role in society.

• Demonstrated effective management experience.

• 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.
• A passion 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.
• The ability to engage and excite a diverse group of constituents around the Foundation's mission.
• A willingness to work with faith communities, especially the United Methodist Church.
• High level of initiative, energy and drive with a results-oriented personality.
• Tact, diplomacy, and maturity in style and demeanor.
• Flexibility and adaptability with an ability to envision strategic opportunities in a highly dynamic environment.
• Strong analytical and reasoning skills with an ability to assess complex issues, such as analyzing the efficacy of grants programs.
• An ability to motivate and foster staff satisfaction and productivity.
• An undergraduate degree is required. An advanced degree is strongly preferred.

TYPICAL DUTIES AND RESPONSIBILITIES:

1. 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.

2. Board Relations: Fosters professional development of the Board to serve in its policy setting role for the organization, keeps the Board fully informed and engaged regarding the status and activities of the Foundation, and staff board committees as specified. Assists the nominating committee in researching and recruiting potential board candidates and provides oversight for orientation and development of new board members.

3. Strategic Visioning: Works with the Board to set the 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.

4. 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. Participates as a key member of Kansas Grantmakers in Health group consisting of all health foundations in the state. Participates in conferences and meetings hosted by key stakeholders.

5. Fiscal/Investment: Provides strategic direction and is fiscally responsible along with the Board, investment committee and financial staff to administer the Foundations assets, direct the funding of grants to achieve the mission, prepare and present budgets, and ensure that the audit, tax returns and other financial reports are completed and presented as required.
6. **Human Resources**: Staffs, develops and makes decisions on employment while maintaining 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.

7. **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. Accepts opportunities for speaking engagements to inform others about the foundation.

8. **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.

9. **Programming**: Provides oversight to the grantmaking process. Provides leadership on key strategic program and policy initiatives. Develops partnerships with other funding organizations and stakeholders when a collaborative approach is desirable.

10. **Operations**: Ensures compliance in the day-to-day operations of the Foundation's policies and procedures. Provides leadership on continuous improvement efforts for business processes, internal communication and staff development.
WICHITA, KANSAS

Nestled in South-Central Kansas, Wichita is the largest city in Kansas. The city began in the 1860s as a trading post and became an incorporated city in the 1870s. In the 1920s and 1930s, the city becoming the center for aircraft manufacturing, giving it the title of “The Air Capital of the World.”

Hosting numerous universities, entertainment venues, museums, parks, and theatres, the city has become the regional hub for media, trade, and culture. Landmarks, historic sites, galleries, and museums are located across the city dedicated to science, culture, and local history.

Many of these attractions are located along the Arkansas river promising scenic vistas along with an insightful experience. Themed gardens, zoos, sports venues, and shopping malls ensure a complete package of fun and entertainment as a part of tourism in Wichita.

The many attractions in Wichita include the Sedgwick County Zoo, the Wichita Botanical Gardens, The Keeper of the Plains (a 44′ sculpture dedicated to the tribes that once inhabited the region), the Museum of Treasures, Old Cowtown Museum, Exploration Place (one of the most interactive museums in Kansas), Old Town and the Great Plains Nature Center.

Wichita is a culturally diverse city and organizes many events and festivals throughout the year. One of the famous festivals in Wichita attracting many travelers to the city is the Wichita River Festival held in the summer every year. The festival features plays, interactive events, musical concerts, block parties, fireworks more. The annual Wichita Black Arts festival is a celebration of Wichita’s African-American community’s art, craft, and creativity. The Tallgrass Film Festival, hosted in Wichita, features over 100 independent films from all over the world.
Aviation-based events are popular in Wichita. Events like air shows, air races, exhibitions, trade shows, and fly-ins are commonplace and a treat to watch.

Arts and cultural attractions include the Wichita Art Museum, Frank Lloyd Wright Allen-lambe House, Wichita Public Library and the Ulrech Museum of Art.

Old Town is in the heart of Wichita, Kansas. A bustling shopping and entertainment district, Old Town is home to more than 100 different businesses and is a sought-out destination for its restaurants, shopping, and things to do. Along the brick-lined streets are a collection of converted brick warehouses dating back to the mid-1800s. Built with brick and native limestone accents, these distinctive architectural features define the character of Old Town.

For the outdoor enthusiast, Wichita and the surrounding area include places for hiking, biking, and other outdoor sports. For those who prefer their sports indoor, Wichita has some of the best Y facilities in the country, housed in beautiful new buildings with year-round programming. And with a cost of living that is about 14% below the U.S. average, Wichita is a great place to live and work.
APPLICATION PROCEDURE

To apply for the President & Chief Executive Officer opportunity at the Kansas Health Foundation, please submit your resume and cover letter in confidence to:

Sally Bryant
President and CEO
BRYANT GROUP
info@bryantgrp.com

BRYANT GROUP is the industry leader in executive search for philanthropy. For more than 30 years, BRYANT GROUP professionals have focused on recruiting successful leaders for institutions of higher education, hospitals and medical centers, and other nonprofits nationally and internationally. The firm also offers talent development and leadership coaching to help our clients build powerful teams.