CLIENT

The Hall Family Foundation is a private philanthropic organization dedicated to enhancing the quality of human life in the Greater Kansas City region. Programs that enrich the community, help people and promote excellence are considered to be of prime importance. The Foundation views its primary function as that of a catalyst. It seeks to be supportive of programs that are innovative, yet strive to create permanent solutions to community needs in the Greater Kansas City area.

In 1943, Joyce and Elizabeth Hall, along with Joyce’s brother Rollie B. Hall, created the foundation that continues to nurture and strengthen the city they loved. As outlined in the original by-laws, they intended that the Hall Family Foundation should promote: the health, welfare and happiness of school-age children; the advancement and diffusion of knowledge; activities for the improvement of public health; and the advancement of social welfare. More than 75 years later, their legacy lives on through philanthropic efforts in the Kansas City region. The six primary areas of focus and the Greater Kansas City-centric grantmaking activities reflect the original intent of the benefactors:

**Early and K-12 Education:** Grantmaking in early, elementary and secondary education seeks to promote excellence and access to a quality education. The Foundation prefers to support organizations, programs and projects that address the educational needs of urban school children with a particular interest in systemic reform/improvement efforts, closing achievement gaps and building human capital.

**Higher Education:** The Foundation makes Higher Education grants for select programs that are considered centers of excellence. It emphasizes programs that expand research capacity and
education opportunities. It recognizes the link between Higher Education and the economic vitality of the region.

**Children, Youth and Families:** Grants in this category intend to improve well-being among children, youth and families who are vulnerable due to race or economic disparities, limited resources, or exposure to violence, and to assist those in need of support to have access to opportunities to achieve their greatest potential.

**Neighborhood Revitalization:** The Foundation’s neighborhood revitalization grantmaking seeks to prevent or overcome blight and deterioration of the urban core and its neighborhoods. It prefers to support organizations, programs and projects that promote lasting, comprehensive redevelopment in targeted areas or whose work leverages HFF grant awards in other interest areas that may affect specific neighborhoods.

**The Arts:** Grants in The Arts encourage excellence in the community’s performing and visual arts organizations. Top priority is given to programs that enhance quality, strengthen management and increase audience development. While larger, established arts groups are typically prioritized, the Foundation also invests in smaller groups that fill a specific arts niche.

**Health:** With a goal of better overall health in our community, grants in this category intend to help those with limited resources achieve equitable access to quality health care, including physical and mental health services; expand the community’s capacity to provide the highest quality health services; and increase residents’ knowledge and ability to achieve positive health outcomes for themselves.

**Additional Interests:** Grants in this category include Foundation support of community-wide efforts that seek to provide long-term solutions to high-priority local issues that impact the Foundation’s area of focus, such as Life Sciences.

For over 75 years, the Hall Family Foundation has stood steadfast in support of Kansas City’s most significant philanthropic endeavors by partnering with hundreds of agencies and other foundations that meet human needs. For more information about the organization’s mission, operations, historical giving, outstanding staff and partners, please access the Foundation’s Annual Reports here.

**RESPONSIBILITIES**

The Hall Family Foundation’s long-term President, Bill Hall (non-family member), announced his upcoming retirement in late 2019, prompting the search for a successor. The President will report to the Foundation’s Vice Chairman, along with a 10 member Board of Directors comprised of members of the Hall family, as well as seven civic and community leaders. In full concert with the
Board, the President will guide the Foundation’s grantmaking activities and operations, while working collaboratively across the region to support initiatives aimed at facilitating positive impact in the community, in alignment with donor intent. Specific responsibilities include:

**Leadership:** Serves as a credible and compassionate leader for the organization, working in tandem with the Foundation’s Vice Chairman and Board, staff and various partners to identify, implement, and lead key strategic initiatives. Such leadership shall include outward visibility and approachability in the community, serving as a capable and effective surrogate for the family and its related interests.

**Board/Hall Family Relations:** Fosters solid relationships and supports the Board in its governing role for the organization. Keeps the Board fully engaged and informed regarding the status and activities of the Foundation.

**Strategic Planning:** Works with the Board and outside consultants to refine broad strategic direction, long-term goals and annual objectives for the Foundation and remains knowledgeable about the needs and trends in the region served by the Foundation.

**Partnerships:** Recognizes the importance of collaborating with others (e.g., grantees, other funders, government entities, corporations and others) and identifies ways to strengthen strategic opportunities and partnerships on behalf of the Foundation. Works to successfully align and mobilize the collective resources of the region to achieve desired results and outcomes.

**Fiscal/Investment:** Provides financial oversight for operations and is fiscally responsible along with the Board to administer the Foundation’s assets and direct the funding of grants to achieve the organization’s mission. While the Foundation’s investment portfolio is professionally managed, the President must have a working knowledge of investment strategies in order to support the activities of the investment committee and external advisors. The President ensures that Foundation financial management is conducted in an accurate, timely and effective manner, with a focus on responsible stewardship of financial resources/assets to meet community need. Such activities consist of the preparation and presentation of budgets, financial planning, account management, plus financial reporting and compliance related thereto (audit, tax, etc.).

**Ethics/Compliance:** Provides leadership of unquestionable integrity, including compliance with the various regulations and requirements applicable for a nonprofit 501(c)(3) private foundation as well as adherence to the Foundation’s ethics/conflict of interest policies.

**Human Resources:** Maintains a work environment that fosters commitment to the Foundation’s mission, purpose and core values. Supports an open and healthy culture of collaboration, excellence, diversity, continuous improvement and mutual respect. Furthermore, it is expected that the President places high emphasis upon the effective acquisition (when appropriate), nurturing and development of a superb staff.
**Communication:** Serves as a spokesperson for the Foundation and effectively articulates the vision, mission and impact. Maintains a commitment to transparency with the Board, associates (employees), partners, the public, the press and other key audiences.

**Operations:** Oversees day-to-day administration and operations of the organization, working with staff to provide appropriate reports to the full Board. Provides oversight to the grant review and grantmaking processes and to programming and evaluation.

### EDUCATION AND EXPERIENCE

- An undergraduate degree is required, with an advanced degree strongly preferred.
- Career history should include significant leadership experience, demonstrating a positive track record of success in implementing strategic programs in a sustainable manner through multiple economic cycles.
- While direct experience in philanthropy is not a requirement, candidates must possess a solid understanding of and passion for the organization’s mission as demonstrated through career progression, board service or other community involvement. Given the Foundation’s focus on the Kansas City area, knowledge of the region would be extremely beneficial.
- Background should include expertise in convening and facilitating leadership, bringing diverse groups together at the right time to execute and achieve common goals at the large organizational, community or regional level.
- Candidates with a background in an external leadership role and experience interacting with a board and/or C-level community leaders would be viewed favorably. Further, candidates must be equally respectful of the agencies who are directly meeting community needs.
- While significant investment management experience is not required, candidates must possess an understanding of sound investment strategies and aptitude to work effectively with investment management firms and other external consultants.
- Demonstrated experience addressing complex, ambiguous issues in a collaborative manner is essential. This includes a working knowledge of a broad array of community issues, the philanthropic landscape, stakeholder priorities, and the financial aspects of significant projects (e.g. alternative funding mechanisms, use of tax credits, etc.).
- Knowledge and appreciation of nonprofit issues, communities, politics and culture in the Kansas City service area is preferred.
- Solid people and budget management background is important. The successful candidate will have proven ability to motivate, influence, develop and manage a diverse array of dedicated professionals, while emphasizing excellence and a commitment to diversity.

### PERSONAL CHARACTERISTICS

The successful Hall Family Foundation executive will be defined by his/her ability to be a collaborative, values-based and partnership-oriented problem solver. Essential competencies and personal characteristics include:
• Must be a passionate advocate for the mission of the Hall Family Foundation and have a strong personal value system that aligns with the Foundation’s purpose.
• Should embody a philosophy that a better community can be created by working across boundaries to solve problems and is committed to a collective impact model for leveraging community resources.
• A servant-leader who embodies unquestionable personal integrity; a strong work ethic; low ego needs; humility; respect for partners; empathy, and appreciation for diversity and the communities the Foundation serves.
• Must have exceptional leadership capabilities and experience including an excellent interpersonal and collaborative skillset and the ability to quickly establish credibility among various constituencies while still “leading from behind.” Examples will be sought.
• A self-starter with a high level of initiative and excellent judgement along with poise and maturity, transparency, honesty and openness befitting a person in such a highly visible leadership position.
• Flexible, adaptable and innovative – possessing a natural curiosity – with an ability to envision strategic opportunities and solve problems in an ambiguous, complex and dynamic environment.
• Strong listening, verbal and written communication skills are essential.
• Must be politically savvy with an ability to successfully navigate political environments within the region.
• Technologically astute with a recognition of how technology can improve the work of the Foundation.

THE COMMUNITY

This position is located in the Greater Kansas City metropolitan area. As such, candidates currently living outside of the area must be willing to relocate to the Kansas City region.

Greater Kansas City has earned a reputation for being one of the best places to live and work in the nation and was named “The #1 Place To Be” by The Huffington Post. Home to outstanding cultural and arts facilities and major athletic teams, the region has achieved numerous national accolades for high rankings in: charitable giving, affordability, raising a family, the redeveloped downtown, technology, museums, sports facilities and culinary accomplishments. Kansas City is also home to three professional sports teams: the Kansas City Chiefs (National Football League), the Kansas City Royals (Major League Baseball), and Sporting Kansas City (Major League Soccer). Relevant Web sites that provide meaningful information about the region are as follows:
COMPENSATION

The projected compensation range for this individual will be competitive and in accordance with the background and experience of the selected candidate. Compensation is supplemented by a benefits package that includes a 401(k) program, major medical, life, and disability insurance, technology allowance, etc. Relocation assistance will be provided to the successful candidate, if needed.

APPLICATION PROCESS

The Hall Family Foundation is committed to handling this executive search in an objective and transparent manner, and has retained EFL Associates to support the process. Therefore, applicants should refrain from contacting Foundation Board Members or associates and instead direct all inquiries, nominations and referrals to EFL Associates via the contact information below. Review of applications will begin immediately and will continue until the position is filled. Nominations and applications will be held in confidence.

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, disability, veteran status or any other protected category pursuant to applicable federal, state or local law.

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