

POSITION PROFILE

# Vice President for Community Engagement

## Episcopal Health Foundation

Houston, Texas



# ABOUT EPISCOPAL HEALTH FOUNDATION

Episcopal Health Foundation (“EHF” or “the Foundation”) is rooted in the pursuit of equity and believes all Texans deserve a fair and just opportunity to be healthy. EHF is committed to transform the health of communities by going beyond just the doctor’s office.

EHF believes health is much more than seeing a doctor. Access to affordable medical care is vitally important, but it’s only 20% of what contributes to a person’s overall health. The remaining 80% is determined by social and economic status, health behaviors, community safety, physical environment, and much more.

By providing millions of dollars in grants, working with community partners and congregations, and providing important research, EHF supports solutions that address the underlying causes of poor health.

EHF was established in 2013 after the transfer of St. Luke’s Episcopal Health System. With more than \$1.1 billion in estimated assets, the Foundation operates as a supporting organization of the Episcopal Diocese of Texas and works across 80 Texas counties.

EHF chose to focus on improving community health, rather than just health care, because the opportunity for good health starts long before one needs to see a doctor. Health systems need scalable solutions to address non-medical factors that impact health. EHF was created as a community-based philanthropy to spark transformative change serving more than 15 million Texans.

For more information please visit the [EHF website](#).



# THE OPPORTUNITY

Episcopal Health Foundation seeks a transformational leader to serve as its next **Vice President for Community Engagement** (“VP”). The VP is responsible for the management, development, and execution of the Foundation’s community and congregational engagement programs in alignment with the organization’s mission, vision, and strategic plan.

The VP is a key member of a multidisciplinary leadership team that shepherds the Foundation’s work to promote health equity in the 80 Texas counties of the Episcopal Diocese of Texas. In partnership with the leadership team and the Engagement Division team, the VP supports EHF’s strategic efforts. The VP will build and maintain existing relationships and will promote, build, and enhance support for the Foundation to both longstanding partners and to new audiences and prospects.

The VP for Community Engagement supervises an efficient and collaborative team of six in the Engagement Division. This leader will also partner closely with the Grants Division and the Research, Innovation, and Evaluation Division. Internally, the VP will be responsible for enhancing the intraorganizational understanding of the overall impact of the work of the Engagement Division.



## The Vice President for Community Engagement will hold the following key responsibilities:

**Strategic Thinking and Planning:** Serve as an integral part of the leadership team to guide the Foundation's work; generate ideas for initiatives; provide insight into best practices, trends, and new ideas in engagement-related philanthropy; engage with and successfully present relevant community and congregational engagement information to the Board of Directors.

**Management:** Build and lead a team of engaged community and congregational engagement officers and staff; prioritize work; ensure quality control of work products; prepare and adhere to budgets; manage contracts with external partners in support of the team's programmatic work; ensure effective interface with other Foundation divisions and staff; ensure strong collaborative relationship with the Episcopal Diocese of Texas; manage cross-divisional work and/or initiatives; upon request of the President and CEO, take the lead in planning, coordinating, and implementing cross-divisional work.

**Community Engagement:** Lead the implementation of EHF's community engagement initiatives designed to elevate community voices for health in alignment with the Foundation's mission and strategic priorities (program investments include capacity building support for grantees and partner organizations to develop and implement community engagement plans and engagement with community health collaboratives to strengthen the impact and effectiveness of their work); develop and oversee systems for measuring and evaluating the engagement work with the support of EHF's evaluation team; identify unique and innovative opportunities to support other divisions' work using community engagement resources and expertise.

**Congregational Engagement:** Lead the implementation of EHF's programmatic support for congregations to engage with their communities in meaningful and transformative ways aligned with the Foundation's mission and strategic priorities; with the support of EHF's evaluation staff, develop and oversee systems for measuring and evaluating the engagement work; oversee all congregational engagement related activities; ensure strong collaborative relationship with the Episcopal Diocese of Texas.

**Enhance the Foundation's profile:** Cultivate relationships with other local, regional, and national philanthropies, community partners, and subject matter experts; develop opportunities for collaborative work within the philanthropic sector; identify opportunities to share and promote the Foundation's innovative community and congregational engagement work.

# CANDIDATE PROFILE

The Vice President for Community Engagement of the Episcopal Health Foundation will have the following professional and personal qualities, skills, and characteristics:

## A STRATEGIC LEADER

The VP will bring a proven record of converting strategy into effective execution, offering creative, practical ideas to achieve the Foundation’s strategic priorities. This leader will be consistently focused on how to best adapt and assure the continued success of the community and congregational functions within the Foundation. Moreover, the VP will be driven by a desire to innovate and will lead the Foundation in reimagining their approach to engaging the communities and congregations with which they work, building this into an overarching vision that inspires the team and organization. This leader will instinctively ‘get ahead of the curve’ by anticipating needs and obstacles, adjusting strategy accordingly. Passionate and informed, the VP will be organized and efficient while also being inclusive by building bridges and engaging colleagues interdepartmentally. The VP will be a catalyst for growth, inspiring all to think entrepreneurially and encouraging new ideas.



## A SYSTEMS THINKER

The VP will lead the Foundation in developing the systems and processes necessary to execute a best-in-class community and congregation engagement effort. Drawing on best practices across sectors (including political campaigns, grassroots community organizing, and issue-based advocacy campaigns), this leader will develop the strategies and tactics for outreach that lead to lasting and impactful partnerships. They will have a keen sense for how to leverage databases for constituent engagement and relationship management and manage the team to set ambitious goals and accomplish them. They will have a track record of team development, coaching, and building systems which adapt and improve over time.

## A RELATIONSHIP BUILDER AND AMBASSADOR FOR EHF

Critical to success in this role, the VP will be skilled at building and sustaining excellent relationships internally and externally. This leader will possess a style that will resonate with all as they will help to develop and retain a talented Engagement Division team. Internally, they will have the ability to motivate and empower staff, promote a positive work culture, and foster professional development of a highly skilled and committed team. An adept and fluent communicator, this leader will have the ability to cultivate external partnerships that promote collaboration and leverage resources for maximum impact. They will enjoy introducing EHF's work to organizations that have not been previously involved with the Foundation and will also find passion in proactively building relationships "out in the field". The ideal candidate will take a creative approach to proposing pathways for new, innovative collaboration, research, and thought leadership.

## PASSION FOR THE MISSION, COMMUNITY, AND HEALTH EQUITY

The VP will have a true passion for the mission of EHF and a commitment to effectively support the goals of the organization. A strong advocate for and experienced leader in community and public health, the VP will be entrepreneurial, creative, and strategic. On the most fundamental level, they will care deeply about health equity and the wellbeing of all communities, promoting this passion throughout the organization. The VP will be compelled by the Foundation's mission and will embrace their tradition of excellence while keeping consistently focused on the future. This leader will not only understand the overall philanthropic practice and EHF's philanthropic influence, but will also find excitement in contributing to it, motivating them to passionately contend for continued investments. This leader will be an empathic, charismatic leader who has strong faith in humanity and treats others with respect.



# COMPENSATION & BENEFITS

Salary is competitive and commensurate with experience. The salary range for this role is \$188,000 - \$200,000 with a robust benefits package.

## CONTACT

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Marissa Delgado and George Theotokatos 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 our team directly at [EHFVPC@koyapartners.com](mailto:EHFVPC@koyapartners.com). All inquiries and discussions will be considered strictly confidential.

Koya Partners is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email [NonprofitSearchOps@divsearch.com](mailto:NonprofitSearchOps@divsearch.com). If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

## 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.

Learn more about how we can help you with your search on the [Koya Partners website](#).