

Episcopal Health Foundation (EHF)

Vice President for Grants

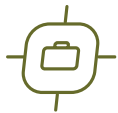
Position Specification

2025



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Position

The Vice President for Grants



Location:

Houston, TX



Reporting Relationship:

Reports to the President & CEO



Website:

<https://www.episcopalhealth.org/>



The VP for Grants is a key member of a multidisciplinary leadership team that shepherds the foundation's work to promote fair and just opportunities for health for all Texans in the 81 counties of the Episcopal Diocese of Texas.



Organization Overview

Rooted in faith and active in hope, Episcopal Health Foundation (EHF) believes ALL Texans deserve to live a healthy life – especially those with the least resources and those who face the most obstacles to health. We're dedicated to improving health, not just health care in Texas.

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.

EHF has changed the conversation to reshape the debate around health care to focus on addressing the non-medical drivers of health: factors and conditions outside the health care system that significantly influence a person's overall health and well-being.

For Texas to fully realize its great potential, all Texans must have the ability to thrive. From the beginning, EHF has had a long-term commitment to invest in and promote organizations, communities, and initiatives to accelerate a bold vision that all Texans have a just opportunity to live their healthiest lives.

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 in Texas.

With a vision to achieve healthy communities for all by improving health, not just health care, EHF's strategic work has changed the conversation and the way we think about health in Texas

Our History

Episcopal Health Foundation is based in Houston and was founded in 2013 by the Episcopal Diocese of Texas upon the transfer of St. Luke's Episcopal Health System. C. Andrew Doyle, IX Bishop of Texas, led the effort to use the more than \$1 billion in proceeds to start a foundation that would reshape the way the Episcopal Diocese of Texas engages the community and change the way we think about health.

EHF chose to focus on improving community health, rather than just health care, because the opportunity for good health starts long before you need to see a doctor. Health systems need scalable solutions to address non-medical drivers of health like access to healthy foods, having safe places to exercise, affordable health insurance coverage, and much more.

EHF was created as a community-based philanthropy to spark transformative change within the diocese's 81-county service area that now serves more than 15 million Texans.

Our Strategic Framework

EHF's new Strategic Framework for 2024-2030 demonstrates our belief that whole-person well-being requires addressing non-medical drivers of health and must include integration between three Action Areas: accessible health and health care services, healthy communities, and health-promoting policies at all levels.

In addition, we believe certain health conditions and events serve as warning signs that systems and circumstances need to be improved in Texas. Working in EHF's Action Areas, we're focusing on three Priorities for Change: food and nutrition security, maternal health, and diabetes prevention. We believe addressing these priorities is key to real change and can start a ripple effect of good health in Texas.

Learn more about our new strategy on the website: <https://www.episcopalhealth.org/about/strategic-framework/>

The Opportunity

The Position

The Vice President for Grants provides oversight and leadership in grants and grants impact. They are responsible for the creation, design, and execution of the foundation's grantmaking program in alignment with the foundation's mission, vision, and strategic priorities. In addition, they serve as an active resource and thought leader on EHF's other programmatic activities.

The Vice President for Grants is responsible for the overall operational effectiveness of the grantmaking function including developing grant structures, ensuring regulatory compliance, and sharing grant information with program, finance, and communications staff.

The VP for Grants is a key member of a multidisciplinary leadership team that shepherds the foundation's work to promote fair and just opportunities for health for all Texans in the 81 counties of the Episcopal Diocese of Texas. In partnership with the leadership team and the grants division staff, the VP supports EHF's strategic efforts. The VP for Grants supervises and directs a team of eight including six direct reports: the Director of Grants Management, four Program Officers, and an Administrative Staff member. This leader partners closely with EHF's Engagement division and Policy, Research, and Evaluation division to create long-term positive impact, as generative grantmaking, innovation and co-createness are a fundamental aspect of driving health impact.

Scope of Work

Grantmaking: Lead the grantmaking work of the Foundation's roughly \$40M annual portfolio to deliver on Foundation goals with high impact; develop and implement grantmaking strategies and budgets; design and implement an effective and efficient grantmaking system including grants management policies and procedures; oversee all grant related activities, including proposals, contracts, reviews and reports; prepare high quality, accurate materials regarding the grants program for internal and external audiences; maintain excellent relationships with up to 200 grantees and potential grant partners; support the Foundation in using the results of evaluation work to improve Foundation grantmaking.

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 grantmaking; engage with and successfully present relevant grants information to the Board of Directors.

Management: Build and lead a dynamic team of engaged program officers and grants management staff; prioritize work; ensure quality control of work products; prepare and adhere to budgets; manage grants and other contracts with external partners in support of the team's programmatic work; ensure effective interface with other Foundation divisions and staff in support of the organization's overarching mission. Manage designated cross-divisional work and initiatives.

Enhance EHF's Profile: Cultivate relationships with other local, regional, and national grantmakers, subject matter experts, and peer funders; develop opportunities for collaborative work within the philanthropic sector, including co-funding opportunities; develop authentic grantee partnerships based on trust; identify and disseminate promising grantee outcomes; identify opportunities to share and promote the Foundation's work.

The Candidate

Experience and Qualifications

- Experience as a senior/executive leader in similar work.
- Knowledge of the health care and public health sectors; familiarity with health and health care disparities, public health initiatives, impactful community health programs, and health policy.
- Experience in leading and advocating for community and public health.
- Experience as a leader and change-maker with practice in systems change.
- Understanding of philanthropic practice and EHF's philanthropic influence; impact investing a plus.
- Experience as a proven relationship builder and ambassador with a demonstrated ability to connect with diverse stakeholders and build bridges.
- Ability to cultivate partnerships that promote collaboration and leverage resources for maximum impact.
- Experience with contract creation and management.
- Financial acumen required to manage grantmaking portfolios, understand the financial health of grantees and make financial investments in the health sector.
- A history of managing people; capability and commitment to motivate and empower staff, promote a positive work culture, and foster professional development of a highly skilled, engaged team.
- Exceptional verbal and written communication skills.

Leadership Traits/Competencies

- Passion for the mission of Episcopal Health Foundation, especially health equity and the wellbeing of local communities, and a commitment to effectively support the goals of the organization.
- Creativity in proposing new, innovative collaboration strategies, and evaluation ideas.
- A collaborative approach that celebrates the accomplishments of others.
- Desire to build and sustain excellent relationships internally and externally.
- Ability to engender trust through high emotional intelligence, integrity, and respect for all.
- Empathy, humility, and self-awareness with a strong faith in humanity and the value of others.
- Commitment to excellence and continuous learning.
- Strategic mindset that embraces entrepreneurialism, growth, and creativity.
- Resilience as a consistent and steadfast leader during times of change or uncertainty.

All employees are expected to comply with EHF values, EHF citizenship expectations, and EHF policies and procedures. These include: taking responsibility for actions and outcomes, being a good steward of resources, being transparent, being a team player, producing high-quality work, and maintaining a high level of productivity.

Education

An undergraduate degree from an accredited college or university is required. An advanced degree in public health, a related field, or equivalent experience is preferred.

Compensation

This position offers a competitive salary, and the candidate will receive Episcopal Health Foundation's employee benefits which include comprehensive health insurance coverage and a retirement plan to which the Foundation will contribute an amount equal to 9% of base salary.

Anticipated compensation range: \$287,328 - \$323,244. We actively welcome all candidates from a wide range of backgrounds who have the skills to fulfill this role – regardless of compensation history.

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