POSITION PROFILE

Chief Executive Officer
Kalamazoo Community Foundation
Kalamazoo, Michigan
ABOUT KALAMAZOO COMMUNITY FOUNDATION

The Kalamazoo Community Foundation (KZCF) is one of the oldest, most respected, and successful community foundations in the country, and is supported by thousands of people from all walks of life.

KZCF prides themselves on having a deep knowledge of the community’s challenges - and aspirations - and the groups and individuals addressing them. The organization is dedicated to preserving what it loves most about the community of Kalamazoo and creating a better future for generations to come.

Founded in 1925, KZCF continually strives to address the needs of greater Kalamazoo relating to early childhood learning and school readiness, economic and community development, individuals and families, and youth development.

With a revenue of over $122 million, KZCF provides grant support to 501(c)(3) nonprofit organizations for work that aligns with its community investment priorities and that benefit the residents of Kalamazoo County. KZCF’s current grantmaking priorities are Equity and Education, with a belief in the ability of organizations from all sectors to advance equity in their community. KZCF also provides scholarships for education beyond high school for Kalamazoo-area students.
The mission of KZCF is to mobilize people, resources, and expertise to advance racial, social, and economic justice. KZCF works to fulfill this mission by the following initiatives:

- Serving as a catalyst for community change.
- Making smart, strategic investments in Kalamazoo County by granting funds to the nonprofits that make the greatest impact.
- They lead by convening strategic partners across a variety of sectors for unique learning, collaboration, and relationship-building opportunities.
- They connect donors with giving opportunities that align with the values they all share.

The work of KZCF is guided by its 7 core values:

- Center Anti Racism & Equity;
- Advance Racial Justice;
- Cultivate Transformative Relationships;
- Nurture Healing & Love;
- Serve the Greater Good;
- Learn & Grow; and
- Embrace Joy.

KZCF recently hosted Truth, Racial Healing & Transformation Kalamazoo (TRHT), which is a community-based movement to bring about transformational and sustainable change to address the historic and contemporary efforts of racism. The TRHT is inspired by truth and reconciliation processes that have taken place around the world, and it addresses issues ranging from cultural to more tangible transformation in institution and policies.
THE OPPORTUNITY

As the organization enters its next chapter, the next **Chief Executive Officer (CEO)** will be responsible for carrying out the continued achievement of KZCF’s mission and strategic vision and will lead the organization to achieve even greater levels of influence, impact, and innovation. This is a remarkable opportunity for an outstanding leader to join a highly regarded & nationally recognized foundation and lead a diverse group of passionate and talented change agents in transforming the community of Kalamazoo, Michigan.

Reporting to the Board of Trustees and leading an extraordinary staff, the CEO will bring visionary leadership to all areas of KZCF’s operations, providing comprehensive executive leadership and management to the organization. The CEO will help to uphold a climate that values openness, trust, compassion, and professional development while representing KZCF to the community at large. This leader will have oversight of the organization’s operations, culture, values, talent, and financial performance.

Inspired by a genuine passion for the community of Kalamazoo, the CEO will lead the development of a clear vision for KZCF’s next chapter in partnership with the Board. The CEO will embody KZCF’s strong commitment to Anti-Racism & Equity and to racial and social justice, enhancing and accelerating its impact, resource development, and brand recognition. This leader will be a highly visible member of the community, representing KZCF locally and nationally with its donors, partners, and key constituents.
The CEO will work proactively with the Board and the development team to fundraise for KZCF and strategically lead the organization into its next chapter. In partnership with the Board and with the support of a talented team, the CEO will drive the development and implementation of objectives and strategies to ensure its successful mission as well as the operational and financial health of the organization as it evolves to a scale enabling even greater impact. The CEO will ensure internal controls, fundraising and financial policies are aligned with KZCF strategy and its short and long-term planning.

Key responsibilities of the CEO include:

- Supporting the mission, vision, and strategic goals of KZCF to serve its richly diverse community, leaders, and external partners.
- Serving as an inspirational, innovative, and visionary leader for KZCF, balancing a collaborative, relational spirit with business acumen and discipline to ensure sustainability and continued impact for the organization.
- Initiating and overseeing, with appropriate Board and staff involvement, the development of a fully integrated strategic plan that comprehensively articulates the organizational goals and objectives and details tactics pursuant to focusing on KZCF’s mission and vision.
- Providing leadership in the areas of organizational and community development locally through active involvement on and participation in the work of nonprofit boards; and providing leadership to KZCF through involvement at the regional, state, and national levels.
- Championing and advancing KZCF’s diversity, equity and inclusion efforts in collaboration with the Anti Racism Transformation Team (ARTT) to equip staff, Board, constituents and external partners with the resources and knowledge about DEI that lead to action and long-term results.
• Cultivating new sources of revenue by creatively and strategically expanding and
depthening the existing donor and funder base to grow the operating budget and
endowment.
• Inspiring trust, and confidence in KZCF staff and Board by developing strong internal
relationships and collaborating with existing partnerships, key constituencies, and
funding organizations.
• Motivating and leading a high performing staff and management team; recruiting,
retaining, and enhancing a diversified and skilled staff; providing mentoring,
coaching and professional development opportunities; and instilling a culture of high
performance, growth while using an inspirational and collaborative approach.
• Serving as primary spokesperson for KZCF with appropriate delegation to other
employees.
• Representing KZCF at the local, state, regional and national level with integrity,
displaying courtesy, tact, consideration, and discretion in all interactions with
members of KZCF’s community, including nonprofit partners, leaders, legislatures,
donors, and the community at large.
CANDIDATE PROFILE

The next Chief Executive Officer of Kalamazoo Community Foundation will have the following professional and personal qualities, skills, and characteristics:

A STRATEGIC AND VISIONARY LEADER

The CEO is a strategic and visionary leader who, in partnership with the Board, sets and clearly articulates a vision for KZCF and how it can effectively deploy its human and financial assets to support and represent the community of Kalamazoo. The CEO understands the full power and impact of a foundation to use its leadership and grantmaking in combination to meet the needs of a community. The CEO’s eye will consistently focus on the future and how to best adapt and assure KZCF’s continued success in a changing world. The CEO will develop and promote the strategies needed to advance the work of a mission-based organization, from funding to mission delivery. The CEO will actively and strategically seek out partnerships and build coalitions on behalf of the strategic vision of the organization. The CEO has the drive and passion to remain at the forefront of the issues facing people of color, people from underrepresented communities, and people from lower income and marginalized communities, and will continually develop new and unique opportunities to partner and serve the Kalamazoo community.

A CHAMPION FOR RACIAL JUSTICE, EQUITY, AND INCLUSION

The CEO will come to KZCF as a thought leader with a deep commitment to racial justice, equity, and inclusion. Equipped with a multi-faceted understanding of the evolving racial justice landscape, the CEO will lead the organization’s efforts to develop shared language and strategies that challenge and dismantle oppressive systems, racism, white supremacy, and other barriers to opportunities for racial reconciliation. This leader will have a track record of success for driving effective DEI initiatives. The CEO will have a thoughtful, empathic approach to advancing racial justice and will be known as an active listener and responsive, justice-oriented leader. A resourceful coach and capable facilitator, the CEO will have the ability to lead and guide the management team to work in partnership with KZCF in support of a more diverse, equitable, and inclusive environment. The CEO will be energized by the prospect of leading the organization’s staff and Board of Trustees in developing awareness, comfort, and confidence to address and champion equity in all aspects of the organization. This leader will foster a culture where staff can bring their whole selves to work and thrive. Above all, the CEO will understand their critical role in KZCF living out its values around anti-racism while achieving its vision of racial equity for Kalamazoo.
A RELATIONSHIP BUILDER AND COLLABORATOR

The CEO will possess the ability to authentically show up as a partner in the communities that KZCF serves and implement best practice partnerships in ways that are contextually appropriate as well as effective. A compassionate, proactive, and values-driven leader, the CEO will be decisive yet inclusive while amidst among differing opinions. Self-aware and authentic, the CEO will possess a proven ability to build support for a common vision across diverse constituents, both internally and externally. This leader will be skilled at listening to and learning from others, with a deep belief in fostering a transparent, empowering, and productive organizational culture by amplifying community, collaboration, and partnership with the team. The CEO will drive a strong sense of purpose among staff with an ability to continually strengthen KZCF’s powerful sense of shared purpose by empowering and engaging others in facing the opportunities and challenges ahead. The CEO will be a relationship weaver, building effective relationships and fostering collaboration across KZCF while guiding staff as they work in concert toward a broader vision and set of goals. The CEO will have a deep understanding of effective nonprofit management, with an instinctively inclusive leadership philosophy that assures the personal and professional development and growth of all employees. This leader will also be comfortable navigating and operating in a range of external settings and contexts – from government to nonprofit to business and community organizations – and will respect and reflect the deep relationships that KZCF holds in Kalamazoo. The CEO will lead by example, demonstrating transparency, humility, empathy, and respect.
AN AMBASSADOR AND FUNDRAISER
The CEO will be an “ambassador” for KZCF, sharing its mission and vision and helping to expand KZCF’s role more broadly. The CEO is an effective communicator who brings passion for KZCF’s mission as its principal spokesperson. The CEO will recognize the current issues facing the community of Kalamazoo and will articulate them in all forms of communication while being a fierce advocate of these issues on every possible platform. The CEO will have exceptional interpersonal skills with the ability to build and sustain strong support across a wide range of constituents, including grantees, Board members, donors, staff, elected officials, and the public. The CEO will develop a powerful sense of shared purpose in others and motivate them to engage in the future of the KZCF. The CEO is skilled at building partnerships with other foundations, institutions, and key leaders in the field to enhance KZCF’s impact and advance its mission and strategic priorities. The CEO will not only enjoy fundraising and successfully convey the objectives of KZCF to potential donors, but will help to enhance and improve the culture of philanthropy in Kalamazoo. This person will be able to build a bridge between philanthropy and community-equity work, helping to break down any existing barriers between the two worlds. The CEO will inspire confidence in donors, build collaboration and buy-in, and generate support from existing and new constituents.

A PASSION FOR THE MISSION
Fully embracing the mission of KZCF, the CEO will be a bold thinker with laser focus and unwavering commitment to achieving the goals of the organization. The CEO will be passionate about the community of Kalamazoo, driven by a deeply rooted desire for a world free from oppression. A strong advocate of youth and communities of color, the CEO will bring a sense of urgency to the role, working tirelessly to champion KZCF’s mission. Culturally competent, the CEO will have the character necessary to develop rapport with people of varying experiences, socio-economic backgrounds, and philosophies. Known as a thoughtful, responsive leader, the CEO will have a collaborative spirit and a sense of humor. Fundamentally, this leader will be an individual of unquestioned integrity, ethics, and values — someone who can be trusted without reservation.
Salary is competitive and commensurate with experience. The salary range for this role begins at $250,000 annually, plus a generous and competitive benefits package.
Kalamazoo County is a great place to work and live.

- It was named one of the Best Places to Live in the U.S. in 2020-22 by U.S. News and World Report and ranked the No. 1 Coolest Place in the U.S. with the lowest cost of living.
- The Kalamazoo-Portage Metro ranked as the lowest cost of living in the country in the first quarter of 2022, according to the Cost of Living Index (COLI).
- It’s the home of the Kalamazoo Promise that guarantees college tuition to graduates of the Kalamazoo Public Schools, the largest program of its kind anywhere.
- It’s a major international pharmaceutical and life sciences center; it’s the original home of the Upjohn Co., Stryker Corp, Gibson Guitars, Checker Motors and Bell’s Brewery, among many others; the Kalamazoo Gazette is the second oldest newspaper in Michigan; and a century ago, Kalamazoo was so famous for one crop, it was known throughout the country as the Celery City.
- In 2017, the American Institute for Economic Research ranked Kalamazoo among the best small metropolitan areas on its listing of top college towns.
Kalamazoo is midway between Chicago and Detroit on I-94 and offers commercial transportation by train, bus and major airline at the Kalamazoo Battle Creek International Airport.

With a population of more than 325,000, Kalamazoo is the sixth largest metropolitan area in Michigan and among the 150 largest in the country. It’s large enough to support all the amenities and entertainment found in larger cities; and yet, you can be in the heart of farm country in 20 minutes, and Kalamazoo supports a thriving Farmers Market downtown May through November.

Local festivals, featuring live music, arts and crafts, food and drinks -- many of which are held at Arcadia Creek Festival Place downtown -- attract crowds in the tens of thousands. The Kalamazoo Art Fair, held annually on the first weekend in June, is the second oldest community art fair in America and attracts 60,000 visitors over two days.

WMU’s Miller Auditorium, the historic State Theater and a variety of local clubs offer a complete array of concerts featuring every kind of music and popular entertainment. Kalamazoo is a frequent stop for many of today’s top comedians, musicians, and other entertainers.
Koya Partners has been exclusively retained for this search. Marissa Delgado, Judene Hylton, and Maureen Clancy are leading the engagement. To make recommendations or express interest in this opportunity, please submit your materials here or email KZCFCEO@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. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

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