

SpencerStuart

Position and Candidate Specification



President and CEO

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About the Organization

The Dallas Foundation

The Dallas Foundation brings together people, ideas, and investments in Greater Dallas so individuals and families can reach their full potential.

The Dallas Foundation is the proven philanthropic partner that enriches lives, fosters the joy of giving, and boldly drives philanthropy for tomorrow's Dallas. By connecting compassionate people to the causes they care about, the Foundation continues its long history of improving lives and making visible progress throughout North Texas. They have been, and will always be, *Here for Good*.



Established as a community foundation in 1929—the first in Texas—The Dallas Foundation serves as a leader, a catalyst, and a resource for the Dallas Community by providing donors and their professional advisors with simple, effective tools to achieve their philanthropic goals. Working closely with donor partners, the Foundation shares its expertise, leadership, and opportunities to co-invest in solutions that match the donors' interests and make a meaningful difference. For donors who have entrusted the Foundation with bequests and planned gifts, The Dallas Foundation serves as a steward of their charitable legacy long after their lifetime.

Over its many years, The Dallas Foundation has built a brand rooted in relationships and respect and has a proven track record of investing in transformational solutions, particularly benefiting children in Dallas. Through its discretionary grantmaking, also made possible by gifts and bequests from donors as well as income from endowments, The Dallas Foundation supports programs that benefit children ages birth to three, as well as those that advance equity and inclusion, ensure community and economic resilience, and enhance the community's nonprofit ecosystem, prioritizing partnerships that reduce intergenerational poverty and meet

today's pressing needs while positioning Greater Dallas as a brighter and more equitable community for everyone who calls it home.

For almost a century, The Dallas Foundation has been a trusted community partner and responsible steward of the generous contributions of donors. Since its inception, the Foundation has dispersed a significant amount of financial resources into the Greater Dallas community and beyond, recently crossing the \$1 billion threshold in cumulative grants.

Building on its legacy and recognizing the constancy of change, the Foundation is excited to drive toward its centennial, and looks forward to serving both donors and the community in meaningful, innovative, and impactful ways for the next 100 years.

For more information, visit The Dallas Foundation's [website](#).

KEY FACTS & FIGURES

In 2022, The Dallas Foundation:

- Stewarded over 700 funds established by individuals, families, organizations, groups, and businesses
- Paid out \$74 million in grants
- Brought in \$175 million in new gifts
- Grew to \$570 million in total assets
- Awarded more than \$1.5 million in scholarships to more than 300 students
- Has given over \$1 billion in cumulative grants given since inception

For more information on financials, please see the Foundation's [Annual Financial Report](#).

Position Summary

The President and Chief Executive Officer (CEO) of The Dallas Foundation (“TDF” or “the Foundation”) is responsible for providing leadership that will improve the lives of all Dallasites through the power of philanthropy, balancing the issues of the day with almost a century of impact. Working in concert with the Board of Governors and staff, the CEO determines the Foundation’s role in identifying and addressing the needs of the diverse communities of Dallas.

The CEO provides organizational leadership by engaging with the board and management of the senior leadership team; directing institutional policy and planning; assisting in fundraising efforts; and overseeing TDF’s programs, grantmaking, and operations. The new leader will be a key partner in identifying, creating, and implementing programmatic initiatives to assure the fulfillment of the mission within the context of the board’s objectives.

The CEO ultimately is accountable for all aspects of the Foundation’s work including team leadership, board management, asset and endowment growth, donor relations, and stewardship of donor intent, grantmaking, investment of the Foundation’s resources, and other civic leadership initiatives. Additionally, the CEO has the responsibility for evaluating key trends impacting the Foundation and developing new and innovative ways for TDF to expand its impact and influence.

As a highly visible representative of TDF to the broader Dallas and North Texas community, the CEO is responsible for speaking on behalf of the organization; promoting and advocating for the role of philanthropy and philanthropic solutions; and developing strong relationships with key philanthropic, community, political, and business leaders connected to Dallas and TDF’s mission.

This role is located in Dallas, Texas.

KEY RELATIONSHIPS

Reports to	Board of Governors
Direct reports	Executive Vice President and Chief Operating Officer Chief Financial Officer Chief Impact Officer Vice President of Marketing and Communications Senior Director of Administration

KEY OBJECTIVES

- Drive the strategic vision in partnership with the Board of Governors and staff, ensuring continued excellence in expanding the impact of TDF across Dallas and the North Texas region.
- Prioritize and actively participate in growing assets in order to ensure the Foundation's longevity and maximize the resources given out to the community.
- Lead the organization in major fundraising activities including the cultivation and solicitation of donors and partners, and provide advice when appropriate to support donor decision making.
- Ensure good governance, assist the board in fiduciary management of charitable funds, and monitor the long-term utilization of those funds.
- Build upon TDF's strong relationships with constituents across the entire region by prioritizing collaboration with other foundations (both private and public), as well as city, community, and corporate leaders.
- Recruit, develop, and retain a highly committed and qualified staff, driving high levels of employee engagement, and teamwork, as well as promoting transparency, trust, and accountability within the organization.
- Create an inclusive workplace environment with measurable goals that track the organization's commitment to diversity, equity, and inclusion.
- Drive innovation in our strategy and operating model to continue to improve our value proposition to the community.
- Develop new or improved systems, organizational structures, and processes with innovative approaches to ensure TDF is employing best practices.
- Catalyze TDF's mission, know the emergent needs of the communities it serves, and develop creative initiatives that have lasting impacts.
- Drive and monitor a broad range of grant initiatives that support and further the organization's mission.
- Serve as the organization's chief spokesperson, building further awareness of, and confidence in, TDF and its mission.

IDEAL EXPERIENCE

Mission focus

A demonstrated sense of service and a passion for solving the issues that are most important to the communities TDF serves; a demonstrated ability to build a strong and healthy organizational culture driven by an organization's mission and values.

Senior executive management

Experience as a leader or senior member of an executive team with accountability for organizational successes; experience in managing change and growth; ideally, with executive experience in the nonprofit sector.

External relations and public engagement

A demonstrated record of representing an organization to a wide range of audiences, with the ability to cultivate and maintain authentic relationships and inspire others to engage with and invest in an organization's broader mission.

Fundraising ability

A demonstrated track record of attracting and stewarding impact-oriented donors, and knowledgeable about complex and planned gifts.

Experience leading a growth-minded organization

A demonstrated ability to think strategically about how to grow an organization, encourage innovation, and lead through change.

Commitment to advancing equity and inclusion

A demonstrated commitment to diversity, equity, inclusion, access, and belonging, with a track record of action and progress towards reducing inequality.

Experience working with or serving on a board

Experience working closely with a board with an understanding of the importance of balancing short-term objectives with long-term vision to drive and measure an organization's strategic direction.

CRITICAL LEADERSHIP CAPABILITIES

Visionary and Strategic Leadership

- Develops and implements the strategic plan. Helps to position TDF for current and future leadership and impact within Dallas and North Texas.
- Works with the Board of Governors to drive the organization's strategic direction.
- Anticipates and understands the challenges and opportunities facing the communities that TDF serves, and creatively adjusts approaches and strategies accordingly.
- Approaches leadership with empathy and diversity of thought, welcoming perspectives different from their own as data points in decision-making processes; challenges assumptions and conventional wisdom, as appropriate, with specific, supported thought leadership.
- Embraces innovation and explores new approaches to funding high-impact initiatives, creatively developing and implementing services, programs, and ideas that meet the needs of donors while positioning TDF for long-term impact across Dallas and beyond.

Relationships, Impact, and Influence

- Builds on the legacy of deep donor relationships and meaningful community partnerships by demonstrating resourcefulness, creativity, and respectful persistence in forging relationships driven through trust and long-term considerations.
- Serves as an enthusiastic and visible spokesperson for TDF both in the media and the community at large, eager to cultivate relationships with a range of individuals and audiences.
- Incorporates best-in-class and authentic engagement that ultimately helps to deliver sustainable and significant increases in revenue, long-term partnerships, and other philanthropic support.
- Stewards TDF's resources on behalf of the communities it serves as a model for philanthropic innovation, quality, and impact.
- Articulates TDF's mission and value proposition effectively and with passion; connects with, listens to, and appropriately influences stakeholders from across the Dallas-Fort Worth region, including media, regional political, and business leaders, community members, donors, nonprofit leaders, as well as national and local foundations.

Leading People and Culture

- Engages and develops a talented staff whose expertise, passion, and professionalism will drive continued expansion of TDF's impact and influence.
- Creates an inclusive workplace environment that attracts, retains, and develops underrepresented talent to the organization.
- Develops an organizational infrastructure that provides support for a diverse team, creating clear decision-making processes, and reinforcing independent and open communication among team members.
- Delegates strategic objectives to leaders and teams within the organization with clear and explicit intent, building a strong sense of empowerment and shared responsibility across the organization.
- Holds the organization accountable for its commitments, providing clarity, fairness, and constructive feedback, motivating team members to achieve their goals.

OTHER PERSONAL CHARACTERISTICS

- Connection to, and significant knowledge of, Dallas, and what makes its diverse communities unique.
- A demonstrated knowledge of community foundations and the unique role they play within the philanthropic and non-profit sectors.
- Demonstrated commitment to diversity, equity, inclusion, access, and belonging.
- Integrity, maturity, confidence, and high energy.
- Sociopolitical savvy and nonpartisan perspective.
- Strong financial and business acumen.
- Humble, empathetic, and approachable.
- Consensus-building leadership style with the ability to bridge and honor differences.
- Belief in servant leadership and the power of philanthropy.

APPLICATIONS AND NOMINATIONS

If you wish to submit application materials or nominate someone to serve as the next President and CEO of The Dallas Foundation, please email TDFCEO@SpencerStuart.com.