

THE EPISCOPAL HEALTH FOUNDATION JOB POSTING

Job Title: Director of Impact

Reports to: Elena Marks, President and CEO

Position Summary: As a new organization and a part of the Episcopal Diocese of Texas, the Episcopal Health Foundation seeks an energetic and strategic professional to help lay the groundwork for the organization's future success. The Director of Impact will be responsible for articulating how the Foundation's work will benefit multiple stakeholders and measuring the impact of all Foundation programs. Working with the leadership team, the Director of Impact will support program planning and oversee evaluation to ensure that the Foundation's work is designed to and does impact health in the 57 counties of the Episcopal Diocese of Texas.

The Director of Impact's role includes the following:

- Working as a part of the leadership team to develop the Foundation's overall strategy for delivering on the mission, consistent with the direction set by the Foundation's board.
- Leading the organization in ensuring that all programs are carefully designed to deliver meaningful, quantifiable impact in accordance with the goals set by the organization and Board.
- Leading the impact team by managing staff, developing staff skills, building consensus on goals and ensuring that benchmarks are met timely and efficiently.
- Developing a systematic approach to measuring the Foundation's impact, including designing evaluation mechanisms, overseeing analysis of results and making recommendations based on findings.
- Developing and supporting structures for organizational learning
- Supporting the processes and culture of strategic learning, including working with grants and research staff to define theories of change
- Building collaborative relationships with Diocesan institutions that are or want to become engaged in health ministries.
- Leading activities under the umbrella of convening and collaboration that further the Foundation's grant-making and research activities.
- Initiating and maintaining networks of relationships with other senior leaders locally and nationally.
- Providing a high level of accountability in terms of the Foundation's work in the community by helping to manage the Foundation's image, and being responsive to feedback from diverse constituencies.
- Supporting the president and leadership team in the management of the Foundation

Requirements

We seek a team member with experience in community impact within a professional organization, a passion for social change, and who is excited to use that experience to support the Foundation in achieving its goals. The successful candidate will have a master's degree and at

least ten years' experience in philanthropy, social sciences, public health, planning, evaluation and/or public policy with progressively greater responsibilities. The candidate must be able to work comfortably and confidently with all Foundation staff as a member of a collaborative team. The Foundation staff members work together to execute the organization's mission, and all team members are important contributors to our success, regardless of their specific responsibilities or placement within the organizational structure.

Desired Qualifications

- Track record of success in developing new ideas and programs, building commitment among stakeholders and evaluating results.
- Demonstrated ability to develop staff and effectively participate in a multidisciplinary team environment
- Experience in interfacing with a variety of stakeholders including boards of directors and community members
- Exceptional relationship management skills and the ability to diffuse difficult situations
- Experience in convening individuals and groups to work on collaborative projects
- Collaborative style
- Comfort with ambiguity and skillfulness in addressing competing sets of priorities
- Excellent judgment and unquestioned integrity
- Ability to prioritize projects and meet deadlines and support others in doing the same
- Flexibility and the ability to thrive in an environment of growth and change
- Respect for diversity and knowledge of the region's demographics
- Intellectual rigor and curiosity
- Superior problem solving and oral and written communications skills
- Demonstrated ability to be politically astute and ecumenically inclined.

Compensation

Salary will be set in accordance with the successful candidate's experience. In addition to salary, the candidate will receive Episcopal Health Foundation's employee benefits which include comprehensive health insurance coverage and a 403(b) retirement plan to which the Foundation will contribute an amount equal to 9% of salary.

Interested candidates should submit a resume and cover letter by email to Sandra Wegmann at swegmann@episcopalhealth.org. Please respond by April 15. This position is not eligible for relocation reimbursement.

About Episcopal Health Foundation

The Episcopal Health Foundation is a new entity established through the recent sale of the St. Luke's Episcopal Health System to Catholic Health Initiatives. The Foundation supports the work of the Episcopal Diocese of Texas and has assets of \$1 billion. The mission of the Foundation is to advance the Kingdom of God with specific focus on human health and well-being through grants, research, and initiatives in support of the work of the Diocese. Episcopal

Health Foundation embraces the World Health Organization's broad, holistic definition of health: a state of complete physical, mental and social well-being and not merely the absence of disease. We will focus on improving the health of the 10 million people who live within the 57 counties of the Diocese.

The following core values are guiding principles that direct our work:

- **Informed Action.** Rigorous research is the foundation for actions and initiatives that have the potential to transform human lives and organizations.
- **Collaboration.** The most effective use of financial resources is often discovered in ministries that go beyond the limits of individuals or individual congregations. Broad-based communities galvanized around responses to particular human needs have a powerful potential to effect real and lasting change.
- **Empowerment.** The old adage is true: It is good to give a hungry person a fish; it is empowering to teach the same person to fish. Loving and compassionate people often need training to be effective change agents. Leadership development and training are central to empowerment.
- **Stewardship.** Good stewardship requires careful oversight and development of the abundance that God provides.
- **Transparency.** All actions and decisions are open to the light of public scrutiny. Secrecy and confidentiality are not the same thing.
- **Accountability.** The results of decisions and actions of EHF are audited and measured against reasonable benchmarks. Mistakes are made. When mistakes are treated with openness and honesty, lessons are learned. Public accounting and reporting are made on a regular basis.
- **Transformation of human lives and organizations.** The best good is good that lasts by effecting transformational changes in root causes.
- **Compassion for the poor and powerless.**