Position Specification

Gulf Coast Community Foundation
President and Chief Executive Officer (CEO)
Our Client

The history, mission and work
Gulf Coast Community Foundation ("Gulf Coast") is a regional leader, and is recognized nationally due to its innovative philanthropy, focused public policy impact, and highly respected team.

The foundation was created in 1995 with proceeds from the sale of The Venice Hospital, a community hospital that was founded by local citizens more than four decades earlier. Today, Gulf Coast is the philanthropic home of more than 1,000 families who have created their own charitable funds, and have invested nearly $500 million in grants in the areas of health and human services, civic and economic development, education, arts and culture, and the environment.

Gulf Coast’s mission is “together with our donors, we transform our region through bold and proactive philanthropy”. “Together” isn’t just a word in the mission; it’s how Gulf Coast gets things done.

Gulf Coast creates and funds initiatives and projects to address the region’s most pressing challenges, identifies emerging needs in the region, and mobilizes the right resources and passionate people to address them. Leading with strategic intention, whether prominently out in front or quietly in the background, the Foundation seeds innovation and invests in scalable solutions. They target systems, not symptoms. That regional vision and inclusive collaboration creates thriving communities with opportunities for all.

The organization and team
Gulf Coast was among the first community foundations in the country to be confirmed in compliance with National Standards for U.S. Community Foundations — the most rigorous standards in philanthropy for operational quality, integrity, and accountability. They continue to meet those standards today.

For three out of five years and two years in a row, Gulf Coast’s organizational culture has been recognized nationally by The Nonprofit Times Best Nonprofit to Work For – the only community foundation in the top 50 and ranked in the top ten among small organizations (25 employees or less).

Gulf Coast has a fully funded Operating Reserve and CAPEX Reserve, a new robust database and CRM system, and updated investment and spending policies which will help them embrace a bullish future.

Looking forward
Gulf Coast’s bold mission and vision serves as a beacon for Gulf Coast as the board and leadership team navigate a new era of philanthropy in the region, and includes these essential pieces to accelerate Gulf Coast’s success:

- Increasing Gulf Coast's leadership role and public policy influence by adding the best talent to the team, conducting nonpartisan and high-quality research, and involving Gulf Coast donors in leadership initiatives
- Creating more intimate experiences for Gulf Coast donors
- Supporting Gulf Coast's agile organizational model (people, technology, and processes)
- Expanding Gulf Coast's impact through its brand
- Continuing to set challenging goals and measuring Gulf Coast's progress through appropriate and accurate key performance indicators
- Incorporating sustainability as a Gulf Coast value that will build a resilient future for the organization
Hurricane Ian’s Impact
Gulf Coast Community Foundation’s Hurricane Ian Disaster Relief Fund was established to support those most devastated by the hurricane that hit the community in late September 2022. Gulf Coast is prioritizing health and human services needs primarily in southern Sarasota County including Venice, North Port, Englewood, Charlotte County, Lee County, and DeSoto County.

Together with Gulf Coast’s generous donors, Gulf Coast has provided more than $1.2 million in immediate relief to area nonprofits devastated by Hurricane Ian. In the days following the storm, these grants have provided life-sustaining support to families and community members in the region who were left with uninhabitable homes, no food, and just the clothes on their backs.

To learn more about Gulf Coast, visit https://www.gulfcoastcf.org/.

The Role
The President and Chief Executive Officer (CEO) leads the organization in delivering on its mission, ensuring that Gulf Coast continues to serve as a catalyst for philanthropic activity in the region and remains a driver of major local civic efforts. The CEO is responsible for directing the staff, programs, and administrative activities of Gulf Coast and for the operational compliance of its subsidiaries with the policies, guidelines, and standards established by the Boards of Directors. The CEO is an ex-officio member of the Board of Directors of all Gulf Coast-affiliated entities and standing committees.

Key to the CEO’s success is building trusting relationships with staff, Gulf Coast Governing Board, and community leadership. The CEO communicates a clear picture of a vibrant future for Gulf Coast and its civic role in actively addressing the community’s most pressing challenges and greatest opportunities. The CEO leads a team of 27 talented and well-respected employees.

Gulf Coast President and CEO’s responsibilities include but are not limited to the following:

- Provide focused leadership to Gulf Coast in a way that will preserve and enhance its outstanding reputation in the community, maintaining high standards for impact, quality, and excellence.
- Use Gulf Coast’s leadership model, independence, and influence to bring emerging critical issues often related to public policy to the attention of the community and, as appropriate, to convene leaders to address these issues.
- Elevate Gulf Coast’s leadership model by using facts, data, and strategic thinking to frame critical issues, working across all sectors (business, nonprofit, and government) to achieve innovative solutions, shaping laws and government funding through advocacy, and leveraging a variety of resources for transformational change (donor funds, Gulf Coast funds, government funds and funds from other foundations).
- Raise the profile and visibility of Gulf Coast so that its mission, vision, goals, and specific programs are well and broadly understood.
- Lead the Board’s vision by developing and executing on a strategy that will further the mission of the organization through good governance practices with the Board, its standing committees and designated taskforces.
- Continue to build Gulf Coast’s asset base by working with existing donors and cultivating new ones among broad constituencies.
- Forge strong, effective, and collaborative relationships with the full spectrum of stakeholders – including community, civic, business, academic, nonprofit, and governmental interests. Bring these diverse perspectives to the Board as it makes policy decisions.
Position Specification

• Collaborate with other funders and build effective partnerships that will leverage Gulf Coast’s initiatives and grantmaking.
• Ensure that Gulf Coast’s grantmaking is both strategic and impactful. Work with the Board, staff, and others to identify the region’s important issues and develop pertinent strategies and goals to address them.
• Strengthen Gulf Coast’s capacity to measure and evaluate the results of its philanthropic work so that lessons learned will inform future strategies.
• Ensure that Gulf Coast is well staffed and managed, providing oversight and direction across all areas with special attention paid to brand strategy, community leadership and public policy, philanthropic development, finance, human resources, and operations delegating to senior staff as appropriate.
• Ensure organizational policies and practices are aligned with laws and regulations and perform optimally, and legally required reporting is completed.
• Attract, motivate, retain, develop, and provide leadership to a high caliber staff. Steward and nurture a supportive and collaborative organizational culture that encourages innovation, produces positive outcomes, and strengthens the Gulf Coast brand.

Candidate Profile
At this exciting time in its history, Gulf Coast seeks an experienced and respected leader with an enthusiastic commitment to transform the Gulf Coast region through bold and proactive philanthropy and in partnership with Gulf Coast’s donors. The CEO will demonstrate capacity for leadership through vision, communication, inclusion, integrity, action, and results. The CEO will have the capacity to serve as a convener of nonprofit and community leadership externally, while also stewarding Gulf Coast’s core internal operations, infrastructure, and team wellbeing.

Performance, Personal Competencies and Experience Requirements:

Setting Strategy
• Ability to work collaboratively with the Gulf Coast Governing Board to create and articulate an inspiring vision for the organization and to strive towards it with a focused strategy.
• An entrepreneurial and creative approach to developing new, innovative ideas that will continue to stretch the organization and expand the impact of the community’s philanthropic sector.
• Practiced and effective in implementing and managing through change.

Civic Leadership and Community Engagement
• Ability to effectively represent Gulf Coast in the local communities it serves.
• Ability to successfully navigate political and cultural systems and balance the various needs of Gulf Coast’s multiple constituents while staying above partisan divides.
• Experience and/or capacity and authentic interest in building deep and lasting relationships within the region with philanthropic donors, city and government officials, partners, and constituents.

Executing for Results
• Ability to set clear and challenging goals while committing the organization to improved performance; tenacious and accountable in driving results.
• Thoughtful risk-taker who seeks data and input from others to foresee possible threats or unintended circumstances from decisions.
• Delivers breakthrough innovations and partnerships that create value for all stakeholders.

Relationships and Influence
• Naturally connects and builds strong relationships with others, demonstrating strong emotional intelligence and an ability to communicate clearly and persuasively.
• Ability to raise awareness and advance an understanding of Gulf Coast’s mission, work, and impact, and inspire trust in others through authentic leadership, a collaborative demeanor, passion in their beliefs and listening for understanding.
Position Specification

- Experienced in building and scaling sustainable partnerships among diverse stakeholders.
- Encourages others to share the spotlight and visibly celebrates and supports their success in advancing the mission.

Leading Teams
- Ability to recruit and retain top talent, motivate the team, delegate effectively, celebrate diversity within the team, and manage performance; widely viewed as a strong developer of others.
- Demonstrated ability to provide a clear sense of direction to the team as a strong internal communicator.
- Self-reflective and aware of own limitations; leads by example and drives the organization's performance with an attitude of continuous improvement by being open to feedback and self-improvement.

Commitment to Mission and Shared Values
- A passion for and unwavering commitment to Gulf Coast's values and the merits of individuals working together for the well-being of the community.
- Demonstrated personal and professional commitment to diversity, equity, and inclusion; displaying cultural competence while operating in an environment with a range of constituents and communities.
- Unquestioned personal and professional integrity, humility, and honesty.

Education & Experience
- Bachelor’s degree required.
- 10-15+ years in various progressively responsible management/leadership roles.
- Advanced degree in business, finance, public policy, or law preferred, but not required.
- Several years of high-level experience and skill working with or on a Board of Directors.
- Track-record of growing initiatives and revenues.

Contact
For candidate nominations, questions, and general inquiries related to this opportunity and to apply for this role, please contact: GulfCoast@russellreynolds.com.