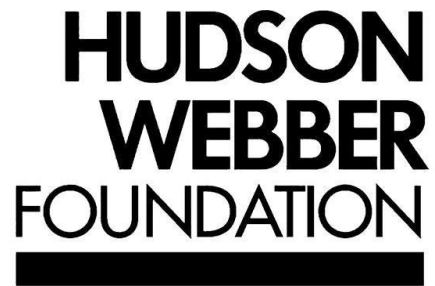




KORN FERRY



Hudson-Webber Foundation

President & Chief Executive Officer (CEO)

2023

POSITION SPECIFICATION

Position	President & Chief Executive Officer (CEO)
Organization	Hudson-Webber Foundation
Location	Detroit, MI
Reporting Relationship	Board of Trustees
Website	https://hudson-webber.org/

WHO WE ARE

With origins dating back to 1939, the Hudson-Webber Foundation is a private, independent grantmaking organization with an enduring mission to improve the quality of life in Detroit for all Detroiters. It was founded in 1943 with major contributions from Eloise and Richard H. Webber, other members of the Webber family, and the J.L. Hudson Company, and since its inception, the Foundation has contributed over \$200 million in grants to local nonprofit organizations.

More information on its history, rooted in the founder's visionary philanthropy and the family's values and civic commitment, can be found here: <https://hudson-webber.org/who-we-are/history-of-the-foundation/>.

Today, governed by a 13-member board of trustees comprised of both family members and community leaders, the Foundation leverages a small but mighty team of five full-time employees and two part-time staff/contractors and assets of approximately \$190 million. The Hudson-Webber Foundation invests in the success of community initiatives across four mission areas:

- **Arts & Culture:** Investing in the capacity of arts and culture organizations to deliver quality, accessible, and engaging cultural programming, and increasing the diversity of voices reflected in the sector.
- **Built Environment:** Investing in the work that Detroiters are doing today to reimagine the city's built environment as one of inclusivity, diversity, accessibility, and connectedness.
- **Community & Economic Development:** Investing in community and civic efforts that provide high quality jobs for all Detroiters, strengthen neighborhoods to provide opportunities and quality of life for residents, and help achieve stable racial and economic diversity and interconnectedness.
- **Safe & Just Communities:** Investing in innovative, racially equitable strategies that reduce crime and victimization and that improve community well-being.

The Hudson-Webber Foundation also supports organizations that engage in research and policy on issues aligned with the Foundation's four mission areas. The Foundation funds activities aimed at moving local, state, and federal policy, as well as aligning public-sector resources to improve the quality of life in Detroit.

WHAT YOU'LL DO:

The Hudson-Webber Foundation's Board of Trustees is seeking a collaborative and strategic executive to lead the organization through this next chapter. This individual will provide energy, vision, focus, humility, and management to leverage collaboration across and within Detroit, driving the Foundation's impact. This leader will represent HWF in its overarching mission in social justice and equity with a defining collaborative and convening style to leverage policy and community mobilization. This leader will lead an organization devoted to advancing the betterment of Detroit, our community, our neighborhoods, and our people.

Reporting to and partnering closely with a committed Board, the President & CEO will have overall accountability and responsibility for all day-to-day activities, including the programs, partnerships, strategic direction, staff, operations, and investments of the Hudson-Webber Foundation. Specific responsibilities include:

Vision & Mission Stewardship:

- Build upon the most recent strategic plan and guidance from the Foundation's soon to be released Impact Report and incorporate the organization's vision into its programs and operations; work with Trustees and staff towards the strategic objectives of the Foundation to explicitly support the desired outcome of the growth of a vibrant city that provides opportunities for all Detroiters to attain prosperity.
- Effectively communicate a compelling, shared vision for staff, the Board, and pertinent external groups, ensuring that the mission and programs are accurately understood, supported, and successfully championed by all stakeholders.
- Enhance the alignment between the foundation's endowment, resources, and mission.

Board Engagement:

- Partner with the Board to ensure effective governance; support Board members as they individually and collectively fulfill their governance and fiduciary responsibilities; engage in trustee recruitment and succession, and support board transitions and evolution.
- Ensure transparency and effective communication with the Board in all key areas; serve as a liaison and foster deep trust and authentic relationships within the Board, and between the Board, Foundation staff, and community partners.
- Engage with the board around emerging trends, and exploration of investments in existing and new initiatives; cultivate an open, thoughtful, and collaborative partnership with the Board to execute against Hudson-Webber's strategy and respond nimbly to community needs.

Partnerships & External Affairs:

- Collaborate with other key leaders, including emerging leaders, in the community to maximize the Foundation's impact; cultivate relationships with relevant community organizations and leaders in government, business and other nonprofits, contributing to thought leadership around philanthropy, equity, and impact; work collaboratively with other private and/or public funders, grantees and community partners, lifting the voices of the community, and influencing measurable change.
- Represent the Foundation in the Detroit and larger philanthropic community as a thought leader and convener; serve as an influential yet humble leader in the community, strategically leverage the Foundation's public voice and credibility and maintain the reputation and identity of the foundation's work, legacy, and impact.

- Leverage existing connections within and outside of Detroit and build new national relationships that may increase philanthropic investments in Detroit, locally and from across the country.

Organizational Leadership:

- *Programs and Policy:* Ensure the development of programming, grant-making, partnership, and investment strategies and systems are effective, aligned with the mission/values of the Hudson-Webber Foundation, and implemented well.
- *Innovation and Impact:* Ensure standards and systems are in place that track the foundation's effectiveness and impact, including impact measurement and rigor around programmatic innovation and outcomes, and increased programs and partnership integration for a greater impact platform.
- *Staff Management:* Recruit, lead, develop, inspire, and retain a small and mighty team. Ensure that staff are supported, entrusted, and empowered, and that their unique contributions to the work of the Foundation are recognized, appreciated, and amplified. Foster a community of meaningful collaboration, intellectual curiosity, continuous learning, and open feedback.
- *Culture:* Model and build upon a trust-based and equity-focused environment. Actively support a culture of unquestionable integrity, professionalism, commitment, accountability, and humility. Demonstrate the value of diversity, equity and inclusion in all actions and decisions, and instill those values across the organization and its work. Ensure Hudson-Webber's values and ethical standards in all foundation business.
- *Financial Management:* Ensure the endowment management and financial administration strategies and systems are effective, aligned with the Foundation's mission/values, and implemented well.

WHO YOU ARE:

The CEO will be a leader who, with Trustees and staff, sets and articulates the vision of the Foundation and how it can effectively deploy its human and financial assets to the benefit of the Detroit community. This individual will understand the full potential, power, and impact of a collaborative foundation to use both its leadership and grant making to meet the needs of a dynamic community. The CEO will display intellectual curiosity and critical thinking and have a history of being creative, innovative, and bold in identifying and responding to needs and capturing opportunities. This person will be skilled at engaging staff, Trustees and the broader ecosystem in strategy and execution, and inspiring cohesion and camaraderie.

The individual will bring equity-focused values alignment, a trusted presence, a partner-driven approach, and strategic and outcome-oriented leadership to advance the organization's goals. Additional ideal qualifications include:

- Passion for the mission. Optimistic commitment to strengthening the Detroit community.
- Ability to engage a broad network of strong relationships with community, corporate and civic leaders. Demonstrated success building and sustaining collaborations that produce outsized results is essential.
- A history of successful engagement, partnering, and fostering alliance-building among a broad range of constituencies. An ability to work with and effectively inspire innovative thinking among stakeholders and audiences in multiple sectors.
- Experience driving systems change.

- Experience in some combination of philanthropy and/or other nonprofits, government, private sector, and an ability to work across sectors and boundaries; a proven partnership approach.
- Experience managing board governance, recruitment, and engagement.
- Seasoned people leadership and financial management skills. Track record of empowering a passionate group of professionals and content experts, encouraging initiative, instilling accountability, and entrusting and amplifying the work of others.
- Experience executing a strategic plan, managing organizational complexity, and enhancing an organization's capacity/impact.
- Proven business acumen and results-orientation; a good manager of assets – people, money, and time.
- Outstanding communications and diplomatic skills, including the ability to relate well to a wide range of constituencies and people at all levels. Political savvy; a trusted listener and advisor; able to clearly articulate the message and command the respect, trust, and confidence of any audience.
- Champion and leader in diversity, equity, and inclusion.
- A reputation as a community builder and champion for underserved populations. Ability to leverage or establish credibility in the community; understanding of politics necessary to lead in this ecosystem.
- Community driven experience, preferably working with/in economically disadvantaged community(s).
- A demonstrated commitment to continuous improvement and accountability.
- High level of emotional intelligence, empathy, and humility.
- Courage, along with unquestioned integrity, ethics, and values.
- Understanding of power dynamics around philanthropy and grantmaking structures.

EDUCATION

An undergraduate degree from an accredited college or university is required. An advanced degree and/or pertinent experience is preferred.

COMPENSATION

A competitive compensation package will be offered to attract the most qualified candidates.

KORN FERRY CONTACTS

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To apply, please send a resume and cover letter of interest to the Korn Ferry team.