



MARCH 2023

RMHF PRESIDENT & CEO LEADERSHIP PROFILE





THE OPPORTUNITY

The next President & CEO of the Richmond Memorial Health Foundation (RMHF) will have the opportunity to continue to carry forward a bold and innovative [Strategic Framework](#) that is fiercely focused on advancing health and racial equity and reducing health disparities in the Richmond region. The next leader will work with an engaged Board of community leaders and a talented staff that bring enthusiasm and commitment to the challenging work that needs to be done. The framework calls for new approaches to partnerships, processes and grantmaking that are designed for greater impact and to give agency to the organizations doing the front-line work. The President & CEO will serve as the ambassador and lead communicator who will develop strong relationships to generate support for RMHF, its mission, and its reputation.

RMHF OVERVIEW

RMHF grew out of Richmond Memorial Hospital, founded in 1957. The hospital welcomed people of all backgrounds regardless of their ability to pay. Richmond Memorial Hospital Foundation was created in 1977 to help ensure financial stability for the hospital. When the hospital outgrew its original location in Richmond's Northside, patients and caregivers relocated in 1998 to what is now Bon Secours Memorial Regional Medical Center. The assets of the hospital were merged into Richmond Memorial Hospital Foundation. The organization became an independent entity and was renamed Richmond Memorial Foundation and then later to Richmond Memorial Health Foundation to emphasize its focus on community health and its redefined mission as a grantmaker.

RMHF Mission:

"Fostering an equitable and healthy Richmond region."

OUR VALUES

Equity

We commit to act in ways that promote fairness in opportunity for all people.

Learning

We are curious, eager to listen to and learn with our partners, and focused on how data can lead to responsible action.

Stewardship

We responsibly manage our investment resources in alignment with our values and mission.

Respect

We honor the diverse voices, perspectives and experiences of the people in our communities.

Inclusion

We recognize, value and seek to better understand and integrate the contributions and experiences of all members of our community.

Impact

We invest in people, organizations, ideas and solutions leading to positive, sustainable change in our communities.

Transparency

We are accessible and honest in our communication.

While small by national foundation standards, RMHF is known as a leader in bold, innovative thinking. Currently, RMHF manages assets of roughly \$100 million and invests about \$4 million annually in organizations that are helping to advance health equity. The [staff](#) of ten works enthusiastically and collaboratively with each other and with RMHF's community partners. They are leaning into the organizational and cultural changes that are moving away from transactional grantmaking and toward relational grantmaking that includes learning with partner organizations and Black and Brown-led and community-based grassroots organizations. They share

learnings with each other and use them to make community investment decisions that foster an equitable and healthy Richmond region. They are driven to make an impact as quickly as possible but understand that true learning and real change take time.

The [Board of Trustees](#) is comprised of a diverse group of leaders who each bring skills and experience relevant to the needs of RMHF. They have been an integral part of the process that created the Strategic Framework and are fully supportive of the new direction. They are committed to continuous inquiry at a local and national level to advance RMHF's work.



Guiding Question:

"Is it morally acceptable for one's zip code and race to determine their health outcomes?"

Dr. Bill Nelson, RMHF Trustee

STRATEGIC FRAMEWORK – ADVANCING HEALTH AND RACIAL EQUITY

[RMHF's Strategic Framework](#) was adopted in January 2022. It builds off of a pivotal change in strategic direction and mission that began in 2016 with a commitment to focus on health equity, not just on broader health issues. It is a bold call to action that redirects RMHF's approach to decision making and community investments. The new strategic approach is centered around four commitments, which are key to advancing health and racial equity in relationship with our partners:

- **Multi-year General Operating Support**

We will champion multi-year general operating support, creating the largest impact possible for our mission-aligned partners and the work they do in the community.

- **Investment in Civic Engagement**

We will invest in civic engagement strategies to amplify community voices critical to advancing health and racial equity.

- **Investment in Policy & Advocacy**

We will invest in our policy and advocacy partners to accelerate their efforts to advance health and racial equity in our region.

- **Investment in Black, Brown and Other Diverse Leaders and Organizations**

We will support leadership development and enhance the capacity of Black- and Brown-led neighborhood and community organizations working to advance health and racial equity as well as support community leaders in rural places that work with low-wealth people to help communities thrive.

The majority of RMHF's investments are in the Greater Richmond region, including the City of Richmond and the Counties of Chesterfield, Henrico, Hanover, Goochland, and Powhatan. The Foundation is open to considering regional and statewide investments that align with the mission.

"...we achieve racial equity when race no longer determines one's socioeconomic outcomes; when everyone has what they need to thrive, no matter where they live."

- Race Forward



PRIORITIES FOR THE NEXT PRESIDENT & CEO

The next President & CEO of RMHF will be responsible for establishing approaches and accelerating the implementation of the Strategic Framework, supporting the Foundation's culture and organizational development, and ensuring sound financial management.

Leadership

- Develop implementation approaches for the Strategic Framework that are grounded in the Foundation's core values and aligned with its mission.
- Support a culture of trust, learning, transparency and belonging where a diversity of perspectives is encouraged.
- Provide direction and resources to support the work of the staff and their professional development.
- Increase collaboration internally and externally.

Outward Facing

- Serve as the primary ambassador and spokesperson for the Foundation.
- Form relationships built on trust with the Foundation's partners and other community leaders.

- Elevate the voices of community partners and of RMHF as leaders in innovative approaches to eliminating racial health disparities.
- Develop a network of philanthropic partners at the national level.

Operations

- Be responsible for the day-to-day operations of the Foundation, including hiring and developing employees, overseeing program development, and working with RMHF's vendors.
- Take an active role in the financial management of the Foundation, including budgeting, financial decision making, and protecting the Foundation's assets.
- Lead internal work to establish benchmarks and expected outcomes to hold RMHF accountable for moving towards its intended impact.
- Support the creation of processes and procedures that help ensure continued implementation of the Strategic Framework.

Board Relations

- Serve as the primary liaison with the Board.
- Ensure that the Board and each committee meeting runs smoothly, including providing information in advance of each meeting, being prepared to answer questions that arise, and following up as needed post meeting.
- Develop strong relationships with the Board to encourage members' engagement and direction.
- Support efforts to cultivate future classes of Board members who bring skills and experience that are relevant to RMHF.
- Ensure transparency and open communication within the Board.



QUALIFICATIONS



The next President & CEO of RMHF must have an unwavering commitment to advancing health and racial equity and reducing health disparities in the Richmond region. Beyond that, the search committee understands that qualified individuals will bring unique blends of skills and experience. The following list is not exhaustive but provides a good overview of skills, experience and attributes the search committee believes to be important.

- Experience in serving as a partner with an engaged board to leverage the skills and experience of board members.
- Ability to lead a dynamic, results-driven team to create momentum in implementing an innovative Strategic Framework.
- Experience in the operational administration of a small organization.
- Strong relationships with local, regional, and national leaders who are involved in philanthropy and/or who lead efforts to advance health and racial equity.
- A commitment to continue to learn from Black and Brown communities and the organizations that serve them and to use those lessons to improve RMHF's approaches.
- Experience in advocacy and policy development.
- Excellent communication skills.
- Experience in convening and building coalitions that result in collective impact through collaborative investing.
- Demonstrated commitment to improving the health and racial equity of the Greater Richmond region.
- Business acumen to improve and expand RMHF's services, and assure the organization's continued relevance, growth, and financial viability.
- Deep understanding of the Greater Richmond region and its historical and contemporary complexity.

Personal qualifications of attractive candidates include:

- Impeccable integrity.
- Exemplifies a servant leader; a commitment to lift others up.
- Respect for the ongoing efforts of community organizations and the RMHF team.
- A bridge-building approach.
- Lived experiences that lead to understanding.
- Curiosity.
- Personal accountability.
- Optimism that positive change can happen.



Required education and related health equity and philanthropic professional experience includes:

- Bachelor's degree.
- 7 + years of supervisory experience supervising complex teams.
- Demonstrated experience with health and racial equity through professional engagement and lived experience.
- Demonstrated leadership in the philanthropic space.

RMHF will consider candidates with a broad range of experience. Compensation will be competitive and commensurate with experience. Minimum starting salary will be \$200K with the potential for a discretionary bonus. RMHF offers a generous benefits package.

TO APPLY

Please send a resume and cover letter with RMHF CEO in the subject line to kwhitney@WarrenWhitney.com. For best consideration, please respond by April 2, 2023.

Richmond Memorial Health Foundation is an Equal Opportunity Employer. We seek to recruit, develop, and retain the most talented people from a diverse candidate pool. We strongly encourage applications from persons with diverse backgrounds and experiences. Our goal is to hire the most qualified person for this critical position for the Foundation.

CONFIDENTIALITY

As the consultants and search committee work through the early phases of the search, every effort will be made to assure a high degree of confidentiality for the candidates. Both the consultants and RMHF understand that many of the candidates interested in this position are strongly committed to their current organization but are intrigued by the opportunity presented here. An expression of interest will remain confidential until the final stages of the search.

THE RICHMOND REGION

The Richmond Region is one of social complexity. There is no shortage of opportunities. Higher education opportunities are offered through public and private universities such as Virginia Commonwealth University, Virginia Union University, Virginia State University, and the University of Richmond. Richmond is home to companies that range from start-ups to Fortune 500 and offer opportunities in medicine, science, manufacturing, professional services, distribution and nonprofit sectors among others. Richmond is a beautiful city and is ideally located for easy access to Washington, D.C. and historical and vacation destinations.

At the same time many individuals don't have access to those opportunities. 50% of census tracts in Richmond City qualify as food deserts. Within Richmond City, median household income is more than 17 times greater in the wealthiest census tract than in the poorest. And there is a 20-year gap in life expectancy among census tracts in Richmond City. These and many other current realities stand in the way of advancing health and racial equity. Overcoming our history of racial inequities to achieve an equitable and healthy Richmond region will take a steadfast, long-term commitment. RMHF is making that commitment and looks forward to welcoming a CEO who is equally committed.

