

POSITION PROFILE

On behalf of our client, the Amherst H. Wilder Foundation,

CohenTaylor Executive Search Services
is conducting a retained executive search for its

PRESIDENT/CEO



AMHERST H.
WILDER
FOUNDATION

Here for good.®



The Amherst H. Wilder Foundation (Wilder) combines knowledge, compassion and action to improve lives today and for generations to come. Wilder creates lasting, positive change and improves lives through three core areas: direct services, research and community building.

For more than a century, Wilder has adapted to meet existing and emerging community needs. Through collaboration, it draws upon the strengths of the community to develop smart solutions to the challenges the community faces. Wilder's Saint Paul focus gives it a valuable launch pad in the capital of Minnesota that allows expansion of its impact far beyond the city limits.



TO LEARN
MORE, VISIT
Wilder.org



MISSION

To promote the social welfare of persons resident or located in the greater Saint Paul metropolitan area by all appropriate means including:

- Relief of the poor
- Care of the sick and aged
- Care and nurture of children
- Aid of the disadvantaged and otherwise needy
- Promotion of physical and mental health
- Support of rehabilitation and corrections
- Provision of needed housing and social services
- Operation of residences and facilities for the aged, the infirm and those requiring special care

And in general, the conservation of human resources by the provision of human services responsive to the welfare needs of the community, all without regard to, or discrimination on account of, nationality, sex, color, religious scruples or prejudices.

VISION

The greater Saint Paul area will be a vibrant community where all individuals, families and neighborhoods can prosper, with opportunities to work, to be engaged in their communities, to live in decent housing, to attend good schools and to receive support during times of need.

VALUES

To accomplish our stated mission, Wilder is committed to being **responsive, innovative and effective**. We will meet that commitment by:

- listening, communicating and engaging respectfully
- honoring diverse perspectives and cultures
- behaving ethically, compassionately and responsibly
- taking action to create positive change

Wilder by the Numbers FISCAL YEAR 2019

Individuals Served BY PROGRAM

2,051
received services from
**Community Mental
Health and Wellness**
for a total of **49,687**
service days

122
**HELPED BY EARLY
CHILDHOOD
DEVELOPMENT**

569
**USED CAREGIVER
SERVICES**

834
supported by
**Healthy Aging
Services***

1,111
aided by
Family Supportive
Housing

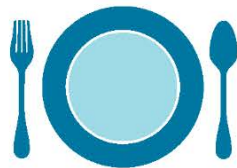
261
activated their
potential through
Wilder community
leadership
programs

***in addition
to those
receiving
caregiving
supports**

142
families participated
in the Family
Independence
Initiative

1,400
**LEARNED THROUGH
ACHIEVEMENT
PLUS**

Nutrition Access



73,593

meals served in
Wilder programs



22,324

Meals on Wheels
delivered



8,372

transactions on
Twin Cities Mobile Market

Programs

Wilder Programs offer hope and support to people going through challenging times. Wilder provides services that promote mental health and wellness, family stability, healthy aging and community leadership.

Mental Health and Wellness

Wilder is a leader in providing mental health services in the Twin Cities. Its whole family, trauma-informed and culturally appropriate approach to mental health and wellness has addressed the needs of diverse communities for generations. Wilder provides a one-stop shop for all social, emotional, behavioral, mental and chemical health concerns ranging from low to high intensity, helping families grow and heal together.

Family Stability

Wilder is the largest provider of family supportive housing services in Ramsey County, Minnesota. Its continuum of services helps young adults and families find and maintain stable housing so they can achieve their goals and thrive across generations. Wilder partners with organizations and community residents to offer innovative approaches to disrupting poverty and is a site partner of the national Family Independence Initiative.

Early Childhood Education

Wilder's early childhood education services meet the diverse needs, abilities, interests and cultures of children and families in Saint Paul. Its child development center focuses on quality academics as well as social and emotional learning to prepare children for kindergarten.

Healthy Aging

Wilder's Healthy Aging and Caregiving Services help older adults and caregivers maintain their health, well-being and independence. Wilder provides adult day health services, residential support services, Meals on Wheels, wellness classes and support to anyone actively caring for a friend, family member or neighbor. The Wilder Community Center for Aging in Saint Paul serves as a hub and resource for aging and caregiving services for families, caregivers, employers, counties, organizations and communities throughout the Twin Cities.

Community Leadership Programs

Wilder is committed to cultivating diverse community leaders who are driven to make a positive difference with purposeful engagement and values-driven leadership through six distinct community leadership programs. By nurturing the skills and experiences of emerging leaders and renewing the energy and commitment of experienced leaders, Wilder programs help people take part in the change they wish to see in their community, regardless of age, position or experience.



Programs

Wilder Research

Wilder Research helps communities thrive by turning information into impact. Through research and evaluation services, consulting and training, Wilder works with nonprofits, community leaders, government agencies, foundations and policy makers to measure and improve their effectiveness, identify needs and solutions, make data-informed decisions and drive action to improve lives and communities.

As a community-focused organization, Wilder emphasizes a collaborative and flexible approach, informed by sound and innovative methods. Their experienced in-house staff of nearly 100 researchers, data collection and analysis, web and application development and communications and graphic design specialists provide a full range of services. They work with organizations to identify and implement a plan that gathers the information organizations need to understand what's working and what's not, make effective changes, raise funds and influence policy.

Community Building

Wilder is committed to creating lasting, positive change with and for Minnesota's Saint Paul community. Wilder unites with partners to eliminate barriers, transform systems and strengthen communities from within.

Wilder houses the Saint Paul Promise Neighborhood Initiative, an education partnership that puts children in the Frogtown, Rondo and Summit-University neighborhoods of Saint Paul on the pathway to college and career success.

Wilder's public policy work advances systemic equity and social and economic opportunities so that all people and communities throughout Minnesota can thrive. The organization works closely with partners in coalition on a range of issues related to Wilder's mission, including health care, housing, mental health and aging.

Wilder's Commitment to Diversity

Wilder's Board of Directors and senior leadership recognize that the diversity of the community it serves must be reflected in every aspect of the organization for Wilder to have the greatest impact. Its commitment to diversity, equity and inclusion is because of Wilder's mission and is essential for its success.

Wilder focuses on adapting its behaviors to see and accept employees, clients, partners and community members who have different perspectives than its own. Wilder understands that society has created advantages for certain groups and not others; it finds ways to see and change how it is making decisions that impact marginalized or disadvantaged groups in unintended ways.

As an organization, Wilder welcomes the complexity that results because of the many differences that exist among groups in one workplace: race, class, sexual orientation, ability, gender, etc. We believe diversity adds value and makes Wilder and the community stronger.

The Role

Working in concert with the Board of Directors, the President/Chief Executive Officer of the Amherst H. Wilder Foundation will support **Wilder's deep commitment to current programs and advancing new comprehensive models of delivering human services that include a holistic view of its clients.**

The President/CEO will ensure the implementation of the recently adopted strategic plan while envisioning the future of the organization.

Reporting Relationships

The President/CEO will report to the Wilder Board of Directors and have direct oversight of approximately 480 staff members. The President/CEO will have the following direct reports:

- Chief Financial Officer
- Chief Administrative Director
- 2 Vice Presidents of Wilder Programs
- Vice President of Advancement
- Executive Director of Wilder Research
- Vice President of Wilder Center for Communities
- Executive Services Director

Key Roles and Accountabilities

The President/CEO of Wilder Foundation will be responsible for the organization's strategic and operational leadership with both internal and external audiences. Key roles and desired accountabilities include:

STRATEGIST

- Ability to understand the internal and external forces that influence Wilder's future and its ability to be a sustainable force for change.
- Ability to see beyond the boundaries of the organization and understand the complexity of human services in the community.
- Dreams big about the role that Wilder can play with its communities and stakeholders.

VISIONARY/TRANSFORMATIONAL LEADER

- Champions the organization's culture and values.
- Believes in possibilities and develops a compelling vision for how Wilder can address the future to meet the needs of the community.
- Carries optimism and embodies Wilder values.
- Gives voice to the purpose and mission of the organization.



The Role

EXTERNAL INFLUENCER

- Embraces the challenge of keeping Wilder relevant and at the forefront of shaping the dialogue about what the community needs.
- Understands that, as CEO, they are the key fundraiser; gives significant attention to fundraising and generates a compelling case for donors, philanthropists, foundations and other funders to place Wilder at the top of their priority list.
- Partners with key stakeholders in Saint Paul's diverse community; identifies and collaborates with emerging, diverse leaders.
- Plays a role in building relationships with key policy makers who can affect allocation of resources.
- Determines where to use personal energy and where to deploy other Wilder leaders to build community connections and partnerships.
- Has an active external focus; considers political, community, client and competitors' information.

ORGANIZATIONAL LEADER

- Astute financially and uses data and metrics to evaluate opportunities and alternatives to make strategic choices.
- Utilizes key financial information to measure organizational performance, manage risk, and make decisions regarding the best mix of investments and expenditures.
- Is comfortable with ambiguity and recognizes patterns and connections in complex information.

ORGANIZATION BUILDER

- Helps to ensure that the Wilder culture attracts experienced, knowledgeable people; ensures they feel they can make a difference at Wilder.
- Recruits, retains and develops the right leadership team and talent to lead Wilder.
- Builds and fosters a functional, cohesive team that carries out Wilder's mission.
- Aligns the senior leadership team and ensures the organization is both inclusive and innovative. Works to create alignment across all parts of the organization.
- Positions the organization and makes decisions that enhance what Wilder can do in the community.

DIVERSITY LEADER

- Encourages diverse perspectives in problem solving and delivery of services.
- Welcomes and embraces diverse life experiences that reflect the communities that Wilder serves.
- Demonstrates the ability to interact effectively with culturally diverse communities.
- Provides leadership in diversity, equity and inclusion efforts, continuing the work underway at the Foundation.
- Focuses on growth in underserved markets or unaddressed community needs.

The Ideal Candidate



Equal Opportunity Employer/ Protected Veterans/ Individuals with Disabilities: The contractor will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.

The ideal President/CEO will be an inspirational and visionary leader who will proactively lead the Wilder Foundation into its next chapter. While no one candidate will have all the criteria enumerated below, the ideal candidate will possess the following professional and personal abilities and attributes:

- **Passionate** about the mission, vision and values of Wilder.
- Proven experience **leading a complex organization** in the nonprofit, corporate or government sector.
 - **Demonstrated commitment and passion** for diversity, social justice, equity and fairness and an ability to relate to people of all backgrounds.
 - Proven experience successfully leading an organization through **change**; takes leadership responsibility for addressing new challenges, controversial issues, difficult tradeoffs, or necessary changes.
 - Proven **fundraising** experience; ideally with capital campaign and government funding experience.
- Proven **cultural agility** who can connect with all Wilder constituencies.
- **Strategic**, with proven experience developing a strategic plan and guiding staff to execute on that plan.
- **Visionary**, yet able to balance pragmatism and vision to determine and guide staff focus.
- **Astute and adaptable**; able to remain aware of pending policy, economic and environmental changes and the potential implications on the Wilder business model.
- A strong **developer and mentor of staff**.
- Has the highest level of **personal integrity and business ethics**.
- **Financially savvy and politically astute** – a leader with the ability to set clear priorities, delegate and guide investment in people and systems.
 - Ability to strike a balance between setting **long-term vision and day-to-day operations**.
 - Significant **board experience** – either working with or serving on nonprofit boards.
 - Strong **executive presence**; skilled at tailoring messaging based on stakeholder audience nuances.
 - Excellent **coalition building skills** with an ability to identify and build **partnerships** with a variety of internal and external stakeholders; persuasive to achieve consensus amongst differing opinions.
 - Well-connected to Minnesota and able to impact the local, east metro and state **policy development**.

For more information or to send your credentials, please email Wilder@cohentaylor.com
All inquiries will remain confidential.

Minimum Requirements:

- Bachelor's degree in business, nonprofit management or related. Master's degree or advanced training in business, finance, nonprofit management or related preferred.
- The ideal candidate will have 15 years overall professional leadership experience, including nonprofit and/or corporate leadership experience.

Wilder is an Equal Opportunity Employer