



New Hanover Community Endowment



Chief Executive Officer Position Announcement May 7, 2024

To apply, please click [here](#)

Salary: \$275,000-\$325,000 plus benefits

**Applications requested by May 29, 2024
and accepted until the position is filled.**

The Opportunity

The New Hanover Community Endowment (NHCE) seeks a dynamic Chief Executive Officer who can successfully navigate the complexities of a growing philanthropic organization, prioritize strategic grant making and operational initiatives, engage key community stakeholders, and drive transformational change for the citizens of New Hanover County in the Endowment’s prioritized areas of focus: health, education, public safety, and economic opportunity.



The CEO of NHCE will lead the organization in delivering on its mission, vision, values, and commitment. Reporting to the NHCE Board of Directors, the CEO is responsible for the strategic, programmatic, and budgeting operations of the organization. The CEO will apply experience, vision,

and innovation to accelerate NHCE’s impressive record and significantly scale its impact to lead the young organization through its next phase of evolution.

The CEO will build trusting relationships with the existing staff, the NHCE Board of Directors, the Community Advisory Council (CAC), and the New Hanover County community to articulate a vibrant vision for how the NHCE will identify and actively address the community’s most pressing challenges and greatest opportunities as set forth in its founding documents and the current strategic plan.

The Organization

NHCE was established with the sale of the New Hanover County-owned New Hanover Regional Medical Center to Novant Health in 2020. From its sale, the New Hanover County Commissioners invested nearly \$1.3 billion to form the endowment. These investments will provide the resources to be distributed to the local New Hanover County community through the organization’s grant process.

The mission of NHCE is *“to improve the health, education, safety, and economic opportunity of every person in our community.”* The organization seeks to identify and address the root challenges in these areas, promote innovative collaborations among service providers, and provide funding that will yield long-lasting and deeply impactful results.

The Board of Directors is composed of 13 members with demonstrated leadership in the community. Six members are appointed by Novant Health, five members are appointed by the New Hanover County Commissioners, and two are selected at large by the Endowment Board.



In addition to the Board, the Endowment benefits from a CAC comprised of members with experience in the sectors of education, health and social equity, public safety, and community development. This body serves as ambassadors between the NHCE and various community constituents. The CAC members act as liaisons and provide advice to the Endowment Board and staff on local challenges and opportunities in the targeted areas of focus.

Together, the NHCE Board and staff have utilized a strategic plan, developed in 2023, to guide their initial investments in the New Hanover community. Since its inaugural year of awarding grants in 2022, NHCE has issued 143 grants totaling \$73 million.

While there are numerous health-conversion foundations across the country, few can match NHCE’s potential per-capita impact. New Hanover, North Carolina’s second smallest county, lies in eastern North Carolina where for decades non-profits have provided human services despite their scarce resources. The funds from the sale of the hospital offer a source of great hope for residents of the County.

**NHCE Strategic Plan Four Pillars
2023 - 2025**

Social and Health Equity

GOAL: Optimal Health and Well-being
All residents of New Hanover County are able to achieve their best possible health outcomes regardless of income, zip code, or race.

Education

GOAL: Comprehensive Education and Competitive Workforce
Establish a world class public education system that equips children and adults with all they need to meet the highest standard for career success and responsible citizenship.

Community Safety

GOAL: Safe and Thriving Communities
Develop the safest, most stable and connected communities in the state.

Community Development

GOAL: An Inclusive Community and Economy
Cultivate an inclusive community and economy that foster the fullest life benefits.

The NHCE Board and its staff strive to operate in alignment with an established set of commitments.

1. A commitment to recognizing and valuing everyone and every group as a part of the diversity that comprises the New Hanover community.
2. A commitment to equity as a guiding principle.
3. A commitment to build a New Hanover community where all voices are heard, all barriers faced, and where all people have the opportunity to reach their full potential and build a better life.
4. A commitment to the work that is required to build a community that values and supports the humanity of all people.

The NHCE is still a young organization. While impressive initiatives have been supported as a result of its first two years of grants (website listing grants linked [here](#)), the new CEO will help strengthen the Endowment’s grant making practices, operational practices and procedures and support its staff as they collectively implement the organization’s strategic plan,

develop operational best practices, and earn the trust of community stakeholders who hold hope for the potential of the Endowment to better the lives of New Hanover county’s citizens.

The Position

At this juncture in its early history, NHCE requires an experienced leader who has achieved transformational results in his or her prior job experiences. Possessing a broad set of executive-level skills, the Endowment’s next CEO must be (i) a visionary philanthropist who can facilitate powerful coalitions of community human service

providers to solve complex social challenges in New Hanover County, (ii) an organizational leader capable of establishing and implementing efficient organizational structure and operations, and (iii) have the financial skills required to manage the business of the Endowment. Simultaneously, the CEO must have the capacity to serve as a magnetic convener of the community externally, while also stewarding due attention to NHCE's core internal operations, infrastructure, and team well-being.

The next NHCE CEO will be an individual with a proven track record of articulating a vision and galvanizing a team to execute a plan that achieves demonstrable results. In part, this will be achieved through their demonstrated competence as an analyst of organizational performance, a developer and evaluator of staff,



and a manager of finances. An entrepreneurial mindset and innovative approach to planning in a philanthropic environment will also be essential characteristics of strong candidates for this role. The CEO will help frame and prioritize key questions about how the NHCE will mature, including the refinement and expansion of its grant-making processes, the growth and organization of its staff, and the maturation of its systems for establishing and evaluating its benchmarks and utilizing of data to measure and track the impact of its initial and future grants.

These hard skills, while necessary, must be complemented by character attributes critical for working with the NHCE team, the Board of Directors, and community stakeholders. The new CEO must model the Endowment's identity as a learning organization. A willingness to get proximate to community members, to listen with empathy, and cultivate constructive and civil conversations among constituents of various backgrounds, lived experiences, and perspectives, will be expected. Similarly, the NHCE CEO serves as team leader to an existing talented staff, one that is likely to grow in the years to come. Therefore, top candidates for this role will evidence sharp personnel management skills and a penchant for creating trusting and productive relationships between staff members. As a bridge between the Board, staff, CAC, and community stakeholders. The new CEO will also help the

organization establish distinct boundaries of responsibility and clear lines of communication between and among the Endowment’s key decision-makers.

The NHCE’s CEO will need to become deeply familiar with the community’s history, assets, and unique challenges. He or she will come to demonstrate a relentless pursuit for the well-being of New Hanover County and its citizens.

The Location

New Hanover County is a thriving community nestled in the heart of coastal North Carolina, bordered by the Atlantic Ocean to the east and the Cape Fear River to the west. Anchored by the historic city of Wilmington, the county boasts a rich tapestry of culture, commerce, and natural beauty. Though it is the second-smallest county in North Carolina by land area, it is one of the most populous. Home to more than 235,000 people, New Hanover County offers residents a beautiful place to call home.

Wilmington, a city steeped in history and charm and one of the largest cities in the state, offers a diverse array of amenities and attractions, from its picturesque riverfront to its stunning beaches. Recently voted by *Southern Living* magazine as number one among its “Best Southern Cities on the Rise,” Wilmington has for decades been a locus for television and movie production. Yet it is a city that has something to offer everyone - from the student of history and sampler of fine food and spirits to the lover of surf and sand.



Core Responsibilities and Essential Functions

Core Responsibilities

- **Strategic and Transformational Leadership:** Serve as a catalyst by providing visionary and strategic leadership in grantmaking and operations to the NHCE staff, NHCE Board of Directors, and key stakeholders. Increase NHCE's presence in New Hanover County.
 - Develop and implement strategic initiatives to achieve NHCE's mission and vision, aligning resources and priorities to maximize impact.
 - Set clear and challenging goals and commit the organization to improved performance.
- **Team Leadership and Management:** Lead the current team of nine who are dedicated to fulfilling NHCE's mission and recruit additional staff members as needed to fulfil the Endowments mission.
 - Cultivate a culture based on trust and respect and one that creates a sense of purpose/meaning for the team.
 - Attract and recruit top talent, motivate the team, delegate efficiently, and manage performance.
 - Provide a clear direction to the team through strong internal communication.
- **Community Leadership:** Serve as a visible and influential advocate for NHCE's mission and priorities, engaging with community stakeholders, media, and the broader community to develop deep and lasting partnerships.
 - Engage the CAC to leverage the members' deep community knowledge, insight, and connections.
 - Create opportunities for diverse voices to share their perspectives.
 - Amplify the visibility of NHCE. Build community awareness and advance an understanding of NHCE's mission, work, and impact.
 - Inspire trust through compelling influence, powerful charisma, passion in their beliefs and needs, and active drive.
 - Serve as a coalition builder, working throughout New Hanover County to achieve maximum impact.
 - Navigate complex cultural and political systems.

- Connect and build strong relationships with people, demonstrating strong emotional intelligence and ability to communicate clearly and persuasively.
- **Communication:** Oversee all external communications, including the website, marketing collateral, newsletters, press releases, and social media.
 - Articulate NHCE’s mission and priorities effectively to diverse audiences.
 - Maintain open and transparent communication channels.
- **Financial Management and Oversight:** Manage an annual budget of \$5 million. Direct and manage the finance leadership team to monitor expenditures and manage monthly cash flow, analyze financial data, and ensure the operations remain within budgetary allowances.
 - Ensure financial transparency, accountability, and compliance.
 - Evaluate financial performance by interpreting and analyzing financial results and forecasting future trends.
- Work with the Investment Committee of the Board of Directors in its oversight of the investment management firm holding the Endowments investment assets.
- **Organizational and Operations Management:** Provide leadership on all internal grant making, operational, financial and staff matters. Apply vigorous accountability to the grant process, evaluating grants that have been made, and optimizing their impact by paying close attention to both internal infrastructure strengthening and external program effectiveness.
 - Work closely with staff to build upon and further develop NHCE’s understanding of, and deep ties to, the diverse community it serves.
 - Encourage an innovative and creative approach to philanthropy that meets the needs of grantees and the New Hanover County community.
- **Board of Directors Engagement:** Work collaboratively with the Board to create and articulate an inspiring vision for the organization and to strive towards it with a focused strategy.

Essential Functions

- **Commitment to the Mission:** Demonstrate a passion for, and unwavering commitment to, NHCE’s mission, vision, values, and the merits of individuals working together for the well-being of the New Hanover County community.

- **Performance Measurement:** Define key performance indicators (KPIs) for Grant making, operational efficiency and service delivery. Monitor and report on these KPIs regularly, making recommendations for continuous improvement.
- **Performance Management:** Conduct regular performance reviews, providing feedback and setting clear objectives for team members. Address performance issues promptly and fairly, implementing corrective actions when necessary.
- **Goal Setting:** Define and communicate clear objectives and targets for the team, monitoring progress and ensuring alignment with the overall organizational mission.
- **Promote Organizational Values:** Uphold and instill the organization's values and mission within the team, ensuring a culture of integrity, commitment, and service.
- **Risk Management:** Monitor team activities to identify potential risks, ensuring that measures are in place to address and mitigate these risks.

Required Skills and Characteristics

Required Skills and Characteristics

NHCE is a great fit for a dynamic, charismatic, results-oriented leader who enjoys being the public face of an organization. Candidates should possess strong strategic planning skills, communications experience, financial acumen, and an entrepreneurial mindset. Ideal candidates will also have demonstrated success in building and scaling sustainable partnerships among diverse stakeholders.

Required specific skills and characteristics include:

- Bachelor's degree (or equivalent) with a strong preference for a Master of Business Administration.
- Personal and professional integrity, humility, and honesty. Demonstrated experience in strategic planning and execution.
- Experience in building and leading teams.
- Record of leadership in a community context, preferably with foundations, endowments, or business organizations.

- Entrepreneurial mindset with skills in strategic planning and operational efficiency.
- Proven experience in public relations, including making presentations to larger audiences, and marketing.
- Exceptional interpersonal and communication skills, both written and verbal.
- Knowledge of leadership and management.
- A history of budget management, financial forecasting, and resource allocation.
- Strong analytical, problem-solving, and decision-making capabilities.

Other skills and characteristics that would be preferred:

- Experience in the non-profit sector, preferably with a demonstrated understanding of transformational philanthropy.
- Familiarity with New Hanover County and North Carolina preferred.

Salary/Benefits

NHCE is committed to attracting an extraordinary leader for this position. We seek to attract and retain such an outstanding employee through a comprehensive package that includes a competitive salary in the range of \$275,000-\$325,000 commensurate with experience. The Endowment also offers a generous employee benefits package that includes medical, dental and vision; short-term and long-term disability insurance; life insurance; a 403(b) retirement plan with an employer match; professional development; paid holidays; paid time off (PTO); and parental leave.

To Apply: Please send cover letter and resume by [clicking here](#). Applications will be accepted until position is filled.

Questions: NHCEsearch@mossandross.com

New Hanover Community Endowment

910-756-5990

<https://www.nhcendowment.org/>