



LEADERSHIP PROFILE



President and CEO Dare to Care Food Bank Louisville, KY

"To lead our community to feed the hungry and conquer the cycle of need"
– Mission Statement of Dare to Care Food Bank

THE OPPORTUNITY

As of April 2021, more than one in ten households across the nation report that they lack enough to eat. **In 2020, food insecurity in Kentuckiana impacted 13.5 percent of the overall population – 18.9 percent in the case of children.** Given the difficult reality that this data reflects, the role that the Dare to Care Food Bank plays in supporting one of the most basic needs of the region – access to food - is critical.



For more than 50 years, the Dare to Care Food Bank has helped neighbors in need access critical food supplies through a network of 270 [partner organizations](#). As it looks towards the future, the Food Bank seeks to build on strong programmatic, operational and fundraising successes in recent years and drive deeper awareness of both its mission and programs.

The President and CEO will bring a collaborative spirit, rigor and business acumen, energy, and an authentic persona to help expand the Food Bank's

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impact, reach and connection to the community. Working in partnership with a committed board and staff, the President and CEO will ensure that Dare to Care remains among the most important and respected nonprofit organizations in the region.

To reach its aspirations, the Food Bank seeks an executive who is driven to combat hunger and the fundamental drivers of food insecurity, who is a humble servant-leader, and who brings relevant professional

experience in managing an organization of similar complexity and scope.

Mandates for the new President and CEO will include:

- Maintaining and advancing an unusually strong organizational culture
- As a premiere voice for building healthy communities, ensuring that the Food Bank advances both healthy food and nutrition initiatives and evaluation and leadership of overall food access within its 13-country service area
- Engaging a broader segment of the community and increasing awareness of and access to the food and nutrition-related solutions of the food bank
- Helping Dare to Care effectively transition from pandemic-era giving and support to post-pandemic realities, ultimately raising the necessary funds, managing the organization and embracing the responsibility to lead the Food Bank to a successful and sustainable future
- Continuing to engage the Board of Directors in expanding the reach of the Food Bank locally and throughout the region

The opportunity for the President and CEO is bold and compelling: to ensure that Dare to Care's programs and resources reach as many people as possible, help the Food Bank and the community make progress on addressing the root causes of food insecurity, and broadly promote and advocate for the role that food and nutrition can play in helping communities become healthier, stronger and more successful.

THE ORGANIZATION

On Thanksgiving eve in 1969, nine-year-old Bobby Ellis died of malnutrition in his Louisville home – striking a chord of disbelief within the community that something so tragic could happen. Spearheaded by two faith leaders and with a

broad level of support from the Kentuckiana region, the Dare to Care Food Bank was founded to ensure that no one in the community lacked enough food to live a healthy, active life.

Today, Dare to Care has become a leader in addressing issues related to food insecurity and one of Louisville's most respected nonprofit organizations. The organization's impact is impressive; in 2020, the food bank distributed more than 23 million meals and over 7.7 million pounds of produce through 270 food pantries, shelters, emergency kitchens and after-school programs to serve the 171,000 food insecure people in its 13-county service area in Kentuckiana.

The agency is a good steward of its resources. Every dollar donated helps provide up to eight meals. Furthermore, the Food Bank is an active member of [Feeding America](#) – the largest non-governmental, domestic hunger relief organization in the United States.



Operations are managed via 2 warehouses totaling 76,000 square feet, a fleet of 18 vehicles and a new 24,000 square foot Community Kitchen facility – an expanded production kitchen that opened in June of 2020 made possible in part through a generous gift of the Novak Family Foundation. This new facility is one of Dare to Care's most significant recent initiatives and will produce meals for existing programs like Kids Café, but more importantly will serve as a testing and launching center for new, innovative programs in the future.

The Food Bank has a full-time staff of 63 (long tenures are common and a source of pride) and a loyal group of over 3,000 enthusiastic volunteers. The current annual operating budget of \$8.5 million (\$54 million including federal commodities and donated product) supports programs and operations. [Charitable and individual donations](#) for the Food Bank are strong, totaling

approximately \$8.6 million in 2020. Additionally, the Food Bank receives around \$2.5 million in federal and local government support. Governance is solid; the Board of Directors is comprised of 21 community leaders who are deeply committed to the organizational mission.

Dare to Care programs

In addition to providing food to hundreds of emergency kitchens, shelters and food pantries, Dare to Care operates several programs targeting the most vulnerable in the Kentuckiana community. These programs include:



- **Kids Cafe** delivers hot nutritious meals, prepared by the Community Kitchen team, to after school sites in the community to ensure children have the fuel they need to learn and thrive
- **School programs** connect students at risk of hunger with healthy, family-friendly foods in a school setting
- **Summer Meals for Kids** delivers breakfast, lunch and dinner to children across the community during the summer months, when access to nutritious food is more difficult for food insecure families
- **Cooking Matters** empowers families with the skills, knowledge and confidence to prepare healthy and affordable meals
- **Prescriptive Pantry** offers nutritious food to families visiting medical clinics to impact patients' overall health
- **Mobile Pantry** brings a pantry directly to a neighborhood, and provides fresh produce and other nutritious food items for people in isolated pockets of need
- **Senior Outreach** provides nutritionally balanced food to seniors through the Silver Suppers program, mobile pantries, and the federal Commodities Supplemental Food Program
- **Zero Hunger Mobile Market** is made possible through a partnership with Kroger and provides fresh healthy food to people lacking access to a full-service grocery store



For more information about the Dare to Care Food Bank and its history, please visit www.daretocare.org.

Zero Hunger Mobile Market Tour
(Click to play video)

THE RESPONSIBILITIES

The President and CEO is charged with overseeing all aspects of the organization. This person will bring passion for the mission and the multiple talents required to ensure the Food Bank realizes its ambitious aspirations.



More specifically, the President and CEO will:

- 1. Be a strategic, inspiring leader who will lead Dare to Care with passion, purpose and a people-centric perspective.**
The President and CEO will be a strong leader and strategist who will guide the vision of the Food Bank and move the organization forward with quiet confidence, gravitas and a strong sense of personal and collective accountability around both short and long-term goals. With grace, humility, and poise, the President and CEO will build on the unusually strong culture of the organization and its people. They will be open to innovation, capitalizing on opportunities to expand the diversity of the staff and board and will champion new approaches to leveraging the physical, human and reputational resources of Dare to Care.
- 2. Be a humble servant leader that embraces the need for a strong organizational culture as a high organizational priority.** The President and CEO will be approachable, authentic and a good listener with high emotional intelligence. They will be a person with an approachable style, unimpeachable integrity and someone people from all walks of life will naturally trust and want to work with. The President and CEO will be a proven developer of great talent, teams and infrastructure, and a leader and mentor who builds an environment of shared vision, values, high standards and alignment around mission.
- 3. Build relationships and grow financial support.** The President and CEO will be a credible, engaging and trustworthy leader capable of developing and deepening relationships with Board members, civic leaders, donors and partners of all kinds. Through creativity, collaboration, follow-through, and results, the President and CEO will enhance current relationships, develop new opportunities, and grow the level of financial support for the organization.
- 4. Advance a bold vision for the future of the Food Bank and help ensure the organization achieves its aspirations.** The President and CEO will be a creative thinker who will work with the Board and staff to actualize the

vision for the Food Bank in concert with the new strategic plan and in ways that ensure that the organization is responsive to the needs of the region. The President and CEO will be uncommonly good at communicating the vision; they will ensure that the future direction of the Food Bank is widely embraced both internally and externally and incorporates voices from a broad cross-section of the community.

5. Run the business in a way that balances audacious aspirations and sound business practices. The President and CEO will inherently embrace future possibilities for increased impact and lead the Food Bank to realize its full potential. They will fundamentally understand the value of a strong balance sheet and the credibility that is borne of sound financial management. The new leader will continue the Food Bank's well-considered approach of success through investment and abundance rather than scarcity - moving the organization forward by making sound decisions that smartly balance risk.

THE CANDIDATE

The ideal candidate is a compelling leader with significant knowledge, passion, and experience in contexts relevant to leading the Food Bank. Personal characteristics include integrity, insightfulness, charisma, high emotional intelligence, and outstanding interpersonal skills. Previous experience with food banks, or within the food industry would be an asset, but is not a requirement.

Attributes being sought in the new President and CEO include:

- Passion for the mission of Dare to Care
- A bias towards a mindset of abundance rather than scarcity
- Someone who excels at utilizing data to make decisions
- An authentic persona and a deep grounding in servant leadership
- Skill as a listener and communicator
- The ability to excite, lead, and mobilize people to accomplish important goals
- A strong commitment to the professional development of staff
- The ability to create productive, positive relationships with the Board and staff members, donors, leaders and program participants throughout Kentucky and Southern Indiana



- The ability to present and communicate clearly, persuasively, and compassionately to external audiences, including elected officials, civic clubs, food bank peers, agency partners, donors, and corporate boards
- Financial and business acumen
- The ability to create an environment of innovation, accountability, ongoing improvement, and measurable results
- The capacity and ability to quickly and accurately discern relevant information to make decisions – often with limited information
- A minimum of ten years professional experience; five of those in a leadership role in a comparable organization of similar size and complexity
- Minimum of a bachelor's degree from an accredited college or university; an MBA or related advanced degree would be an asset

THE RELATIONSHIPS

The President and CEO reports to the Dare to Care Food Bank Board of Directors and is responsible for a staff of 63 and hundreds of volunteers.

The President and CEO Reports to:	<ul style="list-style-type: none"> • The Dare to Care Board of Directors
The President and CEO directly manages:	<ul style="list-style-type: none"> • Chief Development Officer • Chief Operating Officer • Chief Financial Officer • Programs Director • Director of Strategic Initiatives • Food Sourcing Director • Human Resources Director
Other key relationships include:	<ul style="list-style-type: none"> • Feeding America • Donors and supporters of the Food Bank • Partner agencies throughout Kentuckiana • Food partners, suppliers, and distributors • Governmental agencies and programs • Civic leadership and government officials integral to the Food Bank's mission and operations

THE LOCATION

As the largest city in the commonwealth of Kentucky and the 29th most populous city in the United States, Louisville boasts many accolades that define its rich character. Many know it as the home of Churchill Downs (and the Kentucky Derby), Muhammad Ali, The University of Louisville and Kentucky Fried Chicken, but the city also is home to three fortune 500 companies (Humana, Kindred Healthcare and Yum Brands) and a worldwide hub for UPS. Louisville is also one of the major centers



of the American whiskey industry (anchored by Brown-Forman); a significant hub for manufacturing, with two major Ford Motor Company plants; and home to both the headquarters and a major home appliance factory for GE Appliances. The city has also received major accolades for Code Louisville, the city's public-private partnership for teaching people entry-level software development skills.

More than a regional center of commerce, the city enjoys an impressive array of arts and cultural organizations, festivals, several museums of note, 122 city parks (covering more than 13,000 acres) and a broad tapestry of culinary offerings - recently earning recognition from *Bon Appetit* magazine as "one of the best foodie small towns in America".

For more information, go to www.louisvilleky.gov.

The Dare to Care Food Bank is a proud partner of Feeding America



The Dare to Care Food Bank is an equal opportunity employer, and a diverse slate of compelling candidates is being sought.

For potential consideration or to suggest a prospect, please email
DTC@BoardWalkConsulting.com
or call **John Sparrow** or **Paula Nicholas** at 404-262-7392.
