



LEADERSHIP PROFILE

President & CEO St. Louis Community Foundation Clayton, MO

“The St. Louis Community Foundation inspires purposeful philanthropy that connects community and donors to build a more equitable and vibrant region, now and forever.”

The Opportunity

The St. Louis Community Foundation (STLCF) has been a quiet force for community investment and innovation for over 100 years. STLCF is the second oldest community foundation in the country, founded in 1915 as the St. Louis Community Trust.

Like many of its peers, it was historically a receptacle for philanthropic dollars. Its oldest fund was established over a century ago to help a donor distribute Bibles to all who passed through the city. That fund supports religious organizations today. Over the years, the Foundation has continued to help donors effectively provide for the community. STLCF is committed to its fundamental roles of helping donors create personal legacies, investing donor funds for maximum returns with minimum risk, and playing a leadership role in tackling the communities' most challenging needs.

STLCF hired its first employee in the 1980s. It has experienced its most rapid growth over the last decade under the leadership of recently retired President and CEO, Amelia Bond. Under her tenure the total number of funds held at the Foundation has more than doubled, the operating budget has tripled, and the staff and the reach of STLCF have expanded. STLCF now has 650 donors, \$500mm in assets and an operating budget of \$3.8mm. It distributes approximately \$100mm a year to local nonprofits. In 2021 the Foundation's cumulative grantmaking reached \$1B.

STLCF is primed for continued growth and impact. The new President and CEO will take the Foundation to its next level of influence and expand the Foundation's leadership role in tackling the communities' most persistent challenges. During the COVID-19 crisis, STLCF played a pivotal role as a convener to coalesce the community and its leaders to solve an urgent need. To extend this type of leadership, the next CEO will continue to inspire collaborative philanthropy, in addition to servicing it.

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In preparation for the CEO transition, the Foundation commissioned a listening tour engaging more than 136 people representing civic, community, nonprofit, corporate, and philanthropic perspectives. Participants confirmed there is great hope and optimism for the role of STLCF in shaping the future of the region. They also acknowledged that struggles exist in advancing the vitality and equity of the metro area. Complex, inter-related social, economic, racial, and political challenges are persistent. The President and CEO will play a vital role in increasing the visibility and stature of the Foundation in the community to convene and coalesce around these problems and find solutions- in partnership with community, nonprofit, government, and civic leaders.

The Organization

STLCF provides best-in-class donor services and leverages a donor's passion for community impact. It also has incubated and invested in some of the most beloved organizations and programs in the region, including:

- [The Magic House](#) - The award-winning children's museum began with the support of the STLCF.
- The Regional Response Team - A team assembled to respond to those affected by the coronavirus crisis which distributed \$4.5mm from a COVID Relief Fund. The work of the team lives on. It is now building a centralized system of response for the populations most affected by COVID-19 and addressing the structural inequities amplified during this crisis.
- [Give STL Day](#) - A day of giving brings the region together as one community, raising money and awareness for over one thousand local nonprofits in the Greater St. Louis region. Since

its inception in 2014, over \$26 million has been raised for local nonprofits.

- [InvestSTL](#) - A community development system initiated to strengthen communities and reduce inequities.
- [My Scholarship Central](#) - A regional resource to increase access to higher education by helping students close the funding gap for college with private scholarships and interest-free loans.
- [Center for Civic Research and Innovation](#) - Provides objective research and analysis for civic engagement.

The Foundation has a core staff of 18 and an expanded staff, inclusive of sponsored programs, of 30. The staff culture is built on mutual respect, trust, and collaboration. The team is committed to the mission of creating an equitable and vibrant region and their passion for the community is palpable. The Foundation has established a racial equity committee to embed diversity, equity, and inclusion in its work both internally and externally. The work is ongoing, and the next leader will help refine the Foundation's role in addressing persistent equity issues in the region.

The Mandate

The next CEO will increase the visibility and stature of the Foundation, positioning STLCF to:

- Continue to lead, inspire, and shape the conversation about philanthropy in St. Louis.
- Align activities with community needs, while boosting discretionary and donor-advised giving.
- Improve visibility and engagement with civic, nonprofit, community organizations and leaders, while also actively cultivating the next generation of donors.



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Specifically, the President and CEO will:

- Partner with and leverage an influential and engaged Board of Directors
- Imagine, frame, and present the vision that will guide the Foundation’s direction.
- Sustain and build relationships with donors, funders, community and civic leaders, and regional organizations and institutions.
- Grow and nurture the Foundation’s resources—including donor funds, initiative funds, and discretionary funds.
- Increase the depth of understanding of the Foundation across the community while also broadening the audience and awareness of its mission, vision, structure, and role in philanthropy.
- Evoke a passion and a commitment to an equitable St. Louis, which is reinforced by an understanding of the complex social, political, philanthropic, and nonprofit elements that influence and buffet the region.

The Candidate

The ideal candidate will be a visible community leader able to engage effectively with the multiple and varied constituents across the Greater St. Louis region, from community and nonprofit leaders to financial specialists, along with high-wealth individuals and business leaders. The search committee is open to a variety of professional backgrounds. The candidate does not need to be from the St. Louis metro area; however, an understanding of the region and its challenges would be additive.

Key competencies include:

Demonstrated leadership. Experience as an executive leader in a nonprofit or multi-constituency context; experience inspiring and leading change and catalyzing others for action; track record of empowering high-performance teams and individuals to achieve outcomes.

Personal attributes:

- An innovative thinker and bridge-builder who can energize support for shared goals among players not always accustomed to working together
- A natural collaborator who knows when to lead and how to bring others along on the journey
- An empowering executive who fosters a spirit of community within the team as well as externally
- An inspiring leader unafraid of bold goals and tenacious in their pursuit while being respectful of those with alternative viewpoints and experiences
- A genuine respect for diversity and inclusion; someone quick to seize opportunities to advance equity and opportunity, not as an add-on, but as a central component of community vitality
- A level of political savvy necessary for the role and for the complexity of St. Louis; yet exercised with an open door instead of a back-room practice.

Understanding of philanthropy. Some participation with individual and institutional philanthropy including stewardship of donors, and understanding of foundations, community foundations and other social investment entities.



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Personal attributes:

- A pragmatic leader who understands the journey of generosity, models the critical role of fund development in a community foundation’s success, and solicits and embraces the feedback uniquely available from donors
- A leader able to inspire philanthropy in the region and bring investment in the Foundation’s aspirations to serve the unmet needs of the region
- Someone passionate about customer service An organizational operator who expects and brings the highest level of customer service and experience.

Financial literacy. A high financial acumen and core understanding of financial and asset management appropriate to a foundation.

Personal attributes:

- An analytical and financially astute manager fully attentive to the Foundations’ own business operations
- Fundamentally comfortable working with donors and their professional advisors, both of which are core to the Foundation’s success and potential for impact

The Relationships

The CEO reports to:	Board of Directors
Direct reports:	<ul style="list-style-type: none"> • Director of Community Investment • Director of Donor Services • Director of Giving Strategies • Director of Communications • Managing Director of Regional Response Team • Executive Director of Center for Civic Research and Innovation
While stewarding such other important relationships including:	<ul style="list-style-type: none"> • Donors and fundholders • Professional Advisors Program partners • Peer foundations (locally and nationally) • The region’s leadership, including corporate, academic, governmental, philanthropic, professional, and faith-based organizations; operating nonprofits; and the media.

The Location

The St. Louis Community Foundation is located in the historic [Oak Knoll Park](#) in Clayton, MO, a suburb of St. Louis. The Foundation is housed in a charming 20th century stone mansion. It is a welcoming location for convening and collaborating, and an apt reflection of the warmth and collegiality of the staff and board.

St. Louis is a family-friendly, primarily suburban-based community with approximately 6% lower cost of living than the national average (Payscale.com). The St. Louis metropolitan area population is 2.8 million. It is home to the Gateway Arch and Forest Park, considered one of the nation's greatest urban public parks. The park's 1,300 acres hosts five major cultural institutions including the St. Louis Art Museum, Science Center, and Zoo as well as the Missouri History Museum and the Muny Opera.

For potential consideration or to recommend a prospect, please email

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