



UNBOUND®

LEADERSHIP PROFILE

**President & CEO
Unbound**

Kansas City, MO

Our mission is to walk with the poor and marginalized of the world.

For over 40 years, Unbound has delivered its mission to empower individuals and communities to break free from poverty. Unbound envisions a world where all people can realize their full potential and live with dignity. Through direct funding, Unbound empowers children, youth, elders, and mothers to be self-sufficient, thrive and transform their lives. Across borders and miles, Unbound creates possibilities and paths out of poverty for thousands of people by connecting them with the goodwill and sponsorship of donors. This creates relationships that transform and connect lives across geographic, economic, and social divides.

The Opportunity

Unbound seeks an exceptional President and Chief Executive Officer (CEO) to advance its unique impact and boldly lead the organization into its future.

With total revenue of \$139m in 2022, Unbound is an international development organization working with 31 local partners in Africa, Asia, and Latin America. The organization is a steady, established, and trusted partner with over 140 staff at headquarters in Kansas City and an affiliated global staff of 1800 who connect with those in need in their homes and communities across the globe.

The new CEO will guide the organization to its next level of growth, innovation, and impact. For this Unbound seeks a skilled leader of courage and conviction with fresh ideas, keen operational strategy and experience leading through change.

The Organization

The idea for Unbound began through the vision of 5 friends. Brothers Bob, Bud, and Jim Hentzen and sister Nadine Hentzen Pearce along with their

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friend Jerry Tolle witnessed the devastating effects of poverty on families struggling heroically to make better lives for their children. Guided by faith and rooted in Catholic social teaching, the 5 founders envisioned a program that would invite people to partner with families to support, encourage and empower them and created the Christian Foundation for Children in 1981. It expanded its name to include the elderly and became the Christian Foundation for Children and Aging (CFCA). In 2014, the organization changed its name to Unbound to reflect the limitless potential of those they serve and express the commitment to help people free themselves from the bonds of poverty.

As a nonprofit that connects donors in the United States to empower the poor across the globe, Unbound's work is affected by the rapidly changing global, socioeconomic, climate and political dynamics. It is vital that the CEO brings new ways to connect the mission with existing and new donors. The work of the organization is as urgent and relevant today as it was at its founding.

With an approach that is uniquely "bottom-up" and attuned to local needs and dynamics, the organization must find ways to grow its funding to have greater impact. Unbound's work is fundamentally life-changing. By directly supporting individuals and caregivers who know best how to meet their needs, Unbound's resources change lives and improve communities. Their programs include Child & Elder Sponsorship, Scholarships, Mother's Groups, Critical Needs Funding (for emergency relief), Agents of Change (grants for community led improvement initiatives), and Economic Self Sufficiency programs that include microloans, entrepreneurship programs and cooperatives. Learn more about Unbound's approach and impact [here](#).

As an organization, Unbound operates through its four [core values](#)

- Theological Base-We are grounded in the Gospel call to serve the poor.
- Integrity and Accountability-Honesty and transparency are necessary to operate an efficient and effective organization.
- Dignity of the Person-Recognizing the God-given dignity of each person is essential to sincere, lasting, loving relationships.
- Respectful Relationships-A relationship of mutual respect between sponsor and sponsored person is central to Unbound's mission.

Unbound sends millions of dollars to fight poverty across the world. [Financial transparency](#) is important to the organization. Last year (2022), 91.4% of Unbound's funds went directly to program support providing more than \$115 million in assistance. The remaining funds were used for administration (3.8%) and fundraising (4.8%).

Mandate for the President & CEO:

Through the decades, sponsorship has been its model. The CEO will develop a strategy for new and sustainable revenue streams and resources to fight global poverty.

The President & CEO will be dynamic, credible, knowledgeable, and passionate about the plight of the poor and international work. She or he will bring executive leadership, strategic acumen, and ideas to propel Unbound forward while embracing the principles of the founders. The CEO's leadership will engender renewed, bold, and clear direction.

To shape the next era of Unbound, the CEO will have a substantial record of accomplishment and change management in relevant contexts. An

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important cultural tenant of Unbound is [Gentle Balanced Leadership](#). In the words of co-founder Bob Hentzen, "Since the very beginning, the founders (of Unbound) dreamed of freeing God's people from hunger, from slavery, from pain. Our calling at this historic moment is to be gentle, balanced leaders in our world".

Along with gentle, balanced leadership, the CEO will:

1. As an experienced governance partner and driver of innovation, engage both the Board and staff to develop the vision and infrastructure for the future. He or she will inspire fresh approaches to current and emerging challenges and develop clear strategic direction.
2. Represent and advance Unbound as a credible, substantive frontline leader across the organization's diverse constituencies. The CEO will be a source of expanding networks, synergies, and partnerships. The CEO will be an influential and compelling leader, whose actions and persona amplify Unbound's reputation and relationships. Through these efforts, the CEO will raise awareness of Unbound's purpose, work, and value.
3. Foster innovation, and sustainable impact through a deep appreciation for Unbound's "bottom up" approach.
4. Differentiate and grow the organization in ways that are grounded in the mission. The CEO will enthusiastically engage and value steadfast sponsors and seek ways to deepen their commitment while building pathways for new donors and resources. Connecting more of the world with Unbound's mission and impact will require transformation and creativity. The leader will have proven success in partnerships, capital campaigns, major and individual donor fundraising, and other diverse types of funding from grants, governments, and foundations.



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The CEO will be strategic and proactive about cultivating, diversifying, and increasing opportunities to expand and amplify Unbound's mission.

5. Lead talent and organizational development, having significant executive experience and a track record of building and sustaining high-performing teams. The CEO will excite and activate the staff around clear priorities, shared aspirations, high standards and accountability and ensure stewardship and transparency of funds and operations.
6. Apply financial, technological, and data-based strategies to create change and new approaches to infrastructure and operations that meet the current and future needs of those served. The CEO will champion entrepreneurial and evidence-based approaches with due diligence and a sense of urgency.
7. Through demonstrated commitment to equity and justice, the CEO will bring skills and experience to promote and enhance Unbound's advancement of diversity, equity, inclusion, and belonging to all stakeholders and relationships.

Personal Characteristics:

The ideal CEO candidate is a leader of substance and charisma who has meaningful nonprofit, public service and global experience including in the developing world. The CEO's personal assets will include:

- Credibility, integrity, and trustworthiness.
- Boldness, self-confidence, *and* humility—mission over ego.
- Disciplined and ethical leadership style that matches Unbound's "Gentle Balanced Leadership."



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- Emotional intelligence is connected to others through deep listening, relationship, communication, and diplomatic skills.
- A magnetic, likable, and energizing presence.
- A true problem solver with adaptability to navigate stress, ambiguity and change with composure under pressure.
- An inclusive, supportive, and participative management style that builds consensus and buy-in. Skills that are bolstered by decisiveness.
- A lifelong learner who promotes learning and growth of a team.
- Lived experience connected to other cultures and justice for and with the poor and marginalized.

Other desired attributes include:

- Master's degree and a minimum of 5 years leading in a nonprofit context.
- Desire and ability to travel both domestically and internationally to meet sponsors and sponsored members and families in their homes and communities.
- Connection to or understanding of principles of Catholic social teaching, structures, and culture across the world.
- Bilingual, Spanish-speaking

The Relationships

Reports to:	Governing Board of Directors
Direct reports:	<ul style="list-style-type: none"> • Chief Experience Officer • Chief Financial Officer • Chief International Programs Officer • Chief Marketing Officer • Chief Technology Officer • Strategic Alignment Officer
Other key relationships:	<ul style="list-style-type: none"> • 140 staff members at Headquarters • 31 program partners with 1800 affiliated program staff around the world • Unbound sponsored members and families. • Sponsors and donors • International nonprofits with similar missions. • Broader Kansas City community • Connections throughout the Catholic Church

The Location:

Unbound is headquartered in Kansas City, KS. The [Kansas City](#) metropolitan area is a bi-state region with a population of more than 2.2 million residents. The city is known for its cuisine, culture, unique neighborhoods, and dynamic sports teams.

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Knowing that travel and connection with Unbound's operations around the world is important for the CEO, the search committee is open to considering remote candidates who can spend significant time at headquarters and in the fields of mission.

For potential consideration or to suggest a prospective candidate for the position,
Unbound@BoardWalkConsulting.com
or call **Michelle Hall** or **Lysondra Somerville**
at 404-262-7392.
