



LEADERSHIP PROFILE

President and CEO

Winthrop Rockefeller Foundation
Little Rock, Arkansas

*The Winthrop Rockefeller Foundation affirms the legacy of our founder, who envisioned a **thriving and prosperous** Arkansas that benefits all Arkansans.*

The Opportunity

The Winthrop Rockefeller Foundation (WRF) seeks to disrupt the systems that block Arkansans striving to escape poverty.

In 1974, WRF was established to honor the life and [legacy of Governor Winthrop Rockefeller](#) to promote social and economic development in Arkansas, particularly in areas like education, health, and community development. The foundation enhances the quality of life for Arkansans, with a focus on addressing poverty and inequality. Rockefeller's commitment to public service and philanthropy drives the foundation's mission to empower Arkansans through initiatives that foster economic growth, designed to reach every corner of the state. **Gov. Rockefeller believed that progress requires bold action.** His leadership laid the foundation for WRF's initiatives today and affirms that systems addressing the needs of ALL Arkansans are critical to the state's future.

WRF is an independent private foundation that honors the principles and upholds the legacy of Governor Rockefeller. Although a member of the Rockefeller Family maintains a seat on the WRF board, WRF is not a family foundation. WRF's bold direction to disrupt the status quo is part of the Foundation's 50-year history of believing and insisting that Arkansans deserve better.

Guided by the visionary leadership of CEO, Dr. Sherece West-Scantlebury, WRF has co-founded initiatives such as Excel by 8, ForwARd Arkansas, Why AR?, and ALICE in AR (**A**sset **L**imited, **I**ncome **C**onstrained, **E**mployed)—reaffirming WRF's position as a well-respected and highly influential philanthropic institution in the state and nationally. WRF's Board of Directors has partnered with BoardWalk Consulting in the search for the next leader, who will capitalize on this extraordinary momentum and lead the Foundation into its next chapter of impact.

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The Organization

WRF is a catalyst and champion for creating just and fair systems that will give every Arkansan the opportunity to earn a livable wage, receive a quality education, and build generational wealth.

Current WRF Priorities:

- Economic Equity will exist when all Arkansans can achieve widely shared prosperity because everyone earns a living wage and participates in a thriving economy.
- Educational Equity will exist when all Arkansans can attain the skills and education needed to support their families and communities, especially those striving to move out of poverty.
- Social, Ethnic, and Racial Equity will exist when all Arkansans can live in an equitable and productive state, free from historic and systemic barriers, and the legacies of unfairness have been addressed and eliminated.

WRF strategically invests in grantee organizations and advances policies that help to move ALICE families out of poverty and into lives unlimited by systemic barriers to economic equity. WRF is deeply rooted in research, and data shows that ALICE Arkansans exist because of the structural disparities in the economy. ALICE Arkansans work tirelessly every day and cannot afford the basics of housing, childcare, food, transportation, healthcare, and technology. WRF raises the voices of ALICE families and tackles the root causes that contribute to economic barriers.

WRF accomplishes its mission by investing in partner grantee organizations and galvanizing support from state legislators to shift policy and increase access to economic mobility. The Foundation co-funded Excel by 8, helping ensure that children reach key developmental milestones by the third grade, and expanded support

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for grade-level reading, establishing academic and lifelong success. WRF invested in Achieving the Dream, which helped community colleges improve student retention and completion rates. Additionally, WRF launched ForwARd Arkansas, a statewide collaboration aimed at strengthening K-12 systems.

WRF is committed to funding change and championing equity. The foundation has assets exceeding \$150 million and invests, on average, between \$5 to \$8 million annually in grantee organizations. WRF is leading fundraising to create a \$50 million Arkansas Enterprise Capital Grant Fund to help nonprofit organizations expand capacity, pay competitive wages, and deepen their impact.

WRF Values:

- **Engagement** - Convening the voices of all Arkansans statewide
- **Equity** - Access to core educational and economic opportunities
- **Partnerships** - Leveraging public and private sector expertise
- **Integrity** - Deploying the highest standards of conduct
- **Stewardship** - Investing the assets to further the WRF mission
- **Excellence** - Philanthropy with transparency, highest quality, and impact
- **Respect** - Elevating the voice of all of Arkansas, listening to diverse communities throughout the state

Using trust-based philanthropy, enhanced by data to measure impact, WRF strategically builds collaborative relationships with partner grantee organizations. Through long-term partnerships, WRF and partner grantees focus on improving the lives of Arkansans. Using an equity lens, WRF convenes the broader

philanthropic community to build the capacity of grantee organizations for systemic change throughout the state.

WRF has successfully shifted narratives by:

- Introducing ALICE to Arkansas nonprofits, policymakers, and community leaders
- Amplifying ALICE voices, leading to substantial media coverage and public engagement
- Generating over 40 mentions of ALICE in the Arkansas press by 2023, up from zero in 2018
- Leveraging \$700,000 to build the ALICE campaign, engaging more than 100 nonprofit, community, business, and financial leaders

The Mandate

WRF seeks a seasoned CEO who brings a bold vision and excellent leadership. The CEO will be dynamic, credible, knowledgeable, and passionate about philanthropy, bringing relevant lived experience and passion to serving Arkansas. The ideal candidate will be dedicated to upholding the mission of WRF with integrity and transparency. The CEO will be an inspiring leader who will facilitate a spirit of cohesion and accountability within WRF and with all programmatic and legislative partners.

Leading with the demonstrated ability to work across the aisle to realize the vision of Gov. Rockefeller, the ideal candidate will invest in effective nonprofit organizations that foster a **thriving and prosperous** Arkansas that serves all Arkansans. The CEO will prioritize the needs of ALICE families while enhancing an environment of trust and collaboration among stakeholders.

The CEO will have the ability to work responsibly across partisan divisions and build collaborative partnerships to garner legislative wins for Arkansans.

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The CEO will make data-driven decisions regarding resource allocation to nonprofit organizations, programs, and initiatives, ensuring funds are used effectively to achieve WRF's mission.

Provide inspiring, strategic leadership. The CEO will be a visionary leader who unites, inspires, and activates the organization around a clear vision, purpose, and priorities. The ideal candidate is an active listener, communicator, consensus builder, and decision maker who works effectively with a committed Board and experienced staff. The CEO will lead, mentor, and support the WRF team, promoting a positive organizational culture and efficient operations.

The CEO will advance organizational collaboration, equity, inclusion, cohesion, and commitment to shared vision and values. Fostering a culture of learning within WRF, the CEO will be a visible fixture and the chief representative of WRF, encouraging refinement to meet the changing needs of the state.

Grow collaborative relationships and leverage resources. The CEO will be a compelling representative and builder of relationships, spanning both national and local philanthropic foundations, state legislators, donors, state agencies, and nonprofit organizations. The leader will be a proven philanthropic expert who can deepen current relationships and lead the foundation to new sources of financial support and partnerships.

Opportunities include growing collaborative relationships with Arkansas-based foundations, policy advocates, and the state legislature in support of WRF grantee organizations. The leader will be an excellent fundraiser, able to align donor priorities, deepen existing relationships, and establish key strategic new ones in support of the Arkansas Enterprise Capital Growth Fund.

Drive impact investing and coalition building. The next CEO will further develop the Arkansas Enterprise Capital Grant Fund, which is designed to assist Arkansas nonprofit organizations in expanding their capacity. The CEO will make data-driven decisions regarding resource allocation to nonprofit organizations, programs, and initiatives, ensuring funds are used effectively to achieve WRF's mission.

The CEO will establish robust monitoring and evaluation systems to assess program effectiveness, using metrics to articulate impact.

Instill transparency and effective governance. Led by a 13-member dynamic board of directors, the CEO serves as an Ex-Officio Board Member, providing consistent reporting on resource allocation, program investment, and effectiveness, using data-driven narratives to showcase achievements and lessons learned. By fostering open communication and collaboration, the CEO will engage board members in key decision-making processes, ensuring a shared commitment to impactful resource allocation and advocating for policy changes that improve the lives of ALICE Arkansans.

Ensure exceptional fiduciary management. The CEO will have demonstrated enterprise management abilities to adhere to the internal fiscal controls and reporting required for WRF. Along with the CFO, the CEO will oversee asset investments, monitor market performance, and ensure compliance with all reporting standards. The CEO will ensure compliance with legal and regulatory requirements related to financial practices and tax obligations.

Working with the WRF Board of Directors, the CEO develops long-term financial strategies that drive impact to fulfill the mission of WRF. The CEO will advise the Board on strategic opportunities and provide leadership to the rhythm of the grantmaking process.

The ideal candidate to lead the Winthrop Rockefeller Foundation may come from a variety of backgrounds, including foundation or nonprofit management, as well as the corporate and professional sectors. WRF seeks a CEO who is compassionate and empathetic to the needs of the state of Arkansas. The candidate is not required to be “home-grown in Arkansas,” but lived experience in Arkansas will be an asset.

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The leader will embrace and articulate the WRF's uniqueness and capacities.

Most importantly, the unique ability to foster a comprehensive understanding of Arkansas will be critical to success. The leader will embrace and articulate the WRF's uniqueness and capacities. Among the assets and attributes being sought are the following:

Expertise: The ideal candidate will be...

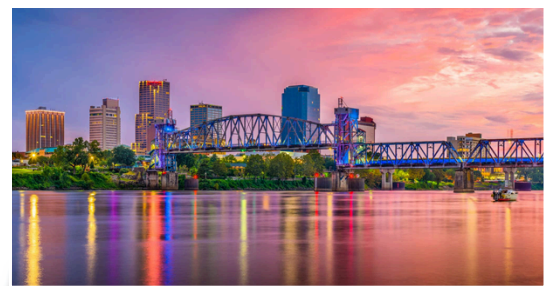
- Trustworthy and a charismatic leader with the ability to forge partnerships, collaborations, and build strong relationships with Arkansans throughout the state, from its metropolitan centers to rural communities
- Able to attract, cultivate, and secure additional philanthropic and capital investments across the county and state to leverage WRF capital and create a significant impact for Arkansans
- Willing to tackle the full array of everyday activities in a leanly staffed office
- An active and continuous learner who balances big picture thinking with attention to detail
- An exceptional listener and communicator who inspires confidence, assimilates diverse viewpoints, and knows how to create consensus
- An exceptional level of grit and unparalleled determination
- Committed to seeing tasks to completion
- A servant leader with the ability to develop trusted relationships across a broad spectrum of peers, stakeholders, and grantees
- A poised, considerate, authentic, and reliable leader
- Bold and inspirational
- Focused on “mission before me”
- A proven CEO with uncompromised integrity
- Passionate about the vital work of WRF
- Even-keeled and able to remain calm during a storm
- Intuitively able to work effectively across partisan divisions and build coalitions to achieve legislative victories for Arkansans
- A leader who is willing to advocate tirelessly for ALICE Arkansans

The Relationships

The CEO reports to the	Winthrop Rockefeller Foundation Board of Directors.
Direct Reports:	<ul style="list-style-type: none"> • Chief Innovation Officers • Chief Operating/Financial Officer • Senior Program Officer • Program Fellows • Leadership Associate and Board Liaison • Grants Management Assistant
Key Relationships:	<ul style="list-style-type: none"> • Current grantee organizations • National and local philanthropic partners • WRF program partners and collaborators • Community leaders elected politicians and state legislators. • Local and national centers of influence and thought leaders are working to serve the people of Arkansas. • WRF's consultants, advisors, legal counsel, investment advisors, and auditors.

The Location

Arkansas is home to attractions that appeal to nature lovers, history buffs, and adventure seekers. WRF is in Little Rock, which is renowned for its charming hospitality and attractions, including the **Clinton Presidential Center** and the **Little Rock Central High School National Historic Site**, as well as the University of Arkansas, Little Rock. The Ozark National Forest offers hiking, camping, and breathtaking views of the Ozark Mountains. Little Rock boasts a vibrant arts and culture scene, with museums, theatres, restaurants, and a lively River Market District. Arkansas has a total population of approximately 3 million people, of whom nearly 50% are classified as ALICE. Arkansas has a poverty rate of close to 20%, compared to the national average of 11.4%. Nearly one in five people in the state live below the poverty line and have limited economic opportunities and access to healthcare and education. The state's economic challenges create both urgency and opportunity for the next CEO to continue Governor Rockefeller's legacy of bold action and systematic change.



For potential consideration or to suggest a prospect, please email WRF@BoardWalkConsulting.com

or call Patti Kish or Cynthia Moreland at 404-BoardWalk (404-262-7392)