

PRESIDENT & CEO

GREATER WATERTOWN COMMUNITY HEALTH FOUNDATION

WATERTOWN, WISCONSIN



Greater Watertown Community Health Foundation Mission:

To inspire collaboration, mobilize resources and encourage innovation that measurably contributes to the wellbeing of our community.

Greater Watertown Community Health Foundation Vision:

Thriving communities where everyone has a fair and just opportunity to be as healthy as possible.

Greater Watertown Community Health Foundation has partnered with Spano Pratt Executive Search to identify their new President & CEO. For a confidential conversation and to learn more about this opportunity, please contact Shelly Beaver.

Spano Pratt Executive Search

Shelly Beaver, Executive Search Consultant

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THE ORGANIZATION

Founded in 2015, the Greater Watertown Community Health Foundation (GWCHF) is a catalyst for positive, lasting improvement to health and wellbeing across Dodge and Jefferson Counties. It recognizes the dignity and value of every person, envisioning thriving communities where everyone has a fair and just opportunity to be as healthy as possible, now and for generations to come.

GWCHF equips community change leaders with the tools they need to build strong families and thriving communities. It fosters transformative change by supporting local organizations in learning, growing, collaborating and moving their missions further.

GWCHF believes that real change happens when a core group of community leaders come together using a collective approach to create a clear, common agenda with measurable results. Equity begins internally, with GWCHF organizational policies and practices, and extends outward to its priorities, its partners, its investments, and its engagement with the community.

GWCHF serves the residents of Dodge and Jefferson Counties, with priority given to projects impacting the communities served by the following school districts: Dodgeland, Hustisford, Ixonia, Jefferson, Johnson Creek, Lake Mills, Waterloo and Watertown.

GWCHF builds its capacity through strategic grants and program-related investments, responsive grants, and impact investing and mobilizing external resources.

A principal belief of GWCHF is the data tells an undeniable story. Committed to results-based accountability, GWCHF relies on data to tell, in practical terms, whether they are improving lives or falling short. This same data is used to paint the most accurate picture of Dodge and Jefferson Counties with respect to health equity. Who in the community is succeeding? Who is overlooked? How can GWCHF best target solutions? Where must it be nimble in making adjustments?

Core Values of Greater Watertown Community Health Foundation:

INSPIRE BOLD GOALS. THINK BIG.

We challenge the boundaries of “what’s possible.” We are a catalyst for transformative change that eliminates the root cause barriers to wellbeing.

BE ACCOUNTABLE FOR RESULTS.

We achieve measurable impact by targeting resources where the need is greatest. Our work is fueled by data, which informs decisions, measures progress, and illuminates the needs of the community.

BUILD CAPACITY.

We equip changemakers with the tools they need to create lasting change. We listen and act with community, empowering the voices of those with lived experience.

CHAMPION COLLABORATORS.

We cultivate a network of partners who advance equity by learning together, aligning resources and integrating actions to improve the wellbeing of children and families.



To learn more about Greater Watertown Community Health Foundation:

Every Child Thrives program: <https://www.youtube.com/watch?v=IHXUsqtAXzA>

Siezing the Opportunity in Watertown: <https://www.youtube.com/watch?v=yE8-3R45j3k>

Jefferson County Housing Summit: <https://www.youtube.com/watch?v=qbqv4fYyOtU>

Every Child Thrives: <https://watertownhealthfoundation.com/video/EveryChildThrivesFinal.mp4>

2020 Impact Report: <https://watertownhealthfoundation.com/ImpactReport2020/>



POSITION OVERVIEW

The President and Chief Executive Officer (CEO) is an entrepreneurial leader who will build upon the Greater Watertown Community Health Foundation's legacy of impact, shepherding strategy to inspire collaboration, mobilize resources and encourage innovation that measurably improves community wellbeing. Providing executive vision for the Foundation's organizational priorities of working collaboratively to build strong families and thriving communities. The CEO is a fire-starter who relentlessly pursues opportunities to achieve co-investment in shared goals and shared accountability for results. The CEO nurtures game-changing strategies and investments that mobilize public, private and foundation resources to address root cause barriers to wellbeing. The CEO champions continuous learning and innovation while strengthening our community's capacity to lead transformational change.

KEY RESPONSIBILITIES

Organizational Leadership: Vision, Strategic Direction, and Impact Accountability

- Mission Stewardship: Ensure Foundation values and collaborative spirit drive all aspects of the Foundation's work
- Board Engagement: Equip and activate Board members to support advancement of our community's social change goals
- Public Relations: Serve as chief spokesperson, building further awareness of and confidence in GWCHF's role as respected convener
- Community Impact: Ensure accountability for community impact by nurturing a culture of continuous learning and developing a team that feels comfortable taking risk
- Innovation: Relentlessly pursue innovation to build community systems that help every child thrive
- Stewardship: Guide fiscal stewardship, team building, staff development and operational effectiveness to ensure the foundation most effectively carries out its mission in meeting priority community needs
- Governance: Oversees the Foundation's ownership interest in real estate investments and Watertown Regional Medical Center

Community Leadership: Build Local, State and National Partnerships that Advance Wellbeing

- Provide executive vision for development of the Foundation's organizational priorities and systems-change strategies
- Cultivate excellent working relationships with community leaders and your team to inspire collective action. Model collaboration and act as neutral arbiter when necessary.
- Nurture public and private partnerships to achieve co-investment in transformative systems change

- Create opportunities to align organization priorities and the Foundation's efforts with state and national resources and momentum

Policy Strategy:

Collaborate with regional and state partners to set and execute a shared policy agenda

- Facilitate regional consensus on policy priorities, strategies and goals
- Align local policy strategy with that of larger state coalitions, activating local voices to advance a larger policy agenda
- Oversee consulting expertise as needed to advance policy goals

Revenue Strategy:

Lead development of strategies to mobilize external revenues to support community goals

- Cultivate partnerships with local, state and national policymakers and potential funding partners to activate external resources to advance organizational priorities and goals. Solidify co-investments including:
 - State/Federal appropriations
 - State/Federal grants
 - Partnerships with larger philanthropic networks
 - Impact investments
- Facilitate development and ongoing leadership of public and private partnerships that align the co-investments of multiple agencies to achieve transformational results

QUALIFICATIONS & EXPERIENCE

The ideal GWCHF President & CEO brings a track record of:

- **Vision:** Inspiring others around a bold vision for what's possible
- **Coalition Building:** Bringing actors together to advance a shared agenda, forging public, private and nonprofit partnerships that create measurable impact
- **Facilitation:** Strong facilitation skills and ability to create and develop high performance teams
- **Strategic Thinking:** Ability to analyze complex situations to solve challenging problems, knowing who to engage and which levers to pull when
- **Systems Thinking:** Knowledge of population health and the ability to both identify and address root cause barriers to equitable outcomes
- **Relational Intelligence:** Establishing and leveraging trusted relationships to move the work forward
- **Fund Development:** Mobilizing and aligning financial resources from a variety of sources to drive the vision and goals

- **Policy Strategy:** Mobilizing resources and allies to work collaboratively to change policies
- **Business Leadership:** Managing the full range of business processes - analytics, strategic planning, financial management, project management, risk management and technology system

Background:

- Residency within the Foundation’s area of service is preferred
- Demonstrated organizational leadership experience required
- Minimum of bachelor’s degree required

Personal Characteristics:

- **Humility:** Acknowledge that you do not have all the answers and honor the stakeholders best positioned to identify solutions to their challenges
- **Innovative:** Proactive and resourceful in an entrepreneurial environment
- **Learning Orientation:** Take risks and learn continuously
- **Community-Centered:** Ability to check your ego at the door, lead with deep compassion to do what’s best for the community
- **Servant Leadership:** Bring the fire and passion that will compel leaders to lean in and persist when the work gets hard
- **Equity Driven:** Serve with explicit commitment to realizing health equity

COMPENSATION

Compensation includes a salary range of \$225,000 - \$275,000 and a competitive benefits package.



LOCATION: WATERTOWN, WI



Watertown is in southeastern Wisconsin, about midway between Madison and Milwaukee. Most of the city's population is in Jefferson County. Watertown is a city in Dodge and Jefferson counties.

The Rock River flows through Watertown in a horseshoe bend before heading south and west on its way to the Mississippi River. The population of Watertown was 22,926 at the 2020 census. Watertown is the largest city in the Watertown-Fort Atkinson micropolitan area, which also includes Johnson Creek and Jefferson. The most notable geographical feature is a high density of drumlins, long hills formed by the glaciers of the Wisconsin glaciation as they retreated northwards.

Watertown is in the Watertown Unified School District. The city has one public high school, Watertown High School. Riverside Middle School is on the eastern edge of the city. The public elementary schools in the city are Lincoln, Lebanon, Schurz, Douglas, and Webster. The city also has one charter high school, Endeavor Charter School.

Six parochial schools serve elementary and middle school students in Watertown, four Lutheran and two Catholic. Luther Preparatory School, a school affiliated with the Wisconsin Evangelical Lutheran Synod (WELS), is located in the central city.

Maranatha Baptist University and its associated private high school, Maranatha Baptist Academy, are located on the west side of Watertown. A branch of the Madison Area Technical College is also on the west side.

Watertown's major employers are the school district, Watertown Regional Medical Center, CQC, several light industries, food processing, metals, electronics, and regional distribution companies.



Captured in the picture above, the foundation invested approximately \$4Million in the library addition/renovation and another \$350,000 in the town square that were completed in the past 2 years.

To learn more about Watertown:

<https://www.watertownwi.gov/>
<https://www.watertownchamber.com/>
<https://visitwatertownwi.com/>

If you're someone who cares deeply about systems change in the community, there is a seat at the GWCHF table for you. GWCHF champions its region's change leaders, lifelong learners, risk-takers and bridge-builders. Fresh and thoughtful perspectives strengthen the community movement toward health and wellbeing for all.

To be considered for this opportunity, please submit a cover letter and resume to:

Shelly Beaver, Executive Search Consultant
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Spano Pratt Executive Search
www.spanopratt.com