

PARK FOUNDATION

Executive
Director
Ithaca, NY



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The Legacy of Roy H. Park



Since 1966, The Park Foundation has been transforming communities with initiatives that matter and have lasting impact. The foundation was established by the late Roy Hampton Park, Sr. — founder, chairman, and chief executive officer of Park Communications, Inc. In 1949, Mr. Park launched a business relationship with famed restaurant expert Duncan Hines, which sparked a revolution in food preparation products. After the company was purchased by Proctor and Gamble, Mr. Park launched his second career in mass communications. Ultimately, what became Park Communications, Inc. owned 21 radio stations, 17 television stations, and 144 publications, including approximately 41 daily newspapers.

The Park Foundation originally focused on education and grant-making in communities where Park Communications had interests. When Roy H. Park, Sr. died in 1993, he bequeathed more than 70 percent of his holdings to the Foundation. With this endowment, the Foundation expanded its support to a wider range of priorities with public import.

Under the leadership of Mr. Park's late wife, Dorothy Dent Park, the Foundation awarded more than **5,000 grants** totaling **\$328,543,330** from 1995 through 2008. These grants provided early support to a range of iconic public broadcasting projects, such as Ken Burns' *Jazz* and *National Parks*, and strengthened local mission-driven organizations in Ithaca, NY.

Dorothy Dent Park retired as President of the Foundation in 2010 and served as President Emeritus until her passing at the age of 103. The Park family continues to honor Roy H. and Dorothy Dent Park by remaining actively involved in the Foundation that they created and ran, with the Parks' daughter and granddaughter serving as trustees today.

The Park Foundation's role as a partner to the non-profit sector has continued to grow. In 2019 alone, the Foundation awarded over **\$20 million** in grants. The Foundation also endowed scholarship programs at two regional academic institutions to which Roy H. Park was closest—Ithaca College and North Carolina State University. Its awards are exclusively dedicated to mission-driven organizations; the Foundation does not make grants to individuals, for-profit entities, institutional endowments, or non-profits seeking debt reduction. In addition to its grant-making activities, the Park Foundation also lives its values in its own internal operations by running with a mission-driven investing program and Green Office.

While the Foundation considers funding applications for all worthy causes, it has articulated a set of core values that guide its primary activities, with a continued focus on education, independent media, investigative journalism, and environmental sustainability.



Funding for Good

The Park Foundation's full set of primary program interests span seven inter-related areas:

Democracy and Civil Society:

The Foundation supports efforts that promote a just, inclusive, sustainable society with full participation of all races, genders, and underserved populations in our voting process and the removal of dark money from politics.

Media: The Foundation supports public interest media that raises awareness of critical environmental, political, and social issues to promote a better-informed citizenry in the U.S. Its funding supports groundbreaking investigative journalism, fair and open media systems and policies, in-depth public broadcasting, and provocative documentary films.

Environment: The Foundation's Environment Program is dedicated to ensuring that drinking water is clean, affordable, and accessible and is protected and managed as a public necessity, as well as to challenging continued shale gas extraction and infrastructure expansion.

Animal Welfare: The Foundation supports nationally significant efforts to ensure the humane treatment, care, and well-being of domestic animals and the protection and conservation of endangered wildlife and wildlife in captivity in the U.S.

Sustainable Ithaca: The Sustainable Ithaca program envisions Ithaca and Tompkins County as a fully sustainable community—environmentally, socially, and economically. Grantmaking to achieve this vision addresses a spectrum of topics, with an emphasis on integration of systems and cross-sectoral collaboration.

Community Needs: The Community Needs program concentrates on creating opportunities for low-income residents of Tompkins County, NY. Justice is an important value and the Foundation places a strong emphasis on equity in human service grants to support efforts that provide positive outcomes for all. The Foundation focuses on addiction problems, recidivism, immigration and multi-cultural affairs.

School Food and Nutrition: The School Food and Nutrition Special Project seeks to ensure that all Tompkins County residents have adequate nutritional security to support their health, growth, and well-being. In particular, the Park Foundation has set a goal of ensuring that every student in Tompkins County has access to and is choosing to eat nutritious and appealing food during the school day.

Democracy and Civil Society

Media

Environment

Animal Welfare

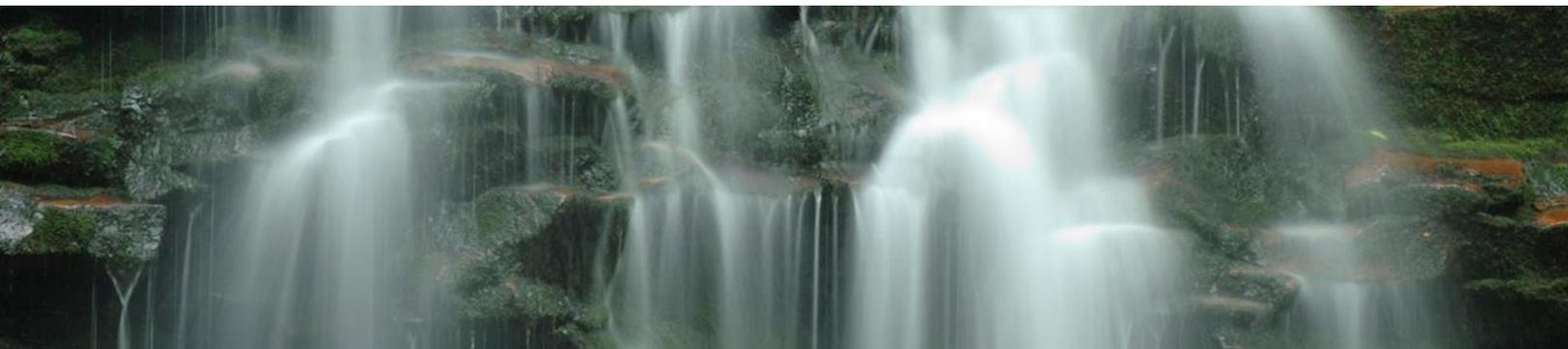
Sustainable Ithaca

Community Needs

School Food and Nutrition



The Opportunity



The Park Foundation seeks an Executive Director to serve as a highly collaborative advisor and partner to its Board of Directors as the Foundation enhances its impact on some of the nation's most pressing social challenges. The Executive Director is responsible for elevating strategic planning processes by closely working with the Board to develop a holistic vision of funding activities and by proactively creating a pipeline of approaches to funding partnerships. The Executive Director leads the Foundation's staff in executing the strategy established by the Board.

Specific responsibilities include:

Operations and Funding

- ❖ Collaborate closely with the Board to, among other things, articulate a vision of the Foundation's long-term role both in the upstate New York region and on the national stage.
- ❖ Recommend potential funding strategies that emphasize the intersections among issue priorities.
- ❖ Work with senior staff and Board to monitor the Foundation's financial strength and develop budgets to ensure that funding is sustainable and uninterrupted.
- ❖ Ensure compliance with all applicable federal and state regulations to maintain an impeccable record in all funding activities.
- ❖ Monitor issue and funding priorities through a

social justice lens, ensuring desired outcomes align with the Foundation's values.

Leadership and Management

- ❖ Motivate, manage, and mentor an experienced professional staff, ensuring that duties are properly delegated, that staff are empowered, and that information is fully shared.
- ❖ Maintain the alignment of staff structure and abilities with the Foundation's strategic plan.
- ❖ Model and hold staff accountable to a high professional standard that reflects the Foundation's mission and values and pursues, embraces, and inspires service to the community.
- ❖ Keep the Board apprised in a timely manner of all relevant information.

Advocacy and Awareness

- ❖ Serve as the Foundation's principal spokesperson, with a goal of enhancing public awareness of its mission and impact and that of its grantees.
- ❖ Be a passionate advocate for issues the Foundation works on and grantees it works with.
- ❖ Develop relationships and work closely with grantees and other issue-based stakeholders, with the goal of maximizing synergies and outcomes.

The Candidate



The ideal Executive Director will be a collaborative, strategic, and politically savvy professional who embodies the Foundation's and its founder's honest and upright character. The ED will share the Board's ideological commitments, will be knowledgeable about the Foundation's issue areas, and will have the strategic skills to help bring impact on them to a new level. The ideal leader will be comfortable working closely with Board members and all levels of staff in a small office environment and fostering open communications and collaboration.

Background

- ❖ 8 to 12 years of leadership experience, with responsibility for staff, finances, and infrastructure; experience working with or within grant-making foundations.
- ❖ Bachelor's degree is required; a Master's Degree is preferred.

Skills and Accomplishments

- ❖ Demonstrated record of creative strategic thinking that achieves both short- and long-term goals, with experience integrating multiple initiatives.
- ❖ Experience managing organizational growth, with a focus on ensuring funding and services are uninterrupted while goals are achieved.
- ❖ Ability to articulate the Foundation's work through a social justice lens; experience in advocacy is useful.
- ❖ Ability to advocate persuasively, balancing competing priorities and points of view in order to achieve consensus and results.

- ❖ Success in working across age cohorts and bridging generational gaps to enhance collaboration and create shared strategies.
- ❖ Ability to understand and navigate the dynamics of multi-generational family foundations.
- ❖ Knowledge of and demonstrated adherence to principles of effective financial management; experience with mission-related investing is preferred.
- ❖ Record of supporting staff to achieve higher levels of individual and team performance and growth.

Personal Characteristics

- ❖ Proactive strategic thinking skills to anticipate and account for opportunities and challenges.
- ❖ Appreciation for teamwork and transparency and ability to foster open, honest communication.
- ❖ Nimbleness, flexibility, and adaptability; ability to appreciate the value of new and innovative ideas and directions.
- ❖ Welcoming and approachable demeanor, with a sense of humor that engages and fosters relationships among both staff and grantees.
- ❖ Keen sense of judgment necessary to balance competing priorities and weigh decisions based on outcomes and end results.
- ❖ Appreciation for the local community.



PARK FOUNDATION

Questions, résumés, and CVs should be submitted
to search@driconsulting.com

All first-round interviews for this position will take place at Development Resources, *inc.* at 1820 N. Fort Myer Drive, Suite 702, Arlington, VA 22209, (703) 294-6684, or via telephone/video conference.

DRi is an executive search and development consulting firm that recruits senior leaders and works with them to build talented teams, create bold strategic plans, and design powerful fundraising programs.

The Park Foundation is an Equal Opportunity Employer and is seeking a diverse slate of candidates for formal consideration.



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