

EMPIRE HEALTH FOUNDATION

PRESIDENT

REPORTS TO: 10 - 15 MEMBER BOARD OF DIRECTORS

SALARY RANGE: MID TO HIGH 100,000s + EXCELLENT BENEFITS PACKAGE

Transform our 7 counties into the state's healthiest region

THE ORGANIZATION

"A nation's greatness is measured by how it treats its weakest members," said Mahatma Gandhi.

There is no dispute that a person's strengths or weaknesses are a result of their health. With healthcare becoming one of the leading issues on the minds of Americans today, Empire Health Foundation (EHF) envisions a measurably healthier region through improving access, education, research, and public policy. Empire Health Foundation is committed to uphold this promise to the citizens in this community and govern by the guiding principle that everyone benefits from better health.

The Empire Health Foundation is dedicated to improving access to health care services for people in northeast Washington. The Foundation will serve the health needs of a diverse, seven county area. This newly created foundation will begin efforts through promoting education for health professions, community health, wellness education, and world-class health research. EHF will also strive to improve public policy discourse on solutions to local health challenges.

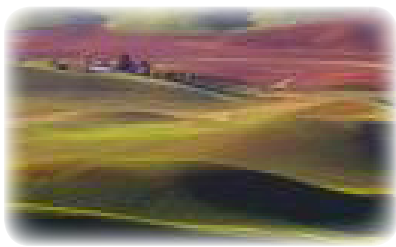
Established in October of 2008, Empire Health Foundation came into existence when the nonprofit organization, Empire Health Services, including Deaconess Medical Center and Valley Hospital and Medical Center, was acquired by Community Health Systems, a for-profit company. The transfer of assets through the sale of Empire Health Services to Community Health Systems created the Foundation, with the mission of maintaining the level of public benefit that was provided by Empire Health Services before the conversion took place. EHF will manage approximately \$70 million to assist the underserved in the community, making it the largest foundation in eastern Washington.



THE COMMUNITY

EHF is headquartered in Spokane, which is located on the eastern side of Washington, 18 miles west of the Idaho border and 100 miles south of the Canadian border. The Spokane region serves as the business, medical, transportation, industrial and cultural center of the Inland Northwest. It offers a very appealing lifestyle, providing a unique combination of outdoor activities, incredible arts, award-winning education, low-cost living and a family-friendly environment. The community has close access to the Cascade and Rocky Mountains, which are great for skiing, biking and hiking, and there are 76 lakes and rivers for swimming, fishing and boating within the region. The region also boasts many challenging yet beautifully scenic golf courses. The world-class museums, Broadway performances, art galleries, and events and organizations celebrating diverse cultures and traditions enrich the culture in the area. The community is so friendly, caring and service-oriented that it is an easy place to quickly call home.

Since Spokane is the largest of the seven counties Empire Health Foundation serves, the more rural counties rely on Spokane for specialty and some primary care health needs. The seven counties are: Whitman, Adams, Lincoln, Ferry, Stevens, Pend Oreille, and Spokane. All of these counties have diverse resources, residents, and challenges. Public health services are provided by county public health departments, except the three Northern counties (Ferry, Stevens and Pend Oreille), which are assisted by the consolidated Tri-County Health.



THE POSITION

This is an exciting opportunity for the President to grow and build an organization from the ground-up with the help of a supportive, respectful, mission-driven Board. EHF's Board of Directors is a diverse, thoughtful group of professionals - many with a healthcare background – who are genuinely committed to making the counties served by Empire Health Foundation healthier communities. Along with the Board, the President will be responsible for defining and clarifying the vision and mission of this Foundation.

The President will be instrumental in establishing the culture of the Foundation and will need to create an environment for relationship building between Board members and himself/herself. This individual will need to fully develop the philanthropic initiatives of the organization and implement them through the grant-making process. S/He will seek opportunities for the Foundation to partner and collaborate with other grant making organizations in the region.

As a result of the acquisition, a primary responsibility of the Foundation is the trailing liabilities from the non-profit health system requiring significant time and attention from the new President as well as regular audits and monitoring. The new President will be a key player in identifying, selecting, and managing a small cadre of expert advisors to assist in handling the complex legal, financial, and compliance issues facing the Foundation in the near term.



Since EHF has recently been formed, it is preferred this candidate has experience with start-up/entrepreneurial organizations. This individual should bring an entrepreneurial spirit and creative approach, balanced with strong analytical skills to achieve monumental goals.

As the spokesperson for the Foundation, the President must be able to articulate the Foundation's vision and mission and promote it in the community. This individual will need to be an effective communicator and convey personal integrity to a diverse population of citizens. This person will also need to build strong relationships with citizens and leaders of each county to determine how the Foundation can best meet each county's needs. The President will be responsible for relaying the health needs of the seven-county region in the areas of access, research and workforce back to the Board. The President should be seen as the community resource for health-related grants, education, and information.

ISSUES & PRIORITIES

The Interim President has been busy working through the tax, legal and administrative issues related to the start-up of a stand-alone 501c3 and the responsibility for trailing liabilities under the asset purchase agreement. The new President will need to focus early attention on the numerous details related to operational start-up including:

Assessment

- Meet with the Board of Directors, Interim President and other stakeholders to understand the history and relevant issues related to the formation of the Foundation.
- Establish a relationship with the key private and public health thought leaders in the seven counties served by EHF.
- Evaluate existing information sources; create surveys and other mechanisms to capture health needs of the region.

Operational Start-Up

- Create the Foundation's annual operating budget, site a long-term office location, identify key service providers and develop a first year staffing plan.
- Work with the Board to develop consistent materials and web presence that will institute sustainable brand awareness for the Foundation.
- Form an organizational personality of access, ethics, fairness and inclusion. Develop a professional organization and staff that is in tune with and accessible to the community.

Strategic Planning

- Conduct a Board retreat to develop a near term and long term strategic plan.
- Working with Board and community input, develop a coherent grant making strategy. Effectively communicate this strategy and grant making mission to stakeholders and partners in the region.
- Develop a comprehensive plan to measure and assess the impact of the Foundation's grants and educational and outreach programs.

Partnering

- Establish an organizational culture of collaboration and partnerships. Work with other funders, non-profit service providers, and government entities to leverage programs that will improve health and wellness in the service area.



IDEAL CANDIDATE PROFILE

It is essential for this individual to be passionate about improving health among a diverse group of communities. The successful candidate will have lengthy experience collaborating with a varied Board and a broad spectrum of civic interests. The ideal candidate will be a collaborative, strong leader who is compassionate, approachable and a good listener.

Complementing the passion about addressing health issues, this individual will have an ability to understand and analyze the business side of organizations. The ideal candidate will have knowledge of legal and financial matters, such as liabilities, pension plans, and malpractice. With a good blend of heart and head, the first President will be open and appreciative of new ideas. S/He will be an organized, prepared and efficient manager.

EHF will have a small staff requiring the President to be self-sufficient, willing to be hands-on and share credit with the team. The ideal candidate is a participative manager who is even-handed and willing to mentor junior staff. Selecting competent vendors, legal advisers and service providers will be critical, therefore this individual should have an existing network of professionals and the talent to identify new resources as well. This person does not need to be an investment specialist, but someone with keen skills in evaluating investment advisors. Since the President will be responsible for managing the assets of the Foundation, this individual should be nimble, conservative and honest. The President should be familiar with the best practices, standards and rules related to managing foundation assets.

Ultimately, the Empire Health Foundation will primarily be a grant making organization. This professional should understand the grant making life cycle including measuring impact. The ideal candidate would leverage the Foundation's resources with other partners in the community. This President will be a peer with a number of key community leaders and should have a commanding presence and impeccable communication skills.



MINIMUM QUALIFICATIONS

We seek candidates with a minimum of 5-7 years professional experience with executive management responsibilities, preferably in a non-profit philanthropic organization in high growth or start-up mode. A bachelor's degree or equivalent experience is required, and an advanced degree is preferred. Work experience with entrepreneurial organizations is highly desired. Knowledge of legal and financial matters is necessary. Experience in the health industry, health policy and/or life sciences would be beneficial.

TO APPLY

The Empire Health Foundation is committed to hiring a diverse workforce and all qualified applicants are encouraged to apply. Please submit a cover letter and resume by October 23, 2009 to:

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