



**HEALTHPATH**

President & Secretary

Position Guide – March 2024

Position - President & Secretary

Reports to - Board of Directors



Location - Cincinnati, OH –

## HOW TO APPLY

To apply, please submit a current resume and letter of introduction to Pam Webb at Integral Ops Advisors [resumes@integralopsadvisors.com](mailto:resumes@integralopsadvisors.com).

## MISSION

Improving the health of Ohio communities

## VALUES

Transparency, Collaboration, Trust, Grit

## NICHE

Intermediary partner for government and other funders

## PASSION

Achieving for health equity through trusting partnerships

## ABOUT HEALTHPATH

HealthPath is an entrepreneurial funder that has expanded beyond the traditional philanthropic role to offer intermediary services such as

fiscal agent holdings, re-granting, managing other Supporting Organizations, receiving federal, state, and private foundation funds, and managing statewide and local coalitions.

The HealthPath Foundation of Ohio (HealthPath) was created in 1999 through a settlement related to Anthem Blue Cross/Blue Shield Insurance Company. The assets were placed at the Greater Cincinnati Foundation (GCF) in a Type I Supporting Organization. HealthPath has invested over \$24 million across Ohio and has increased the original endowment from \$28 million to \$35 million.

HealthPath is a statewide philanthropy with 36 counties comprising a primary service area. The foundation collaborates with other funders to participate in supporting statewide initiatives such as the Health Policy Institute of Ohio.

In 2016, HealthPath began to offer intermediary services to increase health outcomes across Ohio. Some of the achievements are as follows:

- Integrated the management of Ohio's Children's Oral Health Action Team, re-branded it as Oral Health Ohio (OHO) and found operational funding from a private foundation. Since then, OHO has:
  - Implemented the MORE Care Pilot in Ohio with CareQuest Institute for Oral Health
  - Created two state oral health plans for Ohio
  - Helped pass the first dental fee increase in the Ohio Medicaid program in over 20 years.
  - Sponsored HB 203 Mobile Dental Facilities legislation
- Was awarded an endowment to create the Public Health Fund of Ohio seeded through funds allocated by the Ohio legislature in partnership with the Ohio Department of Health and the Governor's Office

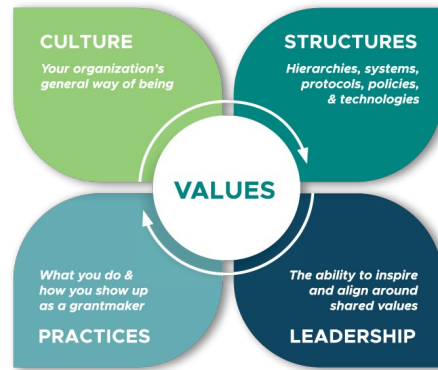
- Established a custodial fund for the Bowling/Pfizer Heart Value Settlement assets
- Helped the Doctors Foundation dissolve their private foundation and established a designated fund to attract and retain physicians of color to the region
- Funded Ohio State University to establish the first US Technical Assistance Program for communities in the Age-Friendly Communities Network (a World Health Organization/AARP program)

HealthPath has impact around the state through its traditional funding initiatives: **Community Connections** and **Deep Investment Partners**. The three focus areas for this funding (about \$700k annually) are oral health, age-friendly communities, and healthy Ohioans.

Community Connections is small grant program that helps HealthPath reach all of its 36 primary county service area. This annual responsive funding initiative provides general operating support to approximately 20 to 25 \$8k grants to organizations in the primary service area.

The Deep Investment Partner grant opportunity provides five to ten larger, multi-year grant investments to organizations working in the primary service area. These grants can range from \$25k to \$100k per year for up to three years and are determined through both strategic and responsive methods.

All of HealthPath's grant initiatives are steeped in **TRUST BASED PHILANTHROPY** (TBP). TBP helps HealthPath develop in-depth relationships with grantee partners, reduce the burden of traditional philanthropic requirements, and provide additional value beyond the grant funding.



### The 4 Dimensions of TBP: Practices, Culture, Structure, and Leadership

Trust-based philanthropy is a holistic approach that has implications for a grantmaking institution's [practices](#), [culture](#), [structures](#), and [leadership](#).

- **[Give multi-year, unrestricted funding:](#)** The work of nonprofits is long-term and unpredictable. Multi-year, unrestricted funding gives grantees the flexibility to assess and determine where grant dollars are most needed, and allows for innovation, emergent action, and sustainability.
- **[Do the homework:](#)** Oftentimes, nonprofits have to jump through countless hoops just to be invited to submit a proposal. Trust-based philanthropy moves the onus to grantmakers, making it the funder's responsibility to get to know prospective grantees, saving nonprofits' time in the early stages of the vetting process.
- **[Simplify and streamline paperwork:](#)** Nonprofits spend an inordinate amount of time on funder-driven applications and reports, which can distract them from their mission-critical work. Streamlined approaches focused on dialogue and learning can pave the way for deeper relationships and mutual accountability.
- **[Be transparent and responsive:](#)** Open, honest, and transparent communication supports relationships rooted in trust and mutual accountability. When funders model vulnerability and power-consciousness, it signals to grantees that they can show up more fully.
- **[Solicit and act on feedback:](#)** Philanthropy doesn't have all the answers. Grantees and communities provide valuable perspectives that can inform a funder's strategy and approach, inherently making our work more successful in the long run.
- **[Offer support beyond the check:](#)** Responsive, adaptive, non-monetary support bolsters leadership, capacity, and organizational health. This is especially critical for organizations that have historically gone without the same access to networks or level of support than their more established peers.

HealthPath is governed by an engaged nine-member board of directors. There are three full-time employees and several contractors including a lobbyist, a MORECare coordinator, and a graphic designer.

## THE OPPORTUNITY

Now, perhaps more than ever, the fast-changing landscape of health and health care represents an opportunity to transform policy and systems to improve lives and transform health outcomes.

Through leadership, grant investments, policy, evaluation, communications and private and public sector partnerships, the HealthPath Foundation is engaging our partners, policymakers, and leaders across Ohio to ensure that communities have what they need to be healthy.

The President/Secretary position at HealthPath is a rare opportunity to lead and partner with a dedicated and talented staff, board and community of partners that includes grantees, state departments, national organizations, and local government.

HealthPath takes pride in “batting above its average”! The foundation is constantly seeking to influence the promotion of health through local, state and national connections. The next President/Secretary will have the opportunity to build on a solid base of traditional philanthropy and intermediary opportunities.

## POSITION SUMMARY

Reporting to the Board of Directors, the President/Secretary is a visionary leader who partners with, inspires and serves as the face of the organization to external funding partners, advocates, legislators, health providers and the general public.

This leader will administer two endowments: the HealthPath endowment of \$35 million, and the Public Health Fund of Ohio endowment of \$8 million. Both organizations are supporting organizations of GCF and each has a governing board. He/She will provide executive management of board relations, strategic planning, grant investment, program delivery, external collaboration, investments and finance, and governmental affairs.

The next leader will inherit a small and very effective team that appreciates a positive, inclusive internal culture as a subset of the larger GCF team.

## CANDIDATE PROFILE

The Foundation seeks a dynamic individual who can work with a broad array of public and private stakeholder organizations working to advance health equity in local and broad statewide settings. The position requires frequent travel across Ohio and occasional travel outside the state.

The President/Secretary will lead and support program and policy advancements around oral health, age-friendly communities, and other related initiatives. The leader will work closely with the Executive Director of Oral Health Ohio, an internal initiative of HealthPath that advocates and collaborates for improved oral health in Ohio.

The board seeks a seasoned leader with at least ten years of progressive leadership experience and an entrepreneurial spirit. This leader will be comfortable meeting regularly with the Ohio Department of Health, the Governor's Office, legislators, grantee partners and other stakeholders. Must have experience with federal and state grants, private foundation funding, and corporate funding including re-granting for these organizations.

Strong financial acumen is required. The GCF finance department as a whole, serves as a fractional employee of HealthPath and the Public Health Fund of Ohio and requires frequent and efficient communication with both the President/Secretary and the Grant Manager/Administrator.

The successful candidate will be a macromanager that provides employees with a significant amount of autonomy over their work, focusing on outcomes and goals. He/she will have integrity, a collaborative spirit, trustworthiness, a sense of humor, humility, and be a team player both with the HealthPath staff and the GCF staff and leadership.

The next President/Secretary will a visionary who can also determine and implement specific short and mid-term steps to achieve the end goals. He/she will understand strategic philanthropy and how it can influence and shape the health of Ohioans. The leader should have political savvy, excellent listening and communication skills, knowledge of the policy landscape and the philanthropic community in Ohio. Some knowledge of both rural and urban communities and their cultural values will be helpful.

Some knowledge of national, state, and local health philanthropy; health-related knowledge and/or leadership in public health, integrated



care, oral health, aging, the health safety net, and food security would be valued.

A bachelor's degree from an accredited college or university is required. A master's degree is preferred. Demonstration of continuing professional education, accreditation in a professional field and board leadership will be expected.

## **HealthPath Foundation offers a competitive salary and benefits package.**

The salary range for this position is between \$150,000-\$180,000 and will be commensurate with experience. The HealthPath Foundation participates in GCFS comprehensive benefits package, including 401K employer match, affordable insurance plans including vision, dental and health, flexible family leave policy, paid holidays, PTO, HSA, Basic Life and AD&D coverage, Short-Term and Long-Term Disability.

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