



President • The Foundation for Delaware County

Position Guide • April 2025

KITTLEMAN
The First Source for Nonprofit Leaders, Since 1963

OVERVIEW

Position	President
Reports To	Board of Directors
Location	Media, PA



Mission

To ensure an equitable, vibrant future for Delaware County by promoting generosity, inspiring participation and partnership across our communities, and improving the quality of life for all.

Vision

A fully engaged community working together to achieve opportunity, equity, and an excellent quality of life for everyone in Delaware County.



Who We Are

Delaware County is home to many dedicated people and organizations striving to enhance our community and create a better life for all. Since our founding in 2016, The Foundation for Delaware County (the Foundation) has embraced our role as a countywide connector, coordinating efforts and convening key stakeholders to shine a spotlight on our county's challenges and solutions. We operate out of our headquarters in Media, PA and have three program service sites in Springfield, in the Baldwin Tower in Eddystone, and in Upper Darby.

We partner with nonprofit organizations engaged in vital community work, businesses looking to make a positive impact, donors investing their resources, and the government and community leaders lending a helping hand to their neighbors. Through smart philanthropy and informed decision-making, we invest with confidence in truly effective nonprofit organizations that align with our mission of improving the well-being of the county's diverse residents.

Our vast knowledge of the county allows us to offer top rate philanthropic services that help donors – individuals, families, and businesses – support the causes important to them, including everything from health to affordable housing to food security to providing funds for the arts and improving the environment.

By establishing donor-advised funds and other philanthropic vehicles with us, donors can trust their gifts will make an impact on the lives of the more than 560,000 residents we serve.



Our History

Our roots in Delaware County are deep. We trace our history back to the nonprofit Crozer-Keystone Health System and its affiliated hospitals that collectively served our community for more than a century. When Prospect Medical Holdings Inc. acquired Crozer-Keystone in 2016, the health system was no longer a nonprofit organization, and the law required that the nonprofit assets of the original entity be set aside in a fully separate and independent charity. This paved the way for our opening as the largest community foundation in Delaware County on July 1, 2016.

Since then, the Foundation has awarded more than \$14 million in grants, scholarships, and charitable support. Additionally, our community health programs have provided direct supportive services for more than 8,000 clients each year. We have established a reputation as a community leader by energizing participation and partnerships across our communities, addressing critical quality of life issues, and providing meaningful resources for nonprofits and donors.

Within this short time period, we have defined the unique role we play as a leader in Delaware County and continue to evolve alongside new opportunities to expand our impact. The Foundation for Delaware County is committed to working resourcefully for the benefit of the people of our county, while promoting health equity and championing collaboration. We understand the power that lies in partnership and hope you will join us in driving Delaware County forward.



Community Programs

The Foundation for Delaware County has a number of community programs that help to improve birth outcomes, maternal and child health, and the overall well-being of the families we serve. We provide direct services to support families and address the social determinants of health, and help families develop knowledge and skills – so they can thrive and bring their children up with every opportunity to succeed.

Our staff ensures that families have access to the services they need to be physically and mentally healthy. We connect families to critical resources including support for housing, healthcare access, economic stability, and more. Some of our community programs help moms and dads focus on healthy pregnancies, and support families with parenting skills, especially early childhood growth and development that enables them to build a better future for their families.

Our programs serve more than 8,000 Delaware County residents each year and are nationally recognized for improving health outcomes and eliminating health disparities in Delaware County.

Our Public Health Programs & Initiatives

Home Visiting Services

Healthy Start and Nurse-Family Partnership: The Foundation's home visiting programs provide comprehensive, wrap-around services to women and families during the perinatal period.

Food and Nutrition Services for Parents and Children

Delaware County Women, Infants and Children (WIC): The goal of the WIC Program is to ensure healthy pregnancies and improve birth outcomes.

Additional Public Health Initiatives:

Housing Opportunities Program for Equity (HOPE): HOPE promotes housing fairness, affordability, and stability through targeted services.

Centro de Recursos para Hispanos (Center for Hispanic Resources): The Center for Hispanic Resources serves as a point of contact and advocates for the Spanish speaking community of Delaware County. The Center assists clients in completing applications and making appointments and provides translation of documents and limited interpretation services.



Cribs for Kids: Cribs for Kids® works to prevent infant sleep-related deaths by educating parents and caregivers on the importance of safe sleep for their babies and providing education and portable cribs to families who otherwise cannot afford a safe place for their babies to sleep.

Health Resource Center: The Health Resource Center is a confidential drop-in center located in Chester High School. Youth receive information to empower them to make healthy sexual and reproductive health decisions.

Public Health Initiatives to Support Foundation Program Clients

Doula Program: Healthy Start offers program participants birth doulas to help mitigate disparities and reduce maternal and infant mortality.

Fatherhood Program: The Fatherhood Program includes casual gatherings, support groups, educational programming, and one-on-one sessions with the Foundation's fatherhood coordinator.

Moving Beyond Depression (MBD): Moving Beyond Depression is an evidence-based, in-home treatment for clients with major depressive disorder.

Health, Education and Legal Assistance Project: A Medical-Legal Partnership (HELP: MLP): HELP: MLP primarily provides free legal services to home visiting clients to address unmet civil legal needs while also helping to lower clients' stress, in turn helping to improve health and birth outcomes for pregnant women, families, babies, and children.



The President of The Foundation for Delaware County will join the organization at an important moment in time.

The Foundation is entering a pivotal phase, requiring a leader to ignite philanthropy and address critical community challenges. The next President will collaborate with a dedicated Board and leadership team to navigate these issues. The leader will have the opportunity to implement a new, exciting, and ambitious strategic plan along with an engaged Board of Directors and a passionate staff. The new leader will drive transformative growth, expand assets under management, and amplify the Foundation's voice in the communities it serves.

The President will increase the prominence of the Foundation and enhance its position in community engagement and philanthropic leadership. The leader will be entrusted with the responsibility to improve quality of life in Delaware County; to serve as a leader, an empowering catalyst, a convener of the nonprofit community, a leveraged funder to facilitate solutions to challenges, and an expert on charitable giving. The Foundation will also strive for measurable community improvement through programs and strategic grantmaking. The leader will establish a more proactive and focused asset development effort to increase unrestricted endowed funds available for long-term community use and benefit.

Additionally, the President will empower, inspire, and motivate a highly professional and talented staff to collaborate, innovate, and work together to achieve goals including furthering and strengthening outreach and relationships with current and prospective donors; advancing and growing the network of high wealth individuals, wealth managers, and others that are engaged and knowledgeable about the community and the Foundation.

The Foundation has an annual budget of approximately \$11M, largely from government grants that support its public health programs, and total assets of \$50M, \$11M of which are restricted funds established by donors and nonprofit endowment funds. This year the Foundation will take full responsibility for a four-year lease on two hospital buildings with an annual rent, tax, and upkeep responsibility of \$7M and an NPV of \$15M. An expert team of realtors and counsel have been convened to address this significant liability.

The Foundation is governed by a 19-member Board of Directors and supported by a dedicated staff of 75. The President reports directly to the Board of Directors.

CANDIDATE PROFILE

This is a high-energy position for a dynamic, visionary, influential leader, and experienced executive who is excited to live, invest, and participate in the community and who is driven to improve the quality of life and outcomes for Delaware County.

We seek a leader who demonstrates a strong ability to tackle challenging issues, raise community awareness and to clearly articulate a strategic, passionate, and innovative message of vision and future direction for the Foundation. This person should have excellent problem-solving skills and change agility. Comfortability navigating challenging situations is crucial to succeeding in this role.

The President is a self-starter who seeks out, cultivates, and enjoys building and maintaining strong and authentic donor and stakeholder relationships. This person must be able to engender trust and empathy and relate to the community in a highly professional, honest, and caring manner. This person will understand community investment at a high level and will have demonstrated experience and confidence in working with high level donors.

As the key spokesperson for the Foundation, this person must be able to speak on any number of subjects in a clear and transparent fashion to build trust and support. The qualified candidate must demonstrate success in reaching out to the community, participating with people of diverse socioeconomic backgrounds and building rapport with those who have varying viewpoints and perceptions that can at times be conflicting.

High integrity and sound judgment are essential to success in this role, as well as a commitment to philanthropy and the mission of The Foundation for Delaware County. The ability to create the appropriate balance of resource acquisition and community commitment in Delaware County, where the extremes of assets and needs coexist, is essential.

The ability and interest to “wear many hats” as a leader must be evident. Energy, natural optimism, the ability to be a good listener and a quick learner are important personal attributes. A sense of humor and humility are also valued. The ideal candidate should be comfortable speaking in public, interacting with elected officials and attorneys.

The Foundation seeks a leader whose passion for service to the community is demonstrated by a career-long dedication to and compassion for improving the human condition. Knowledge of Delaware County, along with an understanding and consideration for the special distinctions of the community, is of high importance.

The most qualified candidate will encompass the following experience:

- High level of participation in the life of a community through civic involvement, public service, volunteerism, and club or social activities.
- A post-secondary degree or the equivalent work experience that displays critical thinking, planning, and organizational skills.
- 10+ years of general management experience, including profit and loss responsibility, preferably in a nonprofit organization. Executives from for-profit organizations who have a proven track record of exceptional achievement will be considered.
- Experience working with Boards is essential through profession or volunteerism.
- A demonstrated level of competency of current legal, regulatory, governance, and tax issues related to a 501(c)(3) tax-exempt organization is expected.
- Demonstrated leadership and relationship-building skills to work successfully with diverse constituents.
- Exceptional written and verbal communication skills and presentation skills; good listening skills.
- Well-organized and detail-oriented; able to effectively anticipate tasks, set priorities, and meet deadlines.
- Experience in strategy and able to guide complex foundation operations.



The Foundation for Delaware County offers a competitive salary and benefits package.

The expected salary range for this position is between \$225,000-\$275,000 and will be commensurate with experience.

The comprehensive benefits package includes health, dental, and vision insurance, maternity and parental leave, 403(b) retirement plan with an employer match of up to 4%, with immediate vesting, short- and long-term disability insurance, flexible spending accounts and health savings accounts, generous paid time off, 10 paid holidays (including Juneteenth and Election Day) and two floating holidays, Employee Assistance Program (EAP), workplace flexibility, professional development and other voluntary benefits.

EEO Statement

The Foundation for Delaware County is an Equal Opportunity Employer with a culture of high performance and continuous improvement that values learning and a commitment to quality. We strongly encourage individuals from diverse backgrounds, including those from historically marginalized communities, to apply. We use a supportive and collaborative approach in both our internal operations and throughout our work with community partners in Delaware County.

How to Apply

For best consideration, please submit a current resume and letter of introduction, by May 19, 2025, to Kittleman & Associates, LLC.

→ **SUBMIT YOUR APPLICATION TO KITTLEMAN ONLINE**
(CLICK THE APPLY BUTTON AT THE BOTTOM OF THE PAGE)

For more information about The Foundation for Delaware County, please visit <https://delcofoundation.org/>.

Credits

Photography: Michael Cheung, Elizabeth Leitzell