

# GoodCitizen

Stryker Johnston Foundation  
Executive Director  
Kalamazoo, MI

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## About The Foundation

The Stryker Johnston Foundation (SJF) is a private family foundation founded by Ronda Stryker and Bill Johnston and based in Kalamazoo, Michigan. For nearly 30 years, SJF has partnered with organizations and groups that work to strengthen and build thriving, equitable communities.

SJF invests in and partners with organizations and groups working to end intergenerational poverty in Kalamazoo County, Michigan. They follow a trust-based philanthropy model that is driven by values, centers relationships, is aware of power dynamics, and prioritizes equity, trust, and ongoing partnerships.

SJF partners with organizations and groups to change the systems and structures that create intergenerational poverty, particularly among Black people, people of color, and other communities that have been left out or left behind. SJF is using its power as a foundation to support, champion, and raise up the work of people who are making real change in the Kalamazoo community.

The Foundation is led by a Board of Directors consisting of Bill, Ronda, and their three children. The Foundation staff are a dedicated and passionate group of seven, including the Executive Director, who will be based in Kalamazoo, Michigan.

For more information about the Stryker Johnston Foundation, visit <https://www.strykerjohnstonfoundation.org/>

## The Opportunity

For nearly 30 years, the Stryker Johnston Foundation (SJF) has been investing in leaders, organizations, and groups who are making an impact in Kalamazoo, Michigan. SJF has established a strong reputation for impact and respected trust-based grantmaking practices in the Kalamazoo community. The role represents a rare opportunity to take the helm of the largest private foundation in Kalamazoo, Michigan at a moment when the foundation and community are poised for transformational change. SJF's Board has committed to distributing \$50 million a year in perpetuity for SJF to invest in solutions to address systemic barriers in health care, education, housing and beyond issues that have

prevented many Kalamazoo residents, especially Black people, people of color, and other communities from overcoming intergenerational poverty.

Kalamazoo County, Michigan is a midsized-Midwestern county in Southwest Michigan of roughly 260,000 residents. It encompasses both urban and rural areas, including the City of Kalamazoo (approximately 72,000 residents). The Foundation has built the relationships and team needed to support a powerhouse leader with a bold vision for delivering results. This is an opportunity to build upon this body of work, helping shape and guide the trajectory of the Foundation's philanthropic endeavors in the years ahead.

Reporting to the Board of Directors, the Executive Director has overall strategic and operational responsibility for the Foundation's programs, community engagement, finances and investments, administration, grants management, and communications. The Executive Director will set the tone both within and outside the Foundation for a culture that promotes and inspires collaboration, humility, strategic decision-making, action, and organizational effectiveness. The Executive Director is the Foundation's lead spokesperson and the most visible representative to the Foundation's array of partnerships and alliances with stakeholders in the Kalamazoo community.

## **Key Responsibilities**

### *Vision & Mission*

Lead the Board to accomplish the shared vision, mission, and goals of the Stryker Johnston Foundation by:

- In partnership and collaboration with the Board of Directors and staff, further develop the Foundation's strategic approach to ending intergenerational poverty in the Kalamazoo Community.
- Champion and lead a culture of forward momentum aligned to the strategic focus of the Foundation, encouraging bold and innovative ideas that will advance SJF's mission and promote a spirit of continuous improvement and adaptation to the evolving needs of the community.
- Ensure program alignment with vision, mission, and goals of the Foundation.
- Guide and maintain strategic communication channels for the Board, staff, and professional advisors, ensuring effective engagement and collaboration.

### *Board Engagement*

- Spend the essential time forming meaningful relationships with the Board of Directors in order to deeply understand the legacy and trajectory of SJF's philanthropic priorities.
- Partner with the Board to further establish good governance and effective committee structures, and institutionalize new organizational practices and policies.
- Support Board development and continuing education plans.

### *Organizational and Programmatic Leadership*

- Lead and manage a high-performing and deeply committed team, as well as external consultants, fostering an innovative, anti-racist and forward-thinking work culture.
- Support team in further developing a high-functioning trust-based grantmaking process and ensuring effective learning and impact assessment mechanisms are in place, including reporting and data collection, grant partner needs assessment, and budgeting.
- Support team in implementing programmatic strategy, including advising on legal and technical grantmaking issues and opportunities.
- Oversee the Foundation's budget and finances, including ensuring everything is in place for a smooth annual audit process.
- Lead effective change management to support the organization's evolution and growth.
- Foster diverse points of view, respectful collaboration, and accountability using a participatory and inclusive leadership approach.

### *External Engagement*

Shape the public's understanding of the SJF's vision and mission by:

- Serving as the public voice on issues related to SJF's vision and mission.
- Responsible for maintaining and expanding relationships and networks involving foundations, leaders, policymakers, nonprofits, and other partners/stakeholders.

- Serve as one of the principal spokespeople while identifying appropriate opportunities for the Board of Directors or staff to represent the Foundation.
- Attend conferences and convenings relative to the Foundation's interest areas to ensure the Foundation is operating with the most current insights about trends, research, and discoveries.

## **Ideal Candidate**

The ideal candidate is deeply passionate about the mission and vision of the Stryker Johnston Foundation and is excited by the opportunity to play an important role in leading the Kalamazoo Community towards a more just, equitable, and caring community where everyone can live a healthy and fulfilling life.

The next Executive Director is an ethical, empathic and proven leader with a track record of success addressing entrenched, systemic issues. The ideal candidate has established their reputation working in one or more of the following areas: health care, education, or eradicating poverty. This leader will leverage their experience and networks to serve and promote the Foundation's vision and further the mission. The next Executive Director is a visionary and sees this work through a lens of possibility, ingenuity, and abundance. They are guided by their commitments to antiracism and see this work through an equity lens. The successful candidate will have an appreciation for new ideas and disruption, yet also be able to apply proven experience and knowledge in practical ways.

The successful candidate brings a demonstrated history of leading and executing a vision that motivates others to act and leads to life-changing results for the communities served. They have a positive energy that is used to good effect, whether aligning teams around a shared vision or building culture. A true collaborator and consensus builder, the Executive Director will nurture an environment where shared vision and collective responsibility can be achieved by all.

The next Executive Director is steeped in anti-racism and unwavering in their commitment to lead transformational change for low-income communities, especially Black communities or communities of color. This leader will be an accomplished nonprofit or foundation executive leader with a deep understanding of the generational barriers that leave people behind and steadfast in their commitment to permanently remove those barriers through conscious stewardship and collaboration.

The Executive Director must bring the appropriate balance of strategic thinking, hands-on implementation, and effective collaboration skills. Knowing how to create and optimize a high functioning organization that can capitalize on everyone's diverse strengths is essential.

The chosen candidate must excel in building trusting, collaborative relationships with leaders in philanthropy, nonprofits, and across sectors. As the key face of the Foundation, the Executive Director needs the ability to convey the Foundation's strategy and vision to grant partners and other stakeholder groups.

## Compensation, Location, and Work Environment

### Working Conditions:

- This is a hybrid role based in SJF's Kalamazoo office
- Full-time position with standard working hours of 8:00 am-5:00 pm ET, Monday-Thursday.
- Additionally, the responsibilities of the Executive Director will require this leader to be regularly available outside of the Foundations normal business hours for events, early morning, evening or weekend meetings.
- Fluctuating workload due to various deadlines and cyclical processes.
- Extensive keyboard and computer monitor use.
- Exposure to sensitive and confidential information.
- Occasional on-call availability to handle work problems, emergencies/crisis situations, etc.
- Occasional local, regional, or national travel required.

The information above is intended to describe the general nature and requirements of this position. It is not meant to be an exhaustive statement of duties, responsibilities or requirements. In order to successfully perform this job, individuals must be able to satisfactorily perform the primary roles and responsibilities. Reasonable accommodations may be made to enable individuals with disabilities to perform the primary roles and responsibilities.

### Compensation:

- Competitive salary (commensurate with qualifications and experience) and benefits package, including a 401k plan, health and dental insurance, wellness program, paid time off, and annual professional development opportunities.
- Base Salary range: starting at \$270,000

### Benefits:

- Generous paid leave policy
- Unlimited sick days
- Collective Rest & Reflection Time: SJF closes their office for at least two weeks each year for collective rest and reflection time (typically one week in the summer and one week in the winter).
- 11 federal holidays
- Generous medical, dental, vision benefits, a wellness program stipend and an annual 401(k) matching plan.

## SJF's EEO Statement

People of color, people with disabilities, veterans, and LGBTQ candidates are strongly encouraged to apply. SJF is committed to a diverse workplace, and to supporting our staff with ongoing career development opportunities. SJF is an equal opportunity employer and does not discriminate in its employment decisions. SJF provides reasonable accommodation to applicants and employees as required by law.

If you require reasonable accommodation in completing this application, interviewing, or otherwise participating in the selection process, please direct your inquiries to Mollie Smith at [mollie@goodcitizen.com](mailto:mollie@goodcitizen.com).

## To Be Considered

Please submit your resume and cover letter expressing your interest in the position and fit for the role via the "[Become a Candidate](#)" button. Letters may be addressed to Kevin Bryant.

Applicants applying by Monday, September 23<sup>rd</sup> will be given priority consideration, with the position open until filled.

GoodCitizen has been exclusively retained by Stryker Johnston Foundation to lead this search. For questions, please contact:

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