POSITION PROFILE

President & CEO
The Idaho Foodbank
Meridian, Idaho
ABOUT THE IDAHO FOODBANK

Since its founding in 1984, The Idaho Foodbank (‘IFB’ or ‘The Foodbank’) has become a leading statewide social service organization working to help Idahoans who are struggling to not just survive but thrive and, in turn, meet the vision of a hunger-free Idaho.

Throughout its nearly 40-year history, the Foodbank has developed a breadth and depth of resources and has earned a strong reputation on a statewide level. As the Foodbank prepares to enter its next chapter, it is building on a position of significant strength including:

- **Financial** – Excellent financial positioning, with a strong balance sheet coming out of COVID.

- **People** – An active and supportive Board, a nimble and agile executive team, management team, and Board.

- **Volunteer Base** – A uniquely and deeply committed volunteer base, with more than 20k volunteers annually. In 2022, more than 58k hours of time was donated - the equivalent of 28 full time employees.

- **Opportunities for Growth** – Capacity for additional growth with recent facility expansion, modern inventory management and tracking system, access to other western foodbank overflow, and a proven ability to adapt and change with the environment, as demonstrated throughout COVID.

- **Programs** – Robust and diverse programming including the Backpack Program, School Pantry, Nutrition Education, Mobile Pantry, and the Senior Food Program.

- **Structure and Partnerships** – A highly effective ‘wholesale distributor’ structure and strong partnerships with a network of 480+ community partners – schools, food pantries, senior centers, feeding sites, shelters, mobile pantries, and churches, resulting in an expansive statewide reach.

- **Donated Food** – A strong in-kind donation base. In 2022, 85% of the food distributed was donated, with the food rescue and farm-to-network program accounting for 29% of food distributed.

- **Location** – Desirable location and quality of life in the Boise area. Read more about the Boise metro area below.
Recent Growth and Increased Impact:

In 2014, IFB launched “A Fresh Approach,” a capital campaign designed to support a strategic five-year plan to meet the fluctuating need for food assistance and an intentional goal to grow in order to help hungry Idahoans today and in the future. The campaign successfully closed in 2021, resulting in significant capital investments including: improvements to the Eastern Branch in Pocatello, a brand-new facility for the North Central Branch in Lewiston, and the purchase and renovation of an 100k square foot facility in Meridian, which now serves as a hub for the statewide effort. These facilities represent a three-tiered strategy to reach partners and food banks in every part of the state in reasonable, safe, and efficient time. Notably, these improvements were all made without adding any debt to the organization.

In 2020, the COVID-19 pandemic led to an unprecedented demand for IFB’s services. With a high degree of agility, the IFB team made quick changes to operations to ensure The Foodbank would remain operational. The result was a 30%+ increase in the amount of food distributed.

IFB has continued to build on recent growth and successes. In fiscal year 2022, food for 22.7 million meals were distributed throughout Idaho with 85% of all food being nutritious.

Looking Ahead:

As IFB looks to its next chapter, in addition to distributing nutritious food, it is committed to advancing innovative initiatives to address the root causes of hunger through educating, empowering, uniting, and connecting with communities in need. Recognizing that no single organization can build healthy communities on its own, IFB is focused on collaboration with partners focused on other elemental issues such as health care, housing and job training.

With a rapidly growing statewide population and increasing demand, the need for the work of IFB has never been more clear and important.
About Boise

Boise, Idaho’s Capital City, is as unexpected as it is beautiful. It’s a rare blend of urban and outdoors with hundreds of restaurants, hundreds of miles of trails, a mountain-fed river running through the center of town, and the nicest people you will ever meet.

Boise is experiencing a renaissance, with significant growth and development. With a population over 240,000, Boise is the largest city in Idaho. Boise is also home to several Fortune 500 companies with national and international headquarters and sprawling high-tech campuses.

The larger Boise City-Nampa metropolitan area, often referred to as the Treasure Valley, which includes five counties, has a population of 620,000 and it is the largest metro area in the state, containing the three largest cities in Idaho: Boise, Nampa, and Meridian. Boise is also the 3rd most populous metro area in the Pacific Northwest after Seattle and Portland.

Spanning over 85 miles, the Treasure Valley is full of unique sites and attractions, unlimited recreation, and a melting pot of culture. The region provides all the attractions of a much larger metropolitan area. Given its location and proximity to the local outdoor scene, there are countless opportunities to explore the great outdoors and stay active. The city itself boasts historical and cultural attractions, a noteworthy food scene, entertainment, live music, flourishing neighborhoods, family-friendly attractions, outdoor recreation, and a major university with a distinctive blue football field, and more.

Learn More:

★ Read The Foodbank’s 2022 Annual Report.
★ For more information please visit The Idaho Foodbank website.
★ IFB is the only Idaho nonprofit to receive a four-star rating from Charity Navigator for 12 consecutive years.
★ Discover more about Boise.
THE OPPORTUNITY

In 2023, The Idaho Foodbank will welcome its next leader as part of a planned succession for current President & CEO Karen Vauk, who has led The Foodbank for almost 15 years.

The Foodbank is seeking a dynamic and deeply dedicated President & CEO to take the helm of a vibrant, healthy and highly-respected organization, to lead its advancement and evolution in its next chapter and beyond.

Under current leadership, IFB has successfully engaged a wealth of talent, volunteers, partnerships, and a broad base of donors, with support from a strong and engaged Board. Building on this solid foundation, tremendous momentum, and a period of significant growth, this is an opportunity to lead the charge of executing on and meaningfully advancing the vision of ending hunger in Idaho.

Reporting directly to the Board, the President & CEO will lead overall strategic, operational, financial, and managerial responsibility for IFB including oversight of an annual operating budget of ~$50M+ and a talented staff of 80+, including four direct reports (Chief Development Officer; Chief Financial Officer; Chief Operating Officer; and Director of Human Resources).

The role is based in Meridian, Idaho.
Key responsibilities of the President & CEO include, but are not limited to:

- Providing forward-looking leadership to increase the Foodbank’s impact and to serve those in need;
- Acting as the chief spokesperson and fundraiser for the organization, cultivating strong relationships with major donors, corporate and foundation sponsors, constituents, volunteers, and local and state officials;
- Maintaining a high level of visibility, both internally and externally, to promote the organization’s mission and to gain necessary resources and support;
- Overseeing the growth of ongoing operations of the organization, including staff development, programs, logistics, and facilities;
- Creating clear and measurable goals for the organization’s success; use metrics to drive progress and hold staff accountable to those goals and metrics;
- Providing oversight for the financial affairs of the organization; monitoring the budget and expenditures;
- Leading and empowering the staff by nurturing a collaborative, transparent and trusting culture;
- Advancing a culture of diversity, equity and inclusion across all organizational efforts;
- Facilitate governance best practices through effective communication and collaboration with the Board; and
- Personifying the vision and values of the organization.
CANDIDATE PROFILE

While it is understood that no candidate will offer every desired skill, quality, and characteristic, the following offers a detailed, aspirational view of the ideal candidate profile:

**Relationship Building, Collaboration and Communication**

The President & CEO will be skilled at building effective relationships across a range of stakeholders. With a high level of emotional intelligence, they will be approachable and able to build productive and fulfilling relationships with the Board, leadership team, staff, community partners, legislative base, and other elected officials, among others. With thoughtful and open communication skills, the President & CEO will be a strong facilitator, communicator and collaborator who is skilled at listening to and learning from a diverse range of constituents. They will be skilled at developing a powerful sense of shared purpose in others.

**Leadership and Management**

The President & CEO will have a track record of success in organizational management and servant leadership. They will have an authentic, supportive, and appreciative style. They will be experienced with operations and finance and will be a proven leader in empowering management, staff development, and Board relations. The President & CEO will engender trust in the staff through a transparent and collaborative management style, focused on developing capacity, accountability, and innovation throughout the organization. They will have a demonstrated understanding of the value of diversity, equity, and inclusion (DEI) and will lead the organization’s efforts to fully integrate DEI into its policies, practices and culture. The President & CEO will demonstrate honesty, sincerity, vulnerability, humility, and respect for individuals while modeling organizational values.
Strategic Thinking and Innovative Leadership

The President & CEO will be a strategic, visionary, and results-oriented leader who will articulate and implement a plan for The Idaho Foodbank’s next chapter. Working with the management and Board of Directors, they will provide focused, long-term direction, and offer creative ideas to amplify The Foodbank’s impact. They will bring an understanding of the complexity of the issue of food insecurity and demonstrate the capacity to analyze, synthesize, and integrate information to effectively identify and solve problems and will continuously challenge the status quo. They will be effective at using The Foodbank’s platform to deepen impact across the state and will possess a basic understanding of the legislative process and advocacy.

An Ambassador and Fundraiser

The President & CEO will be an inspirational and charismatic leader with executive presence, serving as the chief ‘Ambassador’ for The Idaho Foodbank. An articulate, informed, and passionate public speaker, they will represent The Foodbank in the local community and beyond and will be considered a leader in the nonprofit arena. The President & CEO will be effective at conveying The Idaho Foodbank’s mission and vision and in partnership with the Chief Development Officer, generate additional support for The Foodbank. They will be an energetic fundraiser and asset developer who will fully embrace this aspect of the role. The President & CEO will bring a creative and entrepreneurial approach to revenue generation, enabling The Foodbank to access previously untapped support.

A Commitment to the Idaho Community and A Passion for the Mission

The President & CEO will be a champion of ending hunger and providing services to those most in need. They will demonstrate and communicate passion for the organization’s core mission and will inspire others. This leader will have an understanding of, and deep appreciation for, the many diverse communities throughout Idaho – metropolitan and rural. The President & CEO will understand that food insecurity is a non-partisan issue, with the maturity and sophistication to navigate a hyper-political environment in a respectful and thoughtful way, with a commitment to build positive and productive relationships across a broad spectrum. The President & CEO will embody the values embedded within The Foodbank’s mission, programs and work in the broader community. They will be a leader of unquestioned integrity, ethics, and values; someone who can be trusted without reservation.
COMPENSATION & BENEFITS

Salary is competitive and commensurate with experience. The salary range for this position is expected to be $180,000 - $220,000 with a robust benefits package.

CONTACT

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Alex Corvin, Cheryl Stevens, and Claire Hunt are leading the search. To express interest in this role please fill out our Talent Profile or email the Koya team directly at idahofoodbank@koyapartners.com. All inquiries and discussions will be considered strictly confidential.

Koya Partners is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email NonprofitSearchOps@divsearch.com. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

The Idaho Foodbank is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+ applicants.

About Koya Partners

Koya Partners, a part of Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—The Right Person in the Right Place Can Change the World—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

Learn more about how we can help you with your search on the Koya Partners website.