



Position Profile

Vice President for Community Investment W.K. Kellogg Foundation

Battle Creek, MI



About W.K. Kellogg Foundation

The W.K. Kellogg Foundation supports children, families, and communities as they strengthen and create conditions so all children can achieve success as individuals and as contributors to the larger community and society. Upon establishing the foundation in 1930, breakfast cereal innovator W.K. Kellogg instructed future trustees and staff to “Use the money as you please so long as it promotes the health, happiness and well-being of children.” To this day, the foundation envisions, and works toward, a nation that marshals its resources to assure that all children have an equitable and promising future – a nation in which all children thrive.

To advance this mission, the foundation implements an array of change-making tools – grantmaking, impact investing, communications, contracting, networking, and convenings – and uses an innovative networked organizational design to prioritize investment decisions and maximize effectiveness toward achieving the desired ends and improvements for children and their families. A commitment to racial equity, community engagement and leadership development is woven into each endeavor as essential to the creation of a social context in which all children can thrive. Their grant-making focuses on education and learning; food, health, and well-being; and family economic security.





The overall work of the foundation is guided by the following values:

- We believe in helping people help themselves through the practical application of knowledge and resources to improve their quality of life and that of future generations.
- We believe all people have the inherent capacity to effect change in their lives, in their organization, and in their communities. We respect individuals and value their collective interests, strengths, and cultures.
- We believe stewardship requires fidelity to the spirit and to the intent of the founder and the wide use of resources. We believe in being responsible, prudent, selfless, and exercising good judgment.
- We believe innovation of thought and action leads to enduring and positive change in both formal and informal systems.
- We value integrity of purpose and action, and believe it is essential to all of our affairs.

This is a powerful time to be on the front lines of innovative philanthropy and we hope you'll consider joining us! To learn more about the foundation, please visit www.wkkf.org and everychildthrives.com.

The Opportunity

The W.K. Kellogg Foundation will celebrate its centennial in 2030, marking 100 years of funding community-driven investments both nationally and internationally. In anticipation of that milestone, and in recognition of our long-term partnership with Battle Creek, MI, we are hiring an inaugural Vice President for Community Investment to rapidly accelerate our investment in our hometown.

The Foundation seeks a visionary and mission-driven Vice President for Community Investment (VP) to lead the organization's community and economic development work in the City of Battle Creek and to utilize learnings from that work to impact communities across the country. The VP will report directly to the Chief of Staff and have the opportunity to imagine a bold and comprehensive strategy that uses philanthropy to leverage both public and private investment across the city and region. As with all of the Foundation's efforts, the work will be focused on improving the lives of children and families, reliant on partnerships and community-driven.



Key priorities for the VP include:

- Articulating and advancing a compelling long-term vision for the Foundation's support of community and economic development in Battle Creek.
- Expanding partnerships with local and state governments, community-based organizations, philanthropic institutions, and capital partners.
- Deploying capital, including through the Foundation's Mission Related Investments (MRI's) and Program Related Investments (PRI's) as well as new resources, for the benefit of Battle Creek.
- Leveraging capital from a network of national investors including financial institutions, Community Development Financial Institutions (CDFI's), intermediaries, etc.
- Convening cross-sector partners to address complex economic and community challenges and expand resources, influence, and collective impact.
- Elevating the Foundation's stature as a national advocate for place-based community and economic development.

The efforts of the VP will complement the incredible grantmaking work already being done in Battle Creek by the foundation's Michigan team. This role focuses specifically on economic development and real estate but the VP will work closely with the existing team and benefit from the strong relationships and partnerships that have been built in the Headquarters community for decades.

This is an extraordinary opportunity for a national, values-driven leader with deep expertise in equitable community and economic development and a partnership orientation to lead the Foundation's investment in Battle Creek's next chapter.

Battle Creek, MI

Battle Creek sits at the confluence of two rivers, which seems appropriate, since coming together is what we do best.

While expanding with exciting opportunities, our Midwestern city has a close-knit, small-town feeling that just makes it a nice place to live. It's big enough to offer all the amenities of a bustling city, yet small enough to make an individual feel connected.

Battle Creek is known for welcoming different people and ideas and rewarding ingenuity and hard work. These values can be seen in action in our public schools and in Kellogg Community College—ranked No. 1 in Michigan. They also extend across Battle Creek's business community and workforce, where there's a sense that what you contribute matters and where there's a place for all experience levels, skill sets, backgrounds, and beliefs. Here, efforts made by committed individuals can be felt by all.

And when it's time to relax and have fun, Battle Creek can't be beat. Whether you're a resident or a visitor, there's always something to do, from big-name concerts and art events, popular festivals and farmers' markets, and a wide variety of independent restaurants and national chains, to much-loved museums, picturesque parks, one of Michigan's largest zoos, a 72-acre arboretum, 11 golf courses—even a mid-town lake and a 26-mile trail system for hiking and biking.

Battle Creek is a city that values its history, and though there have been some challenges along the way, you'll find all sorts of good people working together to make a bright future. Our city is geographically well-positioned, beautiful, and easy going with a great quality of life. Large enough to be diverse, vibrant, and resource rich, yet small enough that you can easily get to know a lot of people on a first-name basis.

We love Battle Creek and think you will too.



Vice President for Community Investment Candidate Profile

The ideal candidate will operate effectively at the intersection of business, government, and community, bringing a track record of leading dynamic national organizations or initiatives, building partnerships across diverse stakeholders, and driving long-term impact. This individual will be a credible and compelling communicator, able to articulate a clear vision for the foundation's placemaking and economic development work in Battle Creek and to align financial resources with community needs. They will be comfortable navigating a dynamic and complex political environment, while maintaining a strong commitment to expansive economic growth and improved outcomes for the community.

While no single candidate will possess every qualification, strong candidates will demonstrate the following core competencies:

Passion for Mission & Community Impact

The VP will demonstrate an unwavering belief in the foundation's mission of supporting children, families and communities as well as the power of capital to facilitate community transformation and change lives. An ardent advocate for racial equity and the underserved, the VP will not only champion these tenets within the organization but also externally. They will conduct themselves as a wholly trustworthy leader and as someone who cares not only about the content of the work, but also the integrity with which the work is accomplished.

Strategic Vision

The VP will be a forward-thinking, visionary leader, who is also grounded in strategic, results-driven work. They will have a track record of coordinating strategic planning initiatives with a broad and diverse set of stakeholders and partners and executing on that vision. Their exceptional interpersonal and communication will facilitate positive ongoing connections with investors, high level corporate executives, donors, partners, and colleagues.

They will be an intelligent self-starter and finisher who is resourceful and entrepreneurial, yet team oriented. This leader will have a strong data and analysis orientation and a proven ability to use metrics to drive decisions and achieves strategic objectives. The VP must be intellectually curious, keeping abreast of new knowledge and developments in the field, including the implementation of best practices and seeking new ways to achieve impact.



Community and Economic Development Expertise

The VP will have national leadership experience in the community/economic development space, deep financial acumen and a strong understanding of the funding landscape for affordable housing, small business investment, workforce development, and other community finance programming. The VP will bring experience leading downtown revitalization efforts, including both real estate development and business expansion, in mid-sized metropolitan areas. They will possess deep comfort and demonstrated success with a range of funders and investors, including those in the banking sector, CDFIs, foundations and government agencies, among others and will have clearly demonstrated the ability to identify and raise capital for community benefit.

Partnerships & External Engagement

As a public face of the Foundation, the VP will exhibit dynamic communication skills, listening intently to the community and effectively conveying the organization's mission, impact, and value to diverse audiences. With high emotional intelligence, the VP will excel at forging authentic connections, building rapport with stakeholders from various backgrounds, and leveraging these relationships for impact. They will be apt at building and sustaining trusted relationships with government agencies, business leaders, financial institutions, community organizations, educational institutions, and philanthropic partners. With a natural orientation to collaboration, they will prove indispensable in fostering partnerships, both within Battle Creek and throughout the sector, enabling the Foundation to maintain its excellent reputation and continue to further its mission.

Experience and Qualifications

- Minimum of 15 years of senior leadership experience, ideally in a national nonprofit, civic, economic development, foundation, or similarly complex organization.
- Demonstrated experience leading organizations or initiatives involving multiple stakeholders across public, private, and nonprofit sectors.
- Experience advancing the business and economic vitality of an urban environment through business attraction and retention and downtown activation.
- Proven ability to develop and execute strategic plans and drive measurable outcomes.
- Experience with capital raising and resource development, including engaging investors, governments, major donors, foundations, or institutional partners.
- Strong understanding of community and economic development or related fields and a strong, national network in the space.
- Experience designing, leading, or supporting place-based initiatives that bring together public, private, and community stakeholders to drive inclusive economic growth and neighborhood-level impact.
- Demonstrated ability to navigate political and governmental environments and build relationships with elected officials and public sector leaders.
- Strong operational and financial management skills, including oversight of budgets and organizational performance.
- Excellent communication and interpersonal skills, with the ability to serve as an inspiring public spokesperson.
- Experience building partnerships and coalitions to advance shared goals.
- A knowledge of destination marketing and/or professional credentials, or background, in urban planning/architecture a plus.

Desired Qualities and Characteristics

- Strong alignment with WKKF's values and DNA
- Intercultural competence
- Openness / self-awareness
- Ego-management
- Systems thinker
- Brings people together
- Collaborative
- Conflict competence
- Listens well
- Talent architect / people developer
- Empowers leadership
- Trust builder
- Shares accountability and responsibility
- Results-oriented



Compensation and Benefits/Term Limit

Salary is competitive and commensurate with experience. The salary range for this role is \$350,000-\$435,000 with a generous benefits package. The exact salary that will be offered to the Vice President for Community Investment will be determined based on a consideration of the successful candidate's skills, experience, and aligned with the foundation's compensation policies. This role will be term-limited through the end of 2030 with the intention to review the initiative at that point and determine if it will be extended.

Contact

DSG | Koya has been exclusively retained for this engagement, which is being led by Erin Reedy. Submit a compelling cover letter and resume by [filling out our Talent Profile](#). All inquiries are strictly confidential.

The W.K. Kellogg Foundation is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+ applicants.

About DSG | Koya

DSG | Koya, a DSG Global company, is the nation's premier search firm dedicated to mission-driven leadership. Since its founding in 2004, DSG | Koya has had an exclusive focus on mission-driven clients and was founded on the belief that the right leader can transform an organization and have a deep and measurable impact on our world. DSG | Koya works with nonprofits & NGOs, responsible businesses, and social enterprises in local communities and around the world.

DSG Global is consistently recognized by Forbes on its top 10 list of "America's Best Executive Recruiting Firms" and is an industry leader in recruiting transformational leaders for a changing world. The firm is deliberately different in its approach, with best-in-class teams who have decades of experience in cultivating inclusive leaders, understanding the dimensions of diversity, and building equitable teams.

Learn more about DSG | Koya via the [firm's website](#).