



Heritage Fund

POSITION GUIDE

President

ABOUT HERITAGE FUND OF BARTHOLOMEW COUNTY (HFBC)

Heritage Fund – The Community Foundation of Bartholomew County is a trusted, forward-thinking organization dedicated to building, investing, and distributing assets for the long-term benefit of Bartholomew County, Indiana. Since its establishment in 1976, Heritage Fund has served as a catalyst for impactful philanthropy, connecting donors with causes they care about while leveraging Heritage Funds assets and leadership, working collaboratively, to address the community's evolving needs.

Managing over 300 charitable funds with assets exceeding \$100 million, HFBC awards just under \$7 million annually in grants and over \$1 million in scholarships. The Foundation's commitment to transparency, innovation, and collaboration drives its mission to create a thriving and inclusive community for all residents and community members. Heritage Fund is central to the dynamic ecosystem of collaboration and partnership within Columbus, serving as a trusted partner, advisor, and changemaker.

Location

Columbus, Indiana, is a unique and vibrant city renowned for its architectural heritage and commitment to innovation. With more than 80 modernist structures designed by world-class architects, Columbus has earned its place as one of the most architecturally significant cities in the United States. This design legacy extends beyond buildings to a community culture that values creativity, inclusivity, and collaboration.

Home to global companies like Cummins Inc., and 35 additional international companies, Columbus blends the benefits of small-town living with the opportunities of a globally connected community. Its diverse population, strong schools, (where in excess of 50 languages are spoken), cultural amenities, and dynamic civic environment make it an exceptional place to live and work. For professionals seeking a leadership role, Columbus offers a welcoming environment, a legacy of visionary leadership, and a community eager to partner on transformative initiatives. For more information on Columbus, [visit this link](#).

BARTHOLOMEW COUNTY VISION

Bartholomew County's vision is to be the best community of its size in the country, where everyone achieves what is best for them and with that achieves their best quality of life.

CONNECT



<https://heritagefundbc.org/>



THE POSITION

The next President will be a dynamic, collaborative, and inclusive executive providing overall vision, leadership, and strategic direction for Heritage Fund. The President has full oversight of the organization, including but not limited to programming, personnel, fundraising, marketing, community outreach, partnerships, and general administration. The next President will inherit a strong, autonomous and high-functioning team, deeply committed staff, a passionate base of donors and partners, an engaged Board, and generous community of individuals.

The President of Heritage Fund is the chief executive officer of the organization, responsible for leading its strategic direction, operational management, and community impact. The ideal candidate is a strong people-leader who has demonstrated experience in broadening an organization's reach and building genuine trust and relationships with partners to meet the community's needs. Reporting to the Board of Directors and serving as a voting member, the President will represent HFBC as a visible and trusted leader in Bartholomew County.

This role is an exciting opportunity for a forward-thinking, relationship-driven individual to shape the future of one of the region's most respected philanthropic organizations, as well as play a leading role to shape the future of Columbus and Bartholomew County. The President will lead with integrity, collaborate with a diverse group of stakeholders, and position HFBC as a vital partner in addressing Bartholomew County's opportunities and challenges.

MISSION

To inspire generosity, to gather and grow leaders, and to act to ensure that Bartholomew County is an exceptional place for all to live, learn, work, and play.

VISION

We envision a Bartholomew County where everyone achieves their greatest quality of life.

VALUES

- High Aspirations
- Welcoming Community
- Public-Private Partnerships
Innovation
- Collaboration
- The Value of Good Design
- Forward-Thinking Service to Others





RESPONSIBILITIES

Strategic and Organizational Leadership

- Drive HFBC's strategic direction in alignment with its mission and leverage its podium to draw attention to community needs.
- Oversee all operations, including financial management, donor relations, grantmaking, and staff development.
- Promote a culture of collaboration, transparency, and innovation across the organization.
- Ensure compliance with National Standards for U.S. Community Foundations, state and federal laws, and annual audits.

Governance and Stewardship

- Collaborate with the Board of Directors to advance HFBC's strategic goals and priorities.
- Prepare and lead Board and committee meetings, fostering a robust governance structure.
- Manage relationships with community boards, supporting organizations, and HFBC-related LLCs.

Donor Engagement and Fund Development

- Strengthen relationships with donors, professional advisors, and community partners.
- Partner with the Director of Development to grow HFBC's assets through strategic fundraising efforts, including major gifts and planned giving.
- Celebrate and communicate donor impact through tailored recognition and storytelling.

Community Leadership and Advocacy

- Actively engage with community leaders, civic organizations, and government partners to address local challenges.
- Convene stakeholders to explore collaborative solutions for emerging and long-term community opportunities and needs.
- Represent HFBC as a thought leader and advocate for philanthropy in Bartholomew County.

Grants and Programs

- Oversee the administration of grants and scholarships to ensure alignment with HFBC's mission and donor intent.
- Partner with nonprofits to increase access to grant opportunities and support community development initiatives.





- Advance impactful and innovative grantmaking to meet current and future community needs.

QUALIFICATIONS

- A strong commitment to the mission, vision, and values of Heritage Fund and a deep passion for philanthropy, community impact, and nonprofit excellence.
- A minimum of seven years of successful senior-level leadership experience in a nonprofit, foundation, or mission-driven organization of similar or larger complexity, or demonstrated success driving growth and impact in a smaller organization. Experience should include fundraising, donor relations, financial management, strategic planning, community and board engagement.
- Strong understanding of community foundations, asset development, and best practices in endowment management, grantmaking, and nonprofit finance.
- Demonstrated commitment to diversity, equity, inclusion, and belonging, with cultural competency and the ability to work effectively across diverse communities and stakeholder groups.
- A visionary and entrepreneurial leader with exceptional strategic thinking skills, financial acumen, and the ability to balance mission impact with long-term sustainability.
- Proven experience developing, mentoring, and leading high-performing teams in an inclusive and collaborative manner, fostering professional growth and a strong organizational culture.
- Demonstrates strong communication skills, both internally and externally with team members, stakeholders, donors, government/business partners, and the public.
- Effectively conveys information, fosters collaboration, and maintains professional relationships across all levels.
- Experience working effectively with a nonprofit board of directors as a senior executive or board leader, with a track record of driving engagement and strong governance.
- Excellent relationship-building and interpersonal skills, with the ability to inspire trust and collaboration among donors, community leaders, staff, and partners.
- A persuasive and engaging communicator with strong public speaking skills, adept at articulating HFBC's mission and impact to a variety of audiences.
- Highly organized and results-driven, with the ability to manage multiple priorities, navigate complexity, and execute with integrity, accountability, and transparency.
- A bachelor's degree from an accredited institution is required; an advanced degree is preferred.

MAJOR OBJECTIVES

In the first 12 to 18 months, the President will:

- Build trust and establish strong relationships with the Board, staff, donors, and community partners. Strengthen HFBC's visibility and leadership role in the community by fostering partnerships with local organizations and leaders.
- Thoroughly understand HFBC's operations, grantmaking priorities, and the needs of Bartholomew County.
- Work collaboratively with the Board to implement HFBC's strategic plan and vision.
- Develop and execute strategies to grow the Foundation's assets and increase donor engagement.
- Establish a strong team dynamic, support staff, and foster professional development opportunities.



- Willingness and ability to travel within Bartholomew County and beyond, and to participate in evening and weekend events as needed.

COMPENSATION AND BENEFITS

The salary range for this position is \$170,000 to \$200,000. Heritage Fund offers a wide range of benefits including medical insurance programs; vacation and sick leave policies. Relocation assistance will be provided for the successful candidate. As an active player in Columbus' vibrant and diverse cultural communities, HFBC offers a highly collaborative, collegial, and supportive work environment.

APPLICATION

HFBC has retained Campbell & Company to conduct this search. The team for this project includes Sarah Beraki, Vice President, Angèle Bubna, Consultant, and Kris McFeely, Managing Director.



SARAH BERAKI
Vice President



ANGÈLE BUBNA
Consultant



KRIS MCFEELY
Managing Director

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HERITAGE FUND'S COMMITMENT TO BUILDING A BETTER COMMUNITY FOR ALL

Heritage Fund commits to establishing a community that values diversity, equity, and inclusion. We believe our differences are a source of strength and that understanding, appreciating, and celebrating our differences will ensure a stronger and healthier community. Heritage Fund invites our donors, community partners, and stakeholders to invest in creating a forward-thinking community that is welcoming, respectful, and actively engaged in racial and cultural equity.



Drawing on our deep expertise in environmental/conservation, human services, arts and culture, education, healthcare, and association/membership organizations, **Campbell & Company offers a high-touch, human-centered executive search experience for clients and candidates.** We recruit from our extensive national networks leveraging the relationships and reach of our entire firm, which for 47 years has partnered with organizations across the nonprofit sector to advance their missions and deepen their impact.

We are proud to be the executive search firm of choice for hundreds of nonprofit organizations. Campbell & Company has been listed four times as one of the country's **best executive search firms** by *Forbes* Magazine and named one of Women of Color in Fundraising and Philanthropy (WOC)'s **Top 10 search firms for placing extraordinary leaders of color** for three consecutive years. *Crain's* Chicago recently named us one of **Chicago's Best Places to Work**; *Seattle Business* Magazine also named us one of **Washington's Best Companies to Work For**.

As members of this employee-owned firm, everyone at Campbell & Company has a personal stake in the success of each client. Through our culture driven by **belonging, collaboration, curiosity, and rigor**, we empower every team member to innovate for the good of our clients.

Combining your mission and our passion, Campbell & Company **leverages our entire team** to be an effective and supportive partner before, during, and after complex leadership transitions. We are driven to place not just a capable candidate, but one who complements your existing culture, can **move your organization forward**, and will make a meaningful contribution to the nonprofit sector.

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