



President

The Endowment for Health

Concord, NH

About The Endowment for Health

The Endowment for Health is a private, independent health foundation headquartered in Concord, New Hampshire, with a mission to improve the health and reduce the burden of illness for the people of New Hampshire — especially the vulnerable and underserved. Its vision is straightforward and ambitious: good health and realized potential for all. Founded as a conversion foundation, the Endowment has grown into one of the most respected health philanthropies in New England, with total assets of approximately \$107 million as of September 30, 2025. The organization operates in perpetuity, guided by a commitment to steward its resources responsibly so that future generations of Granite Staters benefit from its work.

With a lean, highly accomplished staff of eight professionals, the organization is supported by a fifteen-member Board of Directors, an Investment Committee, and a twenty-three-member Advisory Council whose members represent all ten of New Hampshire's counties. This structure reflects a foundational belief that proximity to community is essential to effective philanthropy. The Advisory Council ensures that regional voices — from Coos County in the north to Rockingham County on the seacoast — inform organizational priorities and grantmaking decisions, while the Board provides governance and fiduciary oversight and staff carry significant programmatic and operational authority consistent with a trust-based approach to internal management.

The Endowment for Health enters its next chapter from a position of genuine strength. The next President will inherit an organization with a high-performing team, a well-regarded strategic plan with funded initiatives underway, and a reputation for integrity and impact that extends well beyond New Hampshire's borders. The organization's next leader will be entrusted with the Endowment's legacy and expected to build on it — deepening community partnerships, navigating a volatile policy environment with sound judgment, and helping the Endowment define the next horizon of health equity leadership for the Granite State.

Learn more about The Endowment for Health at <https://www.endowmentforhealth.org/>.

The Opportunity

The Endowment for Health seeks a President to serve as the organization's chief executive, based in Concord, New Hampshire, and reporting to the Board of Directors. This is the organization's top leadership role, carrying full responsibility for strategy, grantmaking, finance, investments, communications, external partnerships, and the stewardship of an eight-person staff. The incoming President will step into a moment of genuine opportunity: a strong strategic plan is in place, a respected team is ready to execute, and the Endowment's statewide and national reputation provides an exceptional platform for impact. At the same time, the role demands a leader who can earn credibility quickly, honor the momentum of current initiatives, navigate a politically complex environment with exceptional judgment, and help the organization sharpen its theory of change as it moves toward the next planning cycle.

Responsibilities:

Strategic Leadership & Organizational Stewardship

- Lead the organization's overall strategy, operations, and mission delivery in close partnership with the Board of Directors and staff.
- Lead the next strategic planning cycle, building on the 2024–2028 plan to sharpen the Endowment's theory of change and define the next horizon of health equity leadership for New Hampshire.
- Ensure sound nonprofit governance, legal compliance, and transparent reporting to the Board, Advisory Council, and the broader community.

Board Partnership, Governance & Asset Stewardship

- Steward the Endowment's approximately \$107 million in assets with sound fiduciary judgment, in partnership with the Board's Investment Committee and Finance Committee.
- Partner with the Board to evaluate opportunities for endowment growth and mission-aligned impact investing, ensuring that governance structures and decision rights are in place before new investment activity expands.
- Manage the organization's annual budget and spending policy, including the judgment to recommend distributions above the standard six-percent threshold when community need warrants it.

Programmatic Leadership & Grantmaking Strategy

- Oversee all grantmaking activity across six Targeted Initiatives: Early Childhood, Children's Behavioral Health, Healthy Aging, Health Equity, Health Policy, and the Forward Fund, ensuring alignment with the strategic plan and evolving community needs.
- Ensure the Endowment's resources and investments advance measurable progress toward health equity and community well-being.

External Relations, Public Leadership & Community Impact

- Serve as the primary external representative of the Endowment, cultivating strategic relationships with government, community-based organizations, health systems, philanthropy, and people most affected by health inequities throughout New Hampshire. Represent the organization thoughtfully and intentionally in ways that strengthen credibility, partnerships, and impact.
- Convene diverse stakeholders, including government officials, community leaders, health systems, advocates, and people with lived experience, and guide them toward effective, solutions-based action on health and equity challenges.
- Use the Endowment's public voice strategically, speaking with courage and restraint so the organization remains a trusted, nonpartisan convener while advancing its health equity mission.
- Represent the Endowment in national and regional philanthropic networks, bringing promising practices back to New Hampshire and adapting them to local realities.

Resource Development & Strategic Partnerships

- Attract national and regional co-funding, pursue appropriate state and federal partnerships, and develop the resource base needed to extend the Endowment's reach as community needs outpace available grantmaking assets.
- Cultivate strategic partnerships that increase the Endowment's capacity, influence, and long-term community impact.

Communications & Thought Leadership

- Oversee the organization's communications strategy, ensuring that the Endowment's work, values, and impact are clearly and compellingly conveyed to partners, policymakers, and the public.
- Position the Endowment as a trusted voice and thought leader on issues affecting health and health equity throughout New Hampshire.

Talent & Organizational Culture

- Lead and develop an eight-person staff, fostering a culture of trust, accountability, learning, and high performance while preserving the collaborative and mission-driven environment that defines the organization.

Compensation and Benefits

Salary is competitive and commensurate with experience. The salary range for this role is \$275,000 - \$300,000 with a generous benefits package. The exact salary that will be

offered to the President will be determined based on a consideration of the successful candidate's skills and experience.

Contact

DSG | Koya has been exclusively retained for this engagement, which is being led by Molly Brennan, Kim Dukes, and Amber Brown. Visit our website to read the [complete position profile](#). Submit a compelling cover letter and resume by [filling out our Talent Profile](#). All inquiries are strictly confidential.

DSG | Koya 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 NPSIpractice@dsgo.com. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

Endowment for Health is an Equal Employment Opportunity employer and seeks and welcomes applications from individuals of all backgrounds, experiences, and perspectives.

To apply, visit: <https://www.dsgco.com/search/23249-endowment-for-health-president/>



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