



THE 360 GROUP
— EXPECT THE UNEXPECTED —

Y & H Soda Foundation

President

Position Description & Candidate Profile

President

Location

Moraga, CA

Reports to

Board of Directors

Our Client

Focused solely on the East Bay region of Northern California, the Y & H Soda Foundation is a long-standing private foundation that funds organizations and efforts committed to tackling the challenging and timely issues impacting low-income families. Founded in 1964 by Y. Charles (Chet) and Helen C. Soda, the Y & H Soda Foundation invests in leaders and organizations in the East Bay region who are imagining and building a community where everyone can participate, prosper, and reach their full potential. It is one of the few foundations that focuses exclusively on the East Bay. The foundation's mission is to achieve the full participation and prosperity of low-income individuals and families in Alameda and Contra Costa counties.

Chet and Helen Soda rose from very modest beginnings to become successful entrepreneurs and community leaders; they lived the American Dream, and created the foundation as a permanent resource for their beloved East Bay to ensure that others would have the same opportunities. Their vision, faith, community spirit and commitment to people in poverty inspires and drives the foundation's work. The foundation envisions a place where *all work is valued, wealth is shared, immigrants are welcomed, and the diversity of its people is celebrated as a strength.*

The Y & H Soda Foundation's assets have grown from the original \$45 million dollars realized from Chet and Helen's estate to now more than \$110 million. The foundation has been a leader in convening other funders and playing a capacity-building role, especially in Contra Costa County. Nearly \$72 million has been granted to almost 1,000 nonprofit organizations in the East Bay region, including program-related investments. The foundation also administers bridge grants through its Defense Response Fund to address critical, real-time needs – which are acute in this particular moment.

The Y & H Soda Foundation has a dedicated board of four – which is expected to grow some with independent, term-limited members – and a small, passionate staff comprised of FTEs and key external consultants. Drawing on its storied history, the Y & H Soda Foundation stands poised to continue its good work for many years to come.

Learn more about the Y & H Soda Foundation at <https://www.yhsodafoundation.org>!

Position Responsibilities

The Y & H Soda Foundation seeks a President who will be a dynamic leader with a strong equity lens and strong operational skills to guide the foundation in executing its mission and implementing its vision. The President will oversee the foundation's activities to ensure they are effectively aligned to advance the foundation's mission and goals, moving the foundation to a plane of higher strategic impact.

Reporting to the Board of Directors, the new President will provide thoughtful strategic and operational leadership, promoting the fulfillment of the foundation's mission. The preferred candidate will have a compelling mix of experiences, skills, personal characteristics and motivations to lead, manage, and advance the foundation's initiatives, grantmaking, evaluation and civic engagement. Serving as the foundation's primary spokesperson and chief ambassador, the President will inspire confidence with both external and internal audiences while demonstrating superior leadership, management, and communication skills.

The successful candidate will be able to develop trust with the Board and staff; understand mid-sized philanthropic foundations; prepare high-quality, considered and succinct board materials; and, facilitate robust and meaningful Board discussions. The President will be responsible for providing strategic thought leadership and convening to discern, engage, support and champion programs that enable the achievement of the foundation's overall mission, supporting the governance of the board, developing and managing a committed and high-performing teams, and effectively representing the foundation throughout the region and the sector.

More specifically, the President's responsibilities will include:

Strategic and Program Leadership

- Leading vision and strategic development processes to envision the next chapter of the Y & H Soda Foundation in collaboration with the Board, ensuring that benchmarks are established for measuring success and that planning cycles recur as appropriate
- Implementing and evaluating an action plan based on the approved strategic goals and opportunities
- Harvesting and building on lessons learned from within the foundation and outside to strengthen its grantmaking work
- Driving impact in the primary focus areas of the foundation's work, doing everything possible to lend credibility to grantee organizations, and considering new ways that grantmaking can shift systems toward equitable and fair participation and outcomes
- Partnering closely with key decision makers throughout the served communities – which can include other private funders, government agencies, elected officials and local industry – to inspire them to participate in the foundation's work
- Leading, managing and supporting a small team that may grow, requiring well-honed organizational management skills to ensure internal and external successes

Supporting Board Governance

- Collaborating with the Board to develop meeting agendas, and regularly providing information to the Board on activities in relation to the mission and progress toward the strategic goals adopted by the Board
- Providing information and recommendations to the Board for setting or revising the foundation's vision, goals and objectives, operating policies, strategic planning and grant making priorities
- Working with the Board to determine annual and long-term budgets
- Working with the Board and the foundation's outside investment manager on the status of the endowment and its returns
- Engaging the Board effectively, both during and between meetings
- Filtering and prioritizing issues and current events to identify foundation opportunities

Team Leadership

- Building, motivating and fostering a high-quality, diverse team and work culture, with an emphasis on deepening equity practices
- Aligning the team around the foundation's values and trust-based practices

- Actively advancing both the foundation's learning journey and diversity, inclusion and belonging practices
- Developing, establishing and maintaining strong relationships within the East Bay community and beyond, where appropriate
- Creating and encouraging a collegial and participatory work environment where trust, integrity and open communication are valued
- Anticipating trends and issues in business, society and philanthropy as they relate to and inform the foundation's mission
- Developing, inspiring and providing regular feedback to a high-performing team

Profile of the Successful Candidate

The President will be a dynamic, effective philanthropic leader who is passionate about strategic advocacy, organizational management and development, and the foundation's mission. The successful candidate will possess proven leadership, team management, relationship management, equity acumen, and leadership development experience. The President could come from a variety of leadership backgrounds; the successful candidate will have a demonstrable commitment to social impact, with experience in other fields, such as working in the public, private, or philanthropic sectors. The successful candidate will have strong values alignment with the Y & H Soda Foundation, and a track record that demonstrates personal and professional integrity.

More specifically, the Y & H Soda Foundation seeks a professional who embodies the following:

- Minimum 10 years of experience with social policy, community trends, program evaluation, board relations, financial management, and trust-based philanthropy
- Minimum five years of experience in a leadership role with a foundation, advisory or non-profit organization
- In-depth knowledge and understanding of the social sector, and how social change happens both in real time and over time
- Having a keen intellect that can be brought to bear on a wide range of programmatic and organizational issues
- The ability to convene regional funders to collaborate on emerging and/or pressing issues

- Grantmaking and strategic philanthropy experience that is aligned with the values of the Y & H Soda Foundation
- Astute manager with a high EQ that can oversee a team with care and high expectations
- Strategic thinker with the ability to unify a staff and board around a shared vision and mission
- Ability to identify, develop and maintain strategic relationships with key internal and external stakeholders critical to the foundation's goals
- In-depth understanding and appreciation of cross-cultural differences, practices and customs both in the workplace and communities where the foundation operates
- Open and honest communicator and good listener who is open to influence yet willing to provide a strong, personal point of view
- Persuasive written and verbal communication skills
- Proven decision-making capabilities, with the ability to be nimble and responsive in the moment – and to the moment
- Understanding of the role of philanthropy in closely supporting grantee partners
- A communicative and collaborative approach, evidenced through working effectively with teams and materially advancing the foundation's work and impact across external partnerships, collaborations and networks
- A track record of effective and judicious deployment of financial resources
- Strong integrity and a commitment to professional excellence, combined with values that wear well over the long term

Start Timeframe

We seek to have someone in place by Fall 2026.

Compensation

This position offers a competitive salary range of \$280,000 to \$320,000 and includes a comprehensive benefits package. We actively welcome all candidates from a wide range of backgrounds who have the skills to fulfill this role – regardless of compensation history.

To Apply

All applications are held in strict confidence. Please submit your credentials and a letter of interest through our private applicant portal to The 360 Group at:

<https://the360group.us/portal/>

Applications should be directed to the attention of Vincent Robinson, Founder & Managing Partner, Maureen Capitolo, Principal or Monica Rodgers, Senior Consultant. Applications will be reviewed on a rolling basis. Earlier applicants may receive priority consideration. To be considered, The 360 Group encourages all interested candidates to submit their applications promptly, via the confidential applicant portal linked above.

At The 360 Group, we know that a richly diverse mix of professionals makes organizations more effective. Using that principle as our “North Star,” we make diversity a hallmark of our firm, and all of our search engagements.

Learn more about The 360 Group at the360group.us.