



President & Chief Executive Officer Position Announcement

January 27, 2026

To apply, please click [HERE](#).

Salary: \$200,000 to \$220,000 is the expected range, plus benefits

**Applications requested by February 27, 2026
and accepted until the position is filled.**



The Opportunity

The Community Foundation of Henderson County (CFHC) seeks a President & CEO to lead a team of dedicated professionals and volunteers committed to sustaining its mission of *helping people who care make lasting contributions to causes that matter*. CFHC is a highly visible, philanthropic institution, guided by an engaged and committed Board and dedicated staff, empowering donors to invest in professionally managed charitable funds that address community needs. The next President & CEO will build on a firm foundation, a strong reputation, and established community partnerships to bring leadership and vision, a commitment to the mission, and dedication to deepen and expand community-wide impact.

The Organization

The Community Foundation of Henderson County builds and manages permanent philanthropic funds and endowments that support local nonprofit organizations and community initiatives through grantmaking, scholarship awards, and donor-advised programs. With more than 600 philanthropic component funds, it provides competitive community grants across areas such as arts and culture, civic affairs, conservation, education, health, and human services. CFHC also administers more than 200 scholarships to help students pursue higher education.

CFHC was incorporated in 1982 by a group of 14 dedicated and compassionate local leaders with the immediate need to manage the complexity of two funds, the William C. Armstrong Scholarship Fund and the Charlie Renfrow Scholarship Fund. Establishing a community foundation was the logical solution, not only providing management of the two funds but also



creating a vehicle for community members to establish their own funds or make tax-deductible contributions to improve the quality of life in Henderson County and surrounding counties for future generations.

CFHC builds endowments, permanent funds that will continue to support the causes donors care about in perpetuity. CFHC's founding directors understood these long-term benefits, and the Board of Directors and professional staff at CFHC are deeply indebted to them for their foresight and determination.

CFHC started with assets of less than \$1 million and little grant money. The founding members were advised that a foundation in Henderson County would not succeed because the community was too small and too rural. Under the 20-year leadership of McCray Benson and a generous community, CFHC continues to thrive, with \$180 million in assets and \$9.5 million awarded in grants, scholarships, and annuities in 2025.



For more information, visit cfhcforever.org

The Position

The Community Foundation of Henderson County is seeking a dynamic, forward-thinking President & CEO with proven leadership and management expertise, a distinguished reputation, and outstanding interpersonal skills. The ideal candidate will demonstrate strong values, accountability, enthusiasm, and a deep commitment to philanthropic excellence, while affirming and practicing the core principles unique to community foundations, including openness, public accountability, inclusion, and the ability to communicate with a diverse community.

Reporting directly to the Board of Directors, the President & CEO will provide strategic and operational leadership for CFHC, overseeing staff, programs, and fiscal development, inspiring trust and confidence among staff, donors, and community partners through a collaborative and visionary approach.

The Location

Located in Hendersonville, North Carolina, in the heart of the Blue Ridge Mountains, the CFHC benefits from a region known for its natural beauty, strong sense of community, and exceptional quality of life. Hendersonville offers a vibrant downtown with small-town charm, a thriving arts and cultural scene, and easy access to outdoor recreation, including hiking, cycling, fishing, and scenic mountain landscapes. Henderson and surrounding counties have a vibrant industrial and agricultural base.

The area is home to a diverse mix of nonprofits, educational institutions, and healthcare providers, and is within close proximity to Asheville, NC, and Greenville, SC, providing additional cultural, culinary, and transportation access. With its blend of small-town charm, intellectual engagement, and natural surroundings, Hendersonville is an appealing place to live, work, and build lasting community connections.



Core Responsibilities

The President & CEO will be expected to fulfill the following key responsibilities:

Leadership and Community Engagement

- Serves as the primary ambassador and spokesperson for CFHC, fostering strong relationships with donors, community leaders, nonprofit organizations, and other stakeholders.
- Proactively engages with diverse segments of the community to understand local needs and resources, build partnerships, and promote CFHC's mission and values.
- Collaborates with philanthropic, business, and government leaders to identify opportunities for impactful community investment and collaboration.
- Ensures CFHC is responsive and reflective of the community it serves, cultivating trust and promoting the community's overall well-being.

- Remains alert to opportunities where CFHC can best serve proactively, working with the Board, staff, and community leadership to take appropriate action.

Staff Leadership and Management

- Sets clear expectations, builds trust, and delegates responsibilities effectively to ensure that staff understand their roles and responsibilities and fulfill them accordingly.
- Ensures comprehensive HR strategies are in place to recruit, develop, evaluate, and retain a high-performing, diverse staff.
- Leads and supports staff development and team building by ensuring access to tools, resources, mentorship, and continuous professional development and learning opportunities.
- Coaches, guides, and holds employees accountable to ensure high performance and professional growth.

Financial and Administrative Management

- Demonstrates expertise and oversight in financial and administrative management.
- Continues participating in National Standards certification.
- Works with the CFO to prepare the organizational budget for Board approval and oversees expenditures.
- Works with the finance and investment functions to safeguard the foundation's assets by utilizing committees, consultants, and other strategies approved by the Board of Directors.
- Supervises office operations and directs administrative functions.
- Responsible for managing CFHC's physical assets in the form of any and all real property owned and/or operated by CFHC.
- Leads CFHC's Capital Asset Management Supporting Organization (CAMso).

Programs

- Maintains awareness and stays informed of community needs and issues.
- Serves as a catalyst and leader in addressing community issues and identifying unmet needs.
- Develops initiatives to meet and engage target audiences.
- Works with Board and staff to develop programs, including,



but not limited to, grantmaking, scholarship programs, fiscal sponsorships, and other programs.

Development

- Engages and stewards close relationships with current donors.
- Identifies and cultivates new donor relationships.
- Clearly articulates planned giving tools to all constituents and the community at large.
- Works with the Board to identify, cultivate, and attract donors and major gifts to CFHC.
- Supports the continued and sustained growth of CFHC's charitable capital assets.
- Works closely with the Board of Directors to meet financial goals and objectives.
- Establishes and strengthens collaborative relationships with professional advisors, attorneys, accountants, and community partners.

Board Support

- Works with the Board and staff to plan annual and long-term initiatives.
- Provides strategic leadership to staff in executing the Board's vision and mission.
- Implements, updates, and improves Board policies and procedures.
- Collaborates with the Board in advancing the organization's strategic goals.
- Serves as staff liaison to the Board and committees.



Public Relations

- Enhances CFHC's visibility and public image in the community by representing CFHC at public events, community meetings, and in media communications.
- Communicates CFHC's mission and vision effectively to all community audiences.
- Maintains close relationships with state and regional organizations.
- Stays informed and educated about trends in the philanthropic sector and among other community foundations, and the full spectrum of charitable options.

Required Attributes, Skills, and Qualifications

The President & CEO must demonstrate a genuine commitment to the mission and values of the Community Foundation of Henderson County with a dedication to creating and stewarding relationships with both internal and external constituencies that enable the successful, consistent delivery of the mission. In addition, they should possess several key attributes, including:

- Proven leadership of a diverse professional staff, with the ability to attract, manage, coach, and develop professionally.
- 10+ years of experience in foundation executive or senior management roles where philanthropy and organizational sustainability were key parts of the position, or commensurate experience in organizational management, including strategic planning, program development, finance, fundraising, and operations.
- Bachelor's degree from an accredited college or university, with a graduate degree in a relevant discipline preferred.
- Knowledge of and experience with a community or corporation foundation required.
- Excellent people skills working with existing community networks, or the ability to build strong community connections quickly.
- Demonstrated financial management savvy, understanding the drivers of organizational profitability and sustainability, including budgeting, forecasting, and financial performance analysis.
- Excellent track record of success in fundraising, marketing, and grants administration.
- Interpersonal skills and the ability to connect with a wide range of partners, stakeholders, funders, and clients from a diverse set of cultures and backgrounds.
- Outstanding presentation and communication skills, and the experience and ability to be an engaging spokesperson, relationship builder, and face of the organization.
- Ability to be a clear and effective communicator.
- Collaborative, innovative, transparent, and effective leadership that will inspire and motivate the Board, staff, community, donors, and partners.
- Energetic, detail-oriented, self-starter with proven leadership quality.
- This is a full-time, in-person (not remote) work opportunity.
- The President & CEO is expected to reside in Henderson County, North Carolina.

Compensation and Benefits

The Community Foundation of Henderson County is committed to attracting an extraordinary leader for this position through a compensation package that includes a competitive salary, commensurate with experience, in the range of \$200,000 to \$220,000, plus a generous employee benefits package. The benefits package includes, upon hire, employee medical insurance, dental insurance, life insurance, holidays, vacation and sick days, bereavement leave, a flexible spending account, and more. A 403(b) retirement plan will be available after a 90-day introductory period.

Equal Opportunity Employer

It is the policy of CFHC that all employment and management decisions are made based on merit, qualifications, and abilities. CFHC is committed to compliance with federal and state laws that prohibit discrimination based on age, color, disability, national origin, race, religion, gender, veteran's status, and sexual orientation. CFHC will make reasonable accommodations for qualified individuals with known disabilities, unless doing so would result in undue hardship. This policy of non-discrimination extends to all personnel practices, including, but not limited to, recruiting, hiring, job assignment, transfer, promotion, training, layoff and recall, separation, and salary administration.

To Apply: Please submit a cover letter and resume by February 27, 2026. Apply [here](#). Applications will be accepted until the position is filled.

Questions: CFHCsearch@mossandross.com

Community Foundation of Henderson County
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Hendersonville, NC 28792
cfhcforever.org