

Vice President of Grantmaking and Strategy

Dogwood Health Trust

Asheville, NC region



In September, 2024, Hurricane Helene devastated many areas of Western North Carolina, leveling communities, flooding business districts, and shutting down communications. The hurricane's aftereffects have highlighted challenges already known in the region, and while those living in Western North Carolina (WNC) are beginning to move forward, the road ahead will be challenging as the social and environmental landscapes adapt. As the largest funding partner in the region, [Dogwood Health Trust](#) (Dogwood) is supporting a thoughtful and compassionate recovery and rebuilding.

As the Dogwood team considers current and future investments, the newly created role of Vice President of Grantmaking and Strategy is a foundational partner in Dogwood's long-term work. Crucial to the organization's strategic framework, the Vice President will blend on-the-ground knowledge with deep internal and external collaboration. **The VP will work closely with the Senior Vice President of Community Investment and partner with members of Dogwood's Community Investment (CI) team to bring together policy leaders, regional and national funders, and other community and place-based leaders to facilitate long-term program initiatives.**



DOGWOOD'S HISTORY

Headquartered in Asheville, North Carolina, Dogwood Health Trust became operational from the sale of Mission Hospital in 2019. Serving 18 counties and the Qualla Boundary of the Eastern Band of Cherokee Indians, Dogwood has approximately \$1.8 billion in assets to deploy across the region. Dogwood's responsibility is to equitably steward these resources and to catalyze leaders and problem solvers to improve the lives of all Western North Carolinians.

Dogwood's areas of investment aim to lift historically disinvested and disconnected communities in Western North Carolina. With a holistic lens and understanding that one challenge cannot be addressed in silo, Dogwood's priorities are Education, Economic Opportunities, Housing, and Behavioral Health.

Post-Hurricane Helene, Dogwood deployed three waves of funding totaling \$70 million toward health-related support, including funding for access to healthcare, out of school time initiatives, and housing. Dogwood also led state-wide strategy to provide [relief for small businesses](#) impacted by the hurricane. In addition to Dogwood's planned annual grants and impact investments, the hurricane relief funding brought Dogwood's regional investments to more than \$200 million in 2024.

Dogwood Health Trust will be the lead champion for strategic reinvestment, and has identified four categories of work for the next five years:

**Stronger
Organizations**

**Strategic
Initiatives**

**Innovation &
Collaboration**

**Capital
Attraction**

The VP of Grantmaking and Strategy will lead the **Stronger Organizations** and **Innovation and Collaboration** portfolios as well as work with other VPs to facilitate integration of programmatic investments. The devastation of Hurricane Helene underscored the importance of aligning the region's needs with diverse types of funding and support which emphasize community-led rebuilding.

Working closely with the Senior Vice President of Community Investment and other leaders, the Vice President of Grantmaking and Strategy will be adept at analyzing the WNC landscape to discern and design strategic investments to advance Dogwood's mission. Through creative and responsive program design, and in relationship with grants partners, the VP will ensure that Dogwood is known as a leader in improving the health and well-being of all people in Western North Carolina. While the majority of Dogwood's funding partnerships have historically deployed via annual grants, the VP will use knowledge and relationships from the field to design and implement initiatives, specifically multi-year investments.



ROLE & RESPONSIBILITIES

The VP of Grantmaking and Strategy is responsible for the collaborative inception, deployment, and successful management of grants and community investments that continue to integrate Dogwood’s strategic priorities of Health and Wellness, Education, Economic Opportunity, and Housing. The VP of Grantmaking and Strategy will support the Senior Vice President of Community Investment in continuing to develop regional and national philanthropic relationships and will supervise and mentor a team of generalist program and strategy officers and associates.

The Vice President of Grantmaking and Strategy will facilitate the integration of grants with policy and impact investing, partnering with Community Investment leadership and external stakeholders to advance Dogwood’s mission. The Vice President of Grantmaking and Strategy will have deep experience creating multi-year initiatives including program conceptualization, initiative design, external relationships, and team development. The Vice President of Grantmaking and Strategy will have strong working knowledge of both Program-Related Investments (PRIs) and Mission-Related Investments (MRIs).

Relationship Cultivation	Program Design and Implementation	Internal Development
<ul style="list-style-type: none"> • Partner with VPs of Community Engagement, Community Equity and SVP of Community Investment to build relationships within WNC and discover strategic opportunities • Support SVP of Community Investment to broaden relationships across philanthropy • Be adept at communicating with and listening to diverse audiences • Champion WNC to a variety of groups including funders, media, nonprofits, and policy makers 	<ul style="list-style-type: none"> • Collaborate with Community Investment Vice Presidents • In collaboration with WNC communities and nonprofits, design multi-year initiatives that support Dogwood’s strategic priorities • Partner with regional, state, and national funders to strengthen program impact • Convene and inspire new ways of thinking around grants partnerships • Design feedback loops with program partners; provide learning and best practices to internal and external stakeholders • Partner with the Learning, Evaluation, and Data team 	<ul style="list-style-type: none"> • Lead core grantmaking team’s professional development; coach and support direct reports • Support SVP of Community Investment in developing and implementing strategic programmatic framework • Balance institutional change as Dogwood responds to WNC rebuilding and recovery • Present to the Board and Dogwood leadership • Inform Dogwood’s statewide and national policy and advocacy work • Partner with the Communications team to share program stories and to highlight grants partners



QUALIFICATIONS

The VP of Grantmaking and Strategy will bring a deep understanding of the rural and diverse communities with which Dogwood Health Trust works. On-the-ground programmatic work within disinvested and disconnected communities and success building trust and advancing community-informed/driven work are required.

The VP of Grantmaking and Strategy will have experience deploying multi-year general operating support and capacity building investments to strengthen organizations, increase organizational effectiveness, and deepen community impact.

The VP of Grantmaking and Strategy will have at least 10 years of progressive experience developing, leading, and stewarding multi-year, strategic grants implementation in a large philanthropic organization. The VP's' experience will demonstrate cross-collaboration with community, funders, and program teams.

The successful VP candidate will have demonstrated experience working with other philanthropic, funding, and policy-making organizations to support and sustain an initiative.

The VP of Grantmaking and Strategy will have served in a leadership role with direct reports for at least 5 years and will have substantial examples of positively developing and leading a team.

A bachelor's degree is required; a graduate degree in a relevant field is preferred.

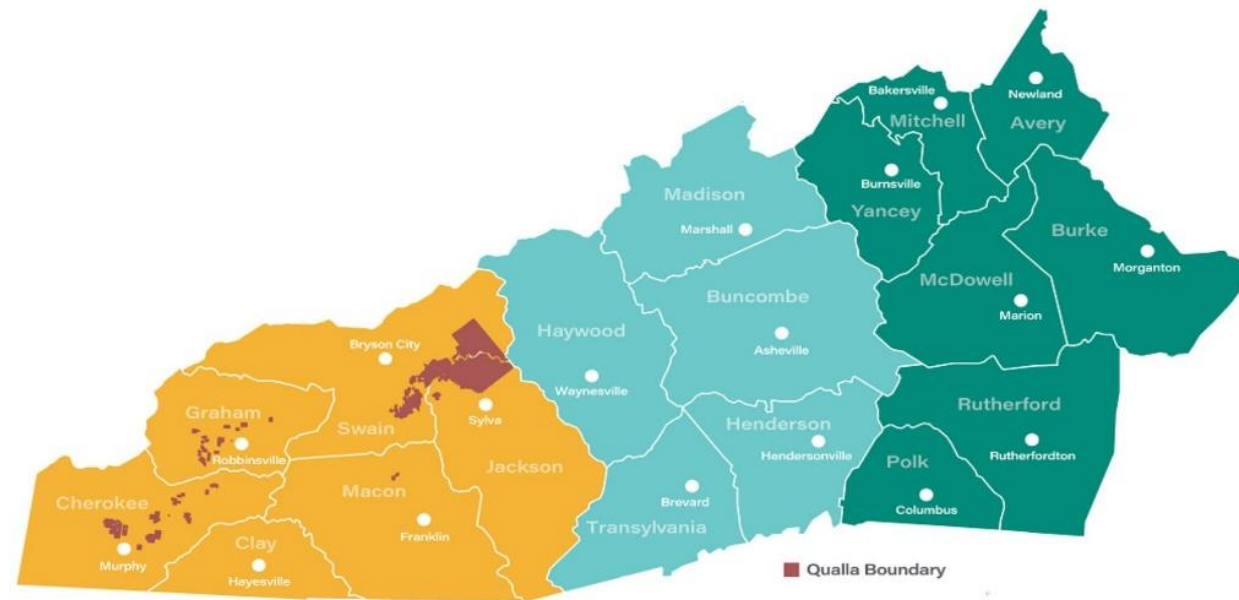
ORGANIZATIONAL STRUCTURE

The Vice President of Grantmaking and Strategy reports to the Senior Vice President of Community Investment. The VP will join five Vice Presidents on the Community Investment (CI) team, collaborating closely to advance Dogwood's strategic priorities. As of this writing, the Vice President will directly supervise four core grantmaking generalists. The VP will partner with other Dogwood senior leaders to develop and implement investment initiatives and will work with a number of internal and external stakeholders. The entire Community Investment team is a 20-person staff comprised of Vice Presidents, program and strategy officers and associates, and administrative assistants.

LOCATION

While Dogwood Health Trust is headquartered in Asheville, NC, the VP may live in any of the 18 counties or the Qualla Boundary. **Due to the place-based nature of Dogwood's work, all staff live in Dogwood's service footprint.**

The Dogwood team works in a hybrid style, convening in the newly renovated offices several times a week. The VP of Grantmaking and Strategy will have relationships within North Carolina and around the country and will draw on outside success and expertise to benefit every WNC community.



DOGWOOD'S COMMITMENT TO EQUITY AND INCLUSION

Dogwood Health Trust is committed to diversity, equity, and inclusion in our work and on our teams. We know that the rich diversity of perspectives and wisdom that is imperative to achieving our purpose can only come from a wide variety of origins and life experiences. We strongly believe that creating a workplace where all team members thrive is critical to fulfilling our purpose in the communities we serve and we intentionally recruit, develop, and retain the most talented people from a diverse candidate pool.

For more information, to nominate a potential candidate, or to submit your resume, please email DogwoodVP@intentionalworks.com or contact [Laura Lovelace](#).