

OPEN

Foundation for Lincoln Public Schools

Executive Search

Foundation for Lincoln Public Schools

Mission

- All students should have what they need to reach their full potential.

About Us

- The Foundation for Lincoln Public Schools exists because of the generosity of the community of Lincoln and its commitment to quality public education. In our 30+ years of service, the Foundation for LPS has worked hand-in-hand with Lincoln Public Schools to identify the most pressing needs of the district's students, so all students can experience meaningful educational moments that lead to successful academic careers. As an independent 501c3 organization, we are devoted to raising philanthropic funds for those things that tax dollars simply cannot provide.

Position Summary: President

- **The President of the Foundation**
 - serves as the chief executive officer,
 - responsible for fulfilling the Foundation's mission and
 - implementing the policies of the Board of Directors.
- **The President leads the organization's**
 - strategic, operational, and fundraising efforts,
 - inspiring philanthropic passion within the community and building strong, lasting relationships with donors and stakeholders.
- **The President will ensure**
 - the Foundation's assets are strategically managed,
 - fundraising efforts are robust, and
 - resources are allocated to meet the educational needs of the school district.
- **The President must be**
 - a visionary leader,
 - strategic thinker, and
 - connector who can cultivate a culture of innovation, philanthropy, and growth, while managing both internal teams and external partnerships.
- **Key components of this role are**
 - driving comprehensive fundraising strategies,
 - overseeing fund administration, and
 - enhancing the Foundation's visibility in the community.

Executive Search

- The Transition Committee was formed, and Britta Mulheisen and Alex Cassidy were selected to lead Executive Search (September)
- Updated Job Description and Executive Search Process Approved by the Foundation board (October)
- The president position posted online and FLPS board members begin sharing the open position locally (November)
- Candidates screened in those approved participated in three rounds of interviews (November/December):
 - Board: James Walbridge, Pat Beans, Kris Baack, and John Neal
 - FLPS Staff: Staff for a meet and greet, Directors over lunch
 - LPS: Interim Superintendent.
- At the end of the process, three candidates were identified for consideration by the Transition Committee (January)

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Candidates Summaries

Alphabetical by Last Name

JP Lautenbach

Resume Highlights

Most recent experience:

- Tabitha, Lincoln, NE —Director of Development March 2022 - December 2024
- Directed and coordinated the day-to-day responsibilities of the Tabitha Foundation.
- Developed an ongoing portfolio of Tabitha donors.
- Responsible for stewarding donor relationships.

Previous Experience(s):

- Metro YMCA, Lincoln, NE —Chief Operations Officer,
- Oversaw branch operations for Cooper, Copple, Northeast, Fallbrook, Youth Sports, and Camp Kitaki branches.
- Oversaw program development and implementation for the Y association PMT (Program Management Teams) including before and after school programming, CLC operations, youth and family programming, health and wellness programming, aquatics programming, membership operations, and facility operations.
- Gave leadership to annual campaign and capital campaign fundraising for the association.

Other: Partnered with LPS on major facilities projects and youth programming. History of youth program through family connection to YMCA where he started his career.

TJ McDowell

Resume Highlights

Current Experience

- Chief of Staff to Mayor Leirion Gaylor Baird, Lincoln, NE 2023-Present
- Lead the Mayor's team in achieving her strategic priorities.
- 22 direct reports including City Directors, Team and Office Staff
- Led 2nd term strategic planning.
- Led key hiring including Chief of Police

Previous Experiences

- Senior Advisor to the Mayor, *One Lincoln Initiative to create a community that welcomes all to a place to feel that all citizens feel understood, belong, and have an equal chance to reach their full human potential.*
- Assistant Vice Chancellor-Student Affairs – UNL
- Acting Title IX Coordinator – UNL
- Vice President Campus Community, Title IX Coordinator, Associate Vice President, Assistant Dean – NWU
- Grant Coordinator – LPS
- Exec. Director – Malone Center
- Project Manager – CHE
- Executive Director - Lighthouse

Other: TJ grew up through LPS in elementary, middle, and high school, graduated from NWU, and has belonged/served dozens of community organizations. He is an award-winning campaign spokesperson for the United Way.

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Natalia Witta

Resume Highlights

Current Experience

- Fractional Business Solutions, October 2023-Present
- Consultant providing top-tier C-suite support across critical domains.
- Supports across critical domains:
 - Vision, mission, and long-term strategies to drive impactful marketing initiatives, business development endeavors, and optimizing operational efficiencies
- Focused on propelling businesses to new heights by providing tailored solutions.

Previous Experience(s)

- President and Publisher Lincoln Journal Star – operations of 14 media markets across the state; fostering client relationship and internal collaboration.
- LJS Regional vice-president of Sales and Marketing – fostered profitability in a challenging market, leading six markets
- LJS Advertising Director – led a team of seven area managers in strategic planning and unlocking untapped revenue opportunities. Establish a full-service Advertising and Marketing Agency that gained industry recognition for excellence

Other: Fifteen years of leadership roles with advanced training - LeaderPointe Leadership Training (Lee Enterprises), Women's Leadership and Negotiations (UNL-CBA), Karrass Negotiation Training (Lee Enterprises)

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Move to go into Closed Session

- For purpose of Human Resources Conversation to protect the reputation of those being discussed.
- Issues discussed during Closed Session will not be included in the meeting minutes and will not be shared by FLPS board members with those outside of the Closed Session.

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Return to Open Session

- Issues discussed during Closed Session will not be included in the meeting minutes and will not be shared by FLPS board members with those outside of the Closed Session.

Board Action

- Candidate(s)
 - Move to approve the board offer the Foundation for Lincoln Public Schools president position to Candidate A and enter into negotiations with candidate A. Second. Discussion. Vote.
 - If recommended, move to approve the board offer the Foundation for Lincoln Public Schools position to Candidate B and enter into negotiations with Candidate B if it is not possible to successfully negotiate an agreement with Candidate A. Second. Discussion. Vote.
 - Add a third recommendation for Candidate C if appropriate.
- Compensation Package
 - Move to approve that the Board Chair has approval to negotiate the president's compensation package with approved candidates within the board-approved compensation parameters. Second. Discussion. Vote.

Information Item: Communications Plan

- Once the candidate accepts.
- Kayla Jacox will work with the board chair and the new president on a schedule for release of the information
- Information will go to the FLPS board members first then FLPS staff and then LPS board/leadership. In a series of emails, communication will go out to all FLPS stakeholders.*****
- Communication will include press releases and posts to social media. Board members should repost and/or comment on media stories about the new president.
- Follow up communication will continue over the next month, and opportunities for meeting the new president will be scheduled.

Information Item: On-boarding

- Approve transition plan based on needs of new president.
 - May include overlap work with interim president and/or non-profit leader-mentor
- Complete existing onboard activities with Foundation staff.
- Retreat with FLPS staff, FLPS board, or both
 - May include the use of an outside facilitator

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Adjourn