

LEADERSHIP PROFILE



THE ASLAN FOUNDATION

Executive Director
The Aslan Foundation
Knoxville, Tennessee

Making Knoxville a better place to live.

Vision of the Aslan Foundation Board of Directors

THE ORGANIZATION

Founded in 1994 by attorney Lindsay Young, an avid hiker, nature and animal lover, the Aslan Foundation is focused on preserving and enhancing the natural beauty, assets and history of Knox County, TN and enhancing quality of life in the region.

Following the founder's death in 2006, the Foundation's corpus grew to over \$80 million, making it one of the significant funding institutions in Knoxville. An independent force for progress in the community, the Aslan Foundation has invested in preserving and restoring historic lands and properties, in creating and restoring recreational spaces, and in protecting animal life.

**"As a result of our work, something that
might not have been, is."**

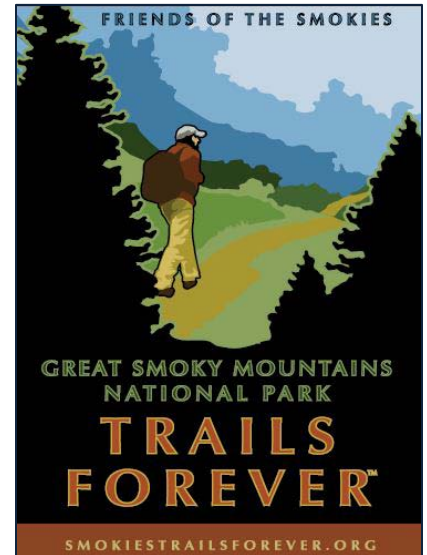
-Board Member



Historic View of Knoxville from Fort Stanley

The six-member Board of Directors comprises four family members and two advisers, each with longstanding ties to the family. In recent years, the Aslan Foundation has proactively invested, often without other funding partners, in progressive initiatives that contribute to the quality of life in Knoxville and beyond. The Foundation has invested in:

- Preserving Knoxville's Civil War heritage by purchasing the Fort Stanley and Fort Higley sites with the intention of adding them to the Knoxville Urban Wilderness Corridor.
- Protecting the scenic, one-hundred acre Loghaven wilderness property from development, by purchasing and caring for the land and existing buildings.
- Supporting Friends of the Smokies with a grant ensuring maintenance of mountain hiking trails in the Great Smoky Mountains National Park in perpetuity.
- Purchasing the property, and supporting operations for years, of the Knoxville Botanical Gardens.
- Providing major ongoing support for the Young-Williams Animal Center, with its innovative approaches to sheltering, adopting and spaying/neutering of animals and public education about animal welfare.
- Supporting select Tennessee animal sanctuaries.



In addition, the Aslan Foundation responds to a limited number of requests for Knoxville-based educational, social welfare and cultural grant support. Developing innovative efforts in these areas, particularly education, will be a priority for the Foundation in the coming years.



Young-Williams Animal Center

THE OPPORTUNITY

This is a time of promise and transformation for the Aslan Foundation. By newly establishing the role of Executive Director, the Board is launching a new era for the Aslan Foundation, as a professionally-managed family foundation. A long-serving

administrator at the Foundation, who handles grants management and day-to-day business, will continue on the staff.

The role of Executive Director at the Aslan Foundation is both exciting and nuanced. The Foundation is a catalyst for progress, advancing the quality, beauty, livability and sustainability of the Knoxville community. Its philanthropy doesn't often follow conventional, consensus approaches. The Executive Director will be a collegial, engaged member of the broader community, but at the same time a person of above-average diplomatic skills, courage, personal maturity and independent thinking.

In close partnership with the Board, the Executive Director will address several challenges and opportunities:

- ✓ **Strategically advancing** the Foundation's innovative philanthropic approach and its ability to make a real difference.
- ✓ **Increasing the level of proactive giving** and reducing the proportion of giving that is reactive or relationship-based.
- ✓ **Developing appropriate outcome measures** to ensure that the Foundation is maximizing the impact of its investments.
- ✓ **Fostering communication and building bridges** with community leaders and other funders, and participating in opportunities that accelerate progress for Knoxville as they fit the Foundation's strategy, while pursuing the Foundation's independent approach to grantmaking.
- ✓ **Supporting** the Foundation's bold, strategic and innovative grantmaking without neglecting more routine tasks that fall within the Executive Director's purview.

THE RESPONSIBILITIES

The responsibilities of the Executive Director (ED) of the Aslan Foundation fall into several mutually reinforcing categories:

1. **Leadership.** The ED will structure and manage the work of the Foundation in a manner consistent with Board-approved strategy and priorities and sound philanthropic practices. As a trusted partner to the Board, the ED will engender productive dialogue and communication. She or he will help the Board



The Knoxville Botanical Garden & Arboretum

coalesce around a consistent mission, vision and direction, realize its aspirations and make a significant difference. The ED will create the conditions for strategic, effective decision making and ongoing discovery of ways the Aslan Foundation can have singular impact.

2. **Administrative management.** The ED is responsible for the effective stewardship and oversight of the Foundation's financial and operating assets, consistent with Board-approved policies and strategies, by ensuring that resources are managed to optimal effect. The Foundation's investments are managed by outside professionals, but the ED will be directly accountable for the soundness of the Foundation's operating finances, including its budgets, control and audit functions.



Scenic Loghaven

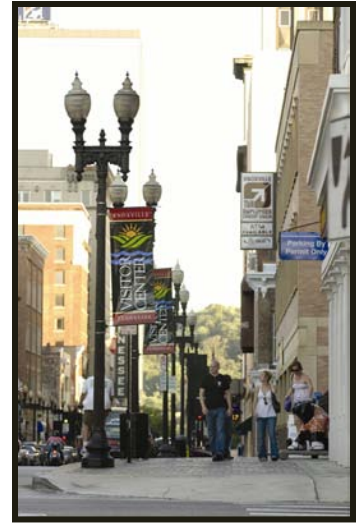
3. **Project management:** The Aslan Foundation has undertaken bold and innovative projects, including Loghaven, require ongoing project management. The ED will provide day-to-day management for current programs and projects.

As future investments are contemplated, the ED will provide data, ideas and decision support.

4. **Forward-looking contributor.** Under the direction of the Board, the ED will analyze emerging Knoxville community needs and opportunities. He or she will develop options and related information for the Board's consideration. The ED will create regular, robust reporting and impact measurement protocols that will track the progress of Foundation investments and monitor emerging issues and opportunities. As appropriate, the ED will be a voice for constructive progress for Knoxville.
5. **Community participation.** As a visible public "face" for the Foundation and its mandate, the ED will be a person of high standards, values and integrity consistent with the Board and the family. The ED will present a collegial and collaborative presence, and will pursue opportunities consistent with the Foundation's chosen course. The ED will be an advocate for the Foundation's perspective and philanthropic intent, and yet bring a nuanced understanding of relationships and others' perspectives.

THE LOCATION

The Aslan Foundation is located in Knoxville, the third-largest city in Tennessee and a beautiful, fascinating and friendly place to live. Knoxville is home to the University of Tennessee and a short distance from The Great Smoky Mountains National Park. One of the country's five national labs is in neighboring Oak Ridge. With a downtown situated on the banks of the Tennessee River, Knoxville is one of the region's most beautiful cities, replete with history and culture.



Knoxville attractions include numerous cultural offerings, art, live music, unparalleled scenery and outdoor recreation opportunities. There are plenty of greenway trails, rivers, lakes and streams throughout the city. The nearby Great Smokies are home to the nation's most visited national park, a hotspot for hikers and nature enthusiasts.

Serving as the hub of East Tennessee since its founding in 1791,

Knoxville is headquarters to many companies including Scripp's Network Interactive, Pilot Corporation, Magnavox, and the Tennessee Valley Authority, the nation's largest public power company.



THE CANDIDATE

The ideal candidate is a compelling leader with a background in business or philanthropy, preferably including grantmaking and management roles. Leadership experience, relationship skills and respect for the role of the Board in place-based family philanthropy are essential.

The Executive Director will have passion for the mission of the Aslan Foundation. She or he will be personally mature and thoughtful, with the confidence and passion to represent the Foundation and to pursue, at the direction of the Board, innovative, progressive and impactful philanthropy.

Additional assets being sought include:

- ✓ Respect for the role of the board, and a natural inclination to invest in the Board/ED relationship.
- ✓ A motivated, energetic, compelling and organized persona.
- ✓ Maturity and confidence, with low personal ego needs.
- ✓ A bridge builder who, as a “face” of the Aslan Foundation, will connect and collaborate while maintaining the course set by the Board.
- ✓ An unusually bright, imaginative, educated and sophisticated leader.
- ✓ Uncommonly strong listening and relationship skills, intuition and emotional intelligence.
- ✓ Excellent verbal and written communication skills.
- ✓ The cultural sensitivity to thrive in the Knoxville community. While the ED need not come from the South, candidates should be comfortable with values, work styles and lifestyles in the Southeast.
- ✓ Ability to thoughtfully steward the Foundation’s assets -- people, ideas, finances, relationships and reputation.

Compelling candidates could come from a variety of contexts. Significant senior-level experience in philanthropic contexts, and a master’s degree in a relevant field, are preferred. The Aslan Foundation is an equal opportunity employer, and a diverse slate of compelling candidates is being sought.

**For potential consideration or to suggest a prospect,
please email**

Aslan@BoardWalkConsulting.com

or call

**Kathy Bremer or Joan Schlachter
at 404-BoardWalk (404-262-7392).**

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