



71 Stevenson St., Suite 400, San Francisco, CA 94105
415-504-6738 || fax: 415-520-0471 || requests@sfphf.org

San Francisco Public Health Foundation

Board of Directors Recruitment Profile

Seeking Leaders Advancing Public Health, Equity and Strong Nonprofit Governance

Expertise: Public Health • Health Systems • Leadership • Nonprofit Governance • Fiscal Sponsorship • Health Equity • DEI • Trauma-Informed Partnership • Community Engagement

Summary

The San Francisco Public Health Foundation is a recognized leader in advancing public health in San Francisco and strengthening nonprofit governance, bringing more than 27 years of experience improving population health, supporting the City's public health system, and partnering with community-based mission-driven organizations. The Foundation's work spans executive leadership, cross-sector collaboration across San Francisco's health and social service sectors, fiscal sponsorship, and Board governance, shaping long-term strategy, partnering with executive teams, and driving meaningful impact for San Francisco.

About the Board

Our Board of Directors guides a mission-driven organization committed to improving community health outcomes, advancing health equity, and fortifying the systems that enable resilient, thriving communities. The Board stewards financial and organizational resources, ensures compliance and accountability, sets strategic direction, and cultivates an inclusive, values-driven, and trauma-informed organizational culture.

The San Francisco Public Health Foundation is seeking visionary, values-aligned leaders to join its Board of Directors – individuals who bring professional expertise, lived experience, and a deep commitment to public health and community well-being. As a fiscal sponsorship organization supporting diverse public initiatives and community-based projects, we are expanding our governance leadership to guide a growing portfolio of sponsored partners and innovative programs.

Board members play an essential role in upholding our mission, strengthening governance practices, shaping organizational culture, and ensuring the highest standards of integrity, transparency, and community accountability.

Core Values



71 Stevenson St., Suite 400, San Francisco, CA 94105
415-504-6738 || fax: 415-520-0471 || requests@sfphf.org

Our Board embodies and champions the following values:

Equity & Justice

We are committed to advancing health equity, dismantling systemic barriers, and ensuring that all fiscally sponsored partner communities – especially those historically marginalized – can thrive.

Collaboration & Community Voice

We center partnership, trust, and shared decision-making. Lived experience and community wisdom are essential sources of leadership.

Integrity & Accountability

We hold ourselves accountable for ethical governance, transparent oversight, and the responsible stewardship of community resources.

Learning & Adaptability

We are committed to evidence-informed decision-making, continuous improvement, and humility in learning from community partners.

Trauma-Informed Leadership

We prioritize practices that promote safety, trustworthiness, empowerment, and cultural responsiveness across all organizational relationships.

Desired Strengths & Expertise

1. Public Health Leadership

Prospective Board members understand population health, health systems, and the structural drivers of health inequities. Experience may include:

- Public health policy and strategy
- Community health programming
- Health systems innovation
- Epidemiology, research, or evaluation
- Cross-sector coalition building

2. Nonprofit Governance & Compliance

We seek members with strong nonprofit governance experience who can provide oversight and ensure compliance with federal and state regulations. Expertise may include:

- IRS regulations relevant to 501(c)(3) organizations
- Risk management and fiduciary responsibilities
- Legal and regulatory compliance for fiscal sponsorship models
- Finance oversight, audit processes, and organizational accountability

3. Board Governance & Strategic Stewardship

Effective Board members demonstrate the ability to:

- Set strategic direction and monitor outcomes
- Build a healthy governance culture
- Support executive leadership by shifting power without micromanaging
- Strengthen Board performance and diversity
- Ensure the long-term sustainability of the organization

4. Health Equity & Community Engagement

Ideal candidates have experience working with community partners and/or grassroots leaders, and organizations led by serving communities disproportionately impacted by health inequities.

Priority knowledge areas are:

- Equity-driven program design
- Participatory engagement process
- Cultural humility and community-led decision making

5. DEI Strategy & Organizational Culture

Board members should embrace and advance diversity, equity, and inclusion practices across governance, staffing, and external partnerships by contributing expertise in:

- Anti-racist organizational development
- Inclusive leadership and accountability systems
- Equitable hiring, retention, and board recruitment practices
- Culture-building that fosters belonging and fairness

6. Partnership Rooted in Safety and Empowerment

Candidates demonstrate an understanding of trauma-informed principles such as safety, trustworthiness and transparency, collaboration and shared power, and cultural, historical and gender responsiveness and their application in public health and organizational culture. This includes:

- Creating psychologically safe environments
- Supporting healing-centered engagement
- Reducing harm in organizational and community/fiscally sponsored relationships

7. Fiscal Sponsorship Knowledge

Because San Francisco Public Health Foundation operates as a fiscal sponsor, familiarity with fiscal sponsorship structures is highly valuable. This may include experience with:

- Sponsored project financial management
 - Grantmaking and donor stewardship
 - Budget oversight for multi-entity ecosystems
 - Shared services environments and compliance safeguards
-



71 Stevenson St., Suite 400, San Francisco, CA 94105
415-504-6738 || fax: 415-520-0471 || requests@sfphf.org

Ideal Candidate Profile

We are seeking members who are:

- Mission-driven and committed to community-led public health solutions
- Skilled in using data, equity frameworks, and systems thinking for decision making
- Comfortable navigation, complexity, and supporting organizational growth
- Able to build collaborative relationships across sectors
- Experienced in strengthening ethical, effective governance practices
- Grounded in humility, empathy, and a deep respect for diverse lived experiences
- Accomplished in their respective field, holding a Senior Leadership position or significant experiential growth in management, human resources, or public health.

Professionals from public health, community development, nonprofit management, healthcare, philanthropy, legal/compliance fields, and community advocacy are encouraged to apply. Individuals representing diverse identities, backgrounds, and perspectives are especially welcomed.

Commitment & Responsibilities

Board members are expected to:

- Attend regular Board meetings (virtually six times annually, with two in-person meetings)
- Participate in at least one Board committee
- Provide strategic guidance and oversight for the Executive Director and Leadership Team
- Support fundraising guidance and resource development, as appropriate
- Uphold the organization's mission, values, and governance policies
- Advocate for equity-centered, trauma-informed, community-rooted public health leadership.

Join us

If you are passionate about strengthening communities, reimagining public health systems, and supporting mission-driven organizations through strong and equitable governance, we invite you to consider joining our Board of Directors.