



## Community Foundation for Southwest Washington

### Executive Position Profile

#### President

Location:  
Vancouver, Washington

Reports to:  
Board of Directors

#### **Our Client**

As the regional force for charitable good, The Community Foundation for Southwest Washington (CFSWW) has granted over \$220 million since its inception. In its effort to serve donors and invest in the communities of Clark, Cowlitz, and Skamania counties since 1984, the Foundation has attracted assets under management that now total over \$345 million. Marked growth over the past decade has enabled CFSWW to address growing needs and disparities through increased donor and community engagement. It follows that its generous donors, experienced staff, and valued nonprofit partners have evolved and further honed their practices to thoughtfully assist the entire region. CFSWW is poised to seek a new President who will enthusiastically steward and build on CFSWW's successes.

Vancouver, Washington and its surrounding towns and communities, located amid the beautiful Pacific Northwest, are home to world-class cultural and performing arts; thriving business, education, and service sectors; and a rich infrastructure of nonprofit organizations. The Foundation complements the community's assets with more than 300 separate funds that distribute grants annually, addressing broad donor priorities such as arts and culture, basic needs and healthy living, communities and neighborhoods, conservation and the environment, and education.

Like much of the nation, the region is advancing as it reckons with health, education, social, racial, economic, and technological inequities. In 2012, the Foundation committed its discretionary grantmaking to alleviate the root causes of intergenerational poverty, and most recently, chose to invest in the region's

most disenfranchised communities. In early 2020 CFSWW demonstrated its devotion to inclusive, equity-centered decision-making by creating a COVID Response Fund, directed by a diverse, community-based group of stakeholders, that delivered more than \$8.5 million in rapid response grants to meet urgent regional needs. Community convenings, dialogue, and feedback subsequently resulted in the creation of the Social Justice and Resiliency Fund, addressing challenges that continue to impact historically marginalized and underserved people. A growing, diverse population base benefits from CFSWW's shared purpose to address the issues associated with poverty, including basic needs, early childhood, educational supports, scholarships, and civic and community building. By way of exceptional donor trust, programs, investments, and nonprofit partners, CFSWW unifies the region by centering equity in its business, convenings, grantmaking and relational practices with individuals and organizations.

CFSWW's growing partnerships with a variety of stakeholders ensure it's well positioned to frame and advance the region's future course. With a focus on working families, those more vulnerable, strengthening the nonprofit sector, and leveraging partnerships – as well as continuing to support community vitality through many donor directed funds – Clark, Cowlitz and Skamania counties present an exciting opportunity to address long-held priorities and systemic inequities through innovative community philanthropy and leadership. To learn more, please visit <https://www.cfsww.org/>!

## **The Opportunity and Position Responsibilities**

The Community Foundation for Southwest Washington seeks an accomplished leader who will provide dynamic, forward-thinking leadership to promote CFSWW's goals, implement the Board-identified policy directives, cultivate charitable giving, continue to empower staff, and steward the role of CFSWW as an inclusive convener throughout the region. They will serve as the key spokesperson and face of CFSWW to its grantees, donors, civic, community and state leaders while they will support Board and staff to be visible in philanthropic activities throughout Southwest Washington. The new President will have a broad-based mix of experiences to promote philanthropy, attracting new donors and giving to increase the size and impact of CFSWW, developing and deepening durable coalitions, and continuing to advance CFSWW's role in community leadership and advocacy. They will further position the organization to listen to and lift the voices of the broadest cross-section of region's residents, unifying and engaging all in developing sustainable solutions for their communities.

Specifically, the President's responsibilities will include:

- Getting to know and embracing the communities of Southwest Washington intimately – the diverse peoples, places, and character of the various distinct communities within the region
- Providing visibility to philanthropy throughout the region, advancing CFSWW’s overall purpose and specific agendas in public forums, and through building key partnerships, alliances, and coalitions with leaders in business, government, the nonprofit sector, and other settings that positively influence community outcomes
- Leading by example, championing CFSWW’s values that include integrity, equity, courage, learning, collaboration, conviction, impact, humility, and expertise, among others; ensuring that CFSWW’s management sustains a strong performance-based culture through hiring, training, developing, motivating, and retaining talented staff as well as through internal controls, budgeting, and finance; in effect, facilitating and supporting highly effective, diverse teams in a “best places to work” environment
- Developing and guiding implementation of the CFSWW Board of Directors’ goals, translating their work to execution/workplans that engage the full CFSWW team in concerted efforts; consistently assessing capacity and resources to ensure that CFSWW is positioned to accomplish its objectives; continuing to integrate DEI principles throughout the Foundation’s policies and practices
- With an emphasis on building and sustaining a culture of community philanthropy, strengthen existing and cultivate new relationships with CFSWW’s key community stakeholders, including other private funders, public-sector leaders, nonprofit leaders, private sector partners and other opinion and thought leaders
- Working with the Board of Directors and staff to use CFSWW’s tools – training, grants, impact investments, working with donors through advised funds, programmatic initiatives, and advocacy – to their highest and best use, empowering the team to enhance and deepen a body of work that responds to the region’s vulnerabilities and shapes its future
- Working closely with the Board of Directors to provide leadership, information, training, and support that enhance the governance and decision-making as it challenges convention and embraces racial equity
- Orienting CFSWW to provide effective and clear communications, ensuring that the broader community is clear on CFSWW’s work and mission – to solidify CFSWW’s brand identity in the community
- Expanding partnerships and engagement with the nonprofit ecosystem, including supporting emerging nonprofits and strengthening capacity, using an array of approaches – including convening conversations – to assess and evaluate community needs; serving as an honest broker to help prioritize and unify disconnected interests/groups
- Publicly highlighting opportunities in philanthropy and issues that affect Vancouver and Southwest Washington in CFSWW’s areas of strategic focus,

- inspiring donor trust and collaborating with other funders to leverage additional and unrestricted resources to serve vulnerable populations
- Increasing the assets and endowment to support the implementation of a new strategic plan for community benefit and CFSWW sustainability; using contemporary communication tools, storytelling, and investment in the critical development function will be fundamental to continued growth
  - Adding focused development and fundraising activities that may facilitate conversation and education between donors and communities, identifying new and diverse institutional funders and engaging next generation donors
  - Integrating technology into CFSWW's strategy and execution models to support efficiency and excellence in key areas, including ensuring high quality consistent service to current and potential donors
  - Dynamic interaction with Board Committees and the high-functioning staff that nurtures a supportive, transparent, inclusive, collaborative culture that continues to operationalize DEI values
  - Overseeing the annual operating budget in a pragmatic, cost-effective fashion

## **Profile of the Successful Candidate**

CFSWW seeks a proven leader who can easily engage with a wide variety of people – from donors and political leaders to nonprofit and community leaders to staff members – and everyone in between. The successful candidate will truly enjoy getting to know a wide variety of the region's residents and take great pleasure in advocating on their behalf – in short, being a visible, approachable, relatable leader and active member of the community. CFSWW's next President will likely have strong people and process management, organizational, analytical, communication, consensus-building, and fundraising skills. They will also have a lived experience and deep understanding of integrating principles associated with diversity, equity, and inclusion that will inspire staff's continued growth and engage others. The successful candidate could come from a variety of leadership backgrounds; though they will likely have experience in the non-profit sector (either as staff or a board member), they may also come from other fields, such as work in the private, public, or academic sectors.

More specifically, CFSWW seeks a seasoned professional who has:

- An energetic, entrepreneurial nature that combines intellectual curiosity with analytical skills and political savvy, and a strong interest in – and excitement about – the challenges and opportunities facing the communities in and around Southwest Washington
- Significant leadership and proven people management experience in the

private, public, independent, or foundation sector with a relevant understanding of how current workforce and cultural conditions are evolving and challenging conventions

- Successful experience working in a highly visible environment and serving as an ambassador and connector for an organization
- Familiarity with and appetite for fundraising, with knowledge or the ability to quickly come up to speed and acquire knowledge of philanthropic tools
- Successful background that may include fundraising, program development, board development and management, as well as inspiring and expanding staff leadership and management skills
- Demonstrated effective work in community relations and advocacy – influencing political leaders, convening key players, emphasizing unique stories, creating space for BIPOC and additional community voices, mobilizing community assets
- Ability to foster a trusting work environment that results in efficient and effective organizational management and a healthy and positive workplace culture where all employees are heard and valued; embed an equity lens in organizational interactions as well as programs
- An affinity for intellectual leadership, as evidenced by a track record of forward, anticipatory thinking and the development of strategy and vision for the future, with a bias toward inclusion and innovation that brings new ideas to fruition and implementation
- The ability to forge pragmatic, collaborative solutions in environments characterized by ambiguity and complexity
- An interpersonal approach that highlights engagement, openness and empathy, demonstrated through strong listening, written and oral skills
- An inclusive, consensus-building leadership style that nurtures a culture of belonging both in and out of the public spotlight that simultaneously inspires Board members, staff, donors, and community partners
- Strong business and financial management acumen, a data-driven orientation in the deployment of financial resources and in making critical business decisions; a well-developed ability to distill legal, financial, and business information to guide priorities; an understanding of the financial complexities and opportunities inherent in a community foundation

- Integrity and a commitment to professional excellence, combined with personal and professional values that wear well over the long term
- A bachelor's degree

The selected candidate may also likely have:

- An advanced degree
- Exposure to the community foundation model and an appreciation for its potential to empower residents to advance community issues

### **Start Timeframe**

We seek to have someone in place by Early Spring 2022.

### **Compensation**

This position offers a competitive salary and excellent benefits. We actively welcome all candidates from a wide range of backgrounds who have the skills to lead this dynamic philanthropic institution – regardless of compensation history.

### **To Apply**

All applications are held in strict confidence. Please submit your credentials and a letter of interest via email to the attention of Melissa Ulum, Managing Partner. Applications will be reviewed on a rolling basis, though earlier applicants may receive priority consideration. To be considered, MS&S Search encourages all interested candidates to submit their applications promptly to:

Melissa Ulum, Managing Partner  
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