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**President & CEO
Position Guide**
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Community Foundation for Southern Arizona

ORGANIZATION: Community Foundation for Southern Arizona

POSITION: President & CEO

REPORTS TO: Board of Directors

LOCATION: Tucson, AZ

The Community Foundation for Southern Arizona seeks a dynamic, visionary, and accomplished leader to serve as its next President and Chief Executive Officer. The next leader will continue to elevate the organization's reach and impact by increasing the Foundation's assets, strengthening existing partnerships, creating new alliances, and expanding grantmaking to meet critical needs.

PURPOSE

To create an equitable and vibrant community for all Southern Arizonans by connecting donors to the causes they care about, now and forever.

OUR VALUES

- Collaborative, Innovative, and Effective Leadership
- Integrity
- Stewardship and Service
- Diversity, Equity, and Inclusion

ABOUT THE COMMUNITY FOUNDATION FOR SOUTHERN ARIZONA

The Greater Tucson Area Foundation was established in 1980 by community leaders to bring together philanthropic individuals interested in supporting the needs of our community, now and in the future. Four decades and two name changes later, the Community Foundation for Southern Arizona (CFSA) continues to connect donors who



want to make a difference to the causes they care about. Hundreds of individuals, families, and businesses have established funds at CFSA, galvanizing grantmaking of more than \$200 million since 1980.

In 2018, CFSA celebrated the completion of a capital campaign for a permanent home and nonprofit campus as strategy for being a vital partner and convener, while also building nonprofit capacity in Southern Arizona. The Community Foundation Campus serves

as a gathering place for hundreds of nonprofits, corporate, academic, and civic organizations. In the last year alone, the Campus hosted more than 250 workshops and training sessions for the nonprofit community.

CFSA has more than \$170 million in assets and manages supporting organizations and foundation initiatives that include the LGBTQ+ Alliance Fund, the Pima Alliance for Animal Welfare, and the African American Legacy Fund, as well as geographic affiliate, the Santa Cruz Community Foundation.

CFSA has been a national model in its response to COVID-19. Linking arms with friends, neighbors, and community partners, CFSA established a COVID-19 Response Fund to ensure that no one was left behind. CFSA served as a stable and community-focused leader to allocate more than \$3.5 million in community assets to the organizations, individuals, and families that needed it most. While the pandemic challenged CFSA, the organization demonstrated its resilience and agility. Thanks to innovative new partnerships and practices, CFSA is poised for growth and significant impact in the years to come.

THE OPPORTUNITY

The next leader of the Community Foundation for Southern Arizona will have the opportunity to be a community influencer and become part of a diverse, vibrant, and progressive community that values philanthropy and social justice. As the next leader of CFSA, the successful candidate will have the opportunity to further improve and transform the communities of Southern Arizona by increasing the Foundation's assets, strengthening existing partnerships, creating new alliances, and expanding grantmaking and community investment to meet critical needs. Founded nearly 40 years ago, the Community Foundation is viewed as a leading philanthropic institution in the region, serving as a hub for community change.

POSITION SUMMARY

The Community Foundation for Southern Arizona is seeking a talented executive to lead the next chapter of work and impact. Reporting to the Board of Trustees, the next President and CEO's key responsibilities include:

Leadership & Strategy

- Partnering with the Board of Trustees, to establish a compelling and inclusive vision for the future and create bold plans to achieve it.
- Promoting CFSA's values, service standards and commitment to diversity, equity, and inclusion.
- Forging and nurturing strategic relationships with donors and key community partners.
- Identifying opportunities that connect donors to the causes they care about and that are of strategic importance in our community.
- Leading, partnering and supporting a highly-engaged staff in operations, philanthropic services, community investments, gift planning, development, marketing, finance, and investments.

Governance

- Cultivating relationships with board members, facilitating the board's work as a governing body and as a strategic, engaged, and cohesive group of leaders. Ensuring that the board and its committees function effectively.
- Managing and leading the administration of CFSA's business units, including the CF Campus LLC.

Financial & Risk Management

- Leading the development and oversight of CFSA's annual budget and ensuring the Foundation has resources and policies in place to promote long-term sustainability.
- Ensuring the Foundation complies with all contracts and applicable laws. Engaging counsel to proactively protect the Foundation against liability.
- Maintaining accreditation with the Council on Foundation's National Standards.
- Overseeing ongoing stewardship and legal compliance of all Supporting Organizations. Ensuring the Foundation is adequately insured against risk and has the proper level of insurance.



CANDIDATE PROFILE

The Community Foundation for Southern Arizona seeks a leader who will bring people close to our mission and inspire others to partner with us to create a thriving Southern Arizona for all:

Experienced Philanthropic & Executive Leader

The President & CEO will be a proven leader who demonstrates a strong ability to raise community awareness and to clearly articulate the vision and direction for CFSA. The President & CEO will seek out, cultivate, and excel at building and maintaining strong and authentic donor and stakeholder relationships. With a passion for service to the community, the President & CEO will have demonstrated past success in improving communities and the lives of people within them. An appreciation for the culture of the southwest and willingness to deeply understand the challenges and opportunities within Southern Arizona will be essential.



The President & CEO will be an experienced and motivated executive with the skills and competencies to provide oversight for the operational and financial management of a growing organization. The next leader will oversee management of a diverse portfolio of assets and have deep understanding of investments and knowledge of portfolio management, and skills working with investment consultants and advisors.

A strategic thinker and problem solver, the President & CEO must move the Foundation forward without seeking or desiring to solve every challenge personally. A healthy and intentional reliance on staff and volunteers will be critical and a commitment to ongoing professional development of the staff team will be required to continue to build their stamina and capacity. A track record of successfully partnering with an active and participative governing board will be essential. The President & CEO will establish and maintain a climate of trust in all leadership and board-related matters and maintain a learning environment, encouraging active inquiry by the board and staff in pursuit of organizational effectiveness.

Inspiring Ambassador & Fundraiser

The President & CEO will be a warm, engaging, and authentic communicator who brings a passion for sharing the values of the Foundation with the community and work tirelessly to connect people to the causes that matter most in the region. A history of fundraising with demonstrated ability to build relationships, mobilize and connect donors and partners, garner new funders, and develop new partnerships will be essential to increase philanthropic resources for key community initiatives. The President & CEO must understand and communicate the value of community investment at a wide and deep level and be able to engender trust and relate to donors in a professional, honest, and caring manner. The President & CEO will enjoy sharing the value and impact of working with the Community Foundation to achieve philanthropic and community goals with existing and prospective donors, striving to widen and deepen connections across diverse communities.

Visionary Thinker & Thought Leader

The President & CEO will be a strategic and visionary leader. An adaptive and curious leader who embraces change and is open to examining different views and ways of working together, the President & CEO's vision will be informed by lived personal and professional experiences. Integrity and sound judgment are essential to success in this role. The President & CEO will understand the potential of a foundation to leverage its financial, social, and reputational capital to positively impact the community. Expertise in public policy matters and experience leveraging foundation resources to advance equity will be essential as the Foundation continues in its commitment to social justice, inclusion, and economic mobility across the region.

Charismatic & Persuasive Communicator

The President & CEO will serve as the key spokesperson for the Foundation and must be comfortable speaking extemporaneously on any number of subjects in a clear and transparent fashion in order to build trust and support and be viewed as a thought leader. The President & CEO will demonstrate success in reaching out to the community, participating with people of diverse backgrounds, and building rapport with those who have varying viewpoints and perspectives. Candidates must be prepared to serve as a true ambassador to build support for the mission through collaboration, advocacy, and leadership. The President & CEO will have political savvy and gravitas yet, be viewed as approachable and relatable to a variety of community members.

Relationship Builder & Partner

The President & CEO will place a priority on developing and managing community initiatives, especially those that require multi-sector engagement, taking the time to build trust and garner resources necessary to succeed. Equipped with exceptional listening skills, the successful President & CEO will seek out the opinions of the community and team members at all levels. The next leader will encourage people to speak up and seek input from the community on big-picture strategies. The next leader's approach will be collaborative and demonstrate a commitment to sharing the credit with others. With a reputation for being curious and open-minded, the President & CEO will understand community investment at a high level and have demonstrated experience and confidence in working with donors, nonprofits, business, and civic leaders.

Champion of a Shared Commitment to Diversity, Equity, and Inclusion

CFSA seeks to challenge and change the practices, norms, and structures that create or perpetuate past, present, and future inequities.

The President & CEO will have demonstrated leadership in advancing social justice initiatives designed to address and remedy structural inequalities and inequities. The ideal candidate will have experience working with diverse communities and a reputation for honoring the knowledge and capacity of these communities to address their needs. The successful candidate will have a proven track record of tangible commitments to diversity in Board and staff leadership and in strategic grantmaking.



Passion for the Mission

The President & CEO will develop a powerful sense of shared purpose in others and inspire them to engage with the Foundation. This leader will promote the Community Foundation's culture of integrity, inclusiveness, transparency and respect in which innovation, creativity, calculated risk-taking, and shared leadership are values, and where challenging but critical conversations are encouraged.

The President & CEO must bring a true passion for the work of community foundations and demonstrate their belief in the importance of building a thriving community for all. Working with the staff and the Board, the President & CEO will be motivated to maximize impact through grantmaking and community investments, partnering and sharing responsibility and credit across multiple sectors.

Credentials

The ideal candidate will have at least 10 years of nonprofit and/or civic leadership and philanthropic experience, with deep experience in board, executive or managerial roles in a complex organization(s) preferred. A bachelor's degree and prior experience in foundation leadership is desired.

The Community Foundation for Southern Arizona is committed to a community where everyone has the opportunity to thrive, and actively welcomes candidates from a wide range of backgrounds to lead this dynamic, philanthropic organization.

To apply, please send a current resume and letter of introduction to Kittleman & Associates, LLC at <https://bit.ly/2PUKeu1> (click on the Apply button at the bottom of the page).

For more information, please visit www.cfsaz.org.