



Vice President for Community Impact



Community
Foundation
for Southern Arizona

Together, we are building an
equitable and vibrant community
for all Southern Arizonans.

cfsaz.org
520-770-0800



OUR MISSION

To build a thriving Southern Arizona through philanthropy.

OUR VISION

A vibrant and equitable community for all Southern Arizonans, now and forever.

OUR VALUES

- Community
- Generosity
- Trust
- Savvy
- Adaptability

OUR IMPACT

Founded in 1980, the Community Foundation for Southern Arizona has supported Southern Arizona with over \$275 million in grants and scholarships, stewarding the philanthropic legacy of our community's generous donors and increasing the breadth and depth of resources available to nonprofit organizations in our region.

The impact we make is a collective one, with funds held by individuals, families, and businesses with unique interests, ideas, and passions. Our work touches every aspect of daily life, including animal welfare, arts and culture, community development, education, environment, health and human services, and more.



It is my greatest joy to inspire a passion for giving in others - helping them achieve their philanthropic goals, and working together to create an equitable and vibrant community for all Southern Arizonans.

- Jenny Flynn, President and CEO

CFSA BY THE NUMBERS

24,000

square feet of solar-powered nonprofit office, meeting, and event space at the Community Foundation Campus

\$275+ million

in grants & scholarships awarded since 1980

450+

Home to more than 450 funds benefiting a wide range of causes

\$200+ million

IN TOTAL ASSETS

1,500+

hours of free organizational development support offered through CFSA's Center for Healthy Nonprofits in 2023

\$12+ million

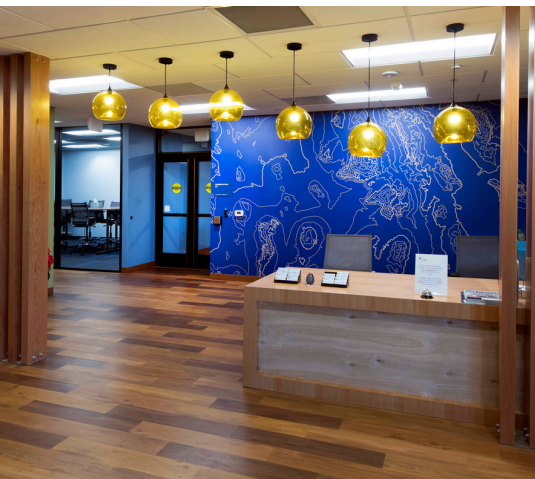
grants & scholarships awarded in 2023

\$13+ million

contributions received in 2023

seven

Southern Arizona counties served:
Pima, Santa Cruz, Cochise, Yuma,
Graham, Greenlee, and Pinal



Community
Foundation
campus

At the Community Foundation Campus, more than 20 nonprofits of different missions, models, and maturity are working and growing side by side. A modern, light-filled space, the Campus offers local nonprofits multiple ways to convene, collaborate, and grow.

A UNIQUE PLACE TO WORK

In addition to competitive salaries and generous benefits, CFSA offers employees a beautiful workplace that embodies our commitment to collaboration, inclusion, and environmental sustainability. The Community Foundation Campus is home to over 20 nonprofit organizations, all working to make a difference in Southern Arizona. With office and event spaces of various sizes, the CF Campus offers comfortable spaces designed to support collaboration for teams of two, twenty, or even two hundred - and it is all solar-powered!

The rooftops and parking structures at CF Campus are home to 252 solar panels capable of producing 200,000 kilowatt-hours of energy each year. In addition to increasing the sustainability of our services and directly reducing operating costs for our nonprofit suite tenants, those panels are helping the CFSA minimize our environmental impact. By shifting to solar power, CFSA is preventing more than 410,000 pounds of carbon dioxide emissions and saving over 95,000 gallons of water annually.

In true Tucson style, CFSA offers staff members and the other nonprofit tenants at the CF Campus a compelling outdoor space filled with native plants, shade trees, and seating to enjoy their lunch break or work outside and enjoy the sunshine. CFSA is also committed to highlighting the diversity of artistic talent in our community at the CF Campus. From the large-scale mural on the exterior to the variety of local artwork that fills the walls of the main building, the space is filled with color and light.



I like working at the Community Foundation for Southern Arizona because you get to work with people that want to make a positive impact in the community we live in. I also appreciate the value that CFSA places on their staff and ensuring that we have a good work-life balance. This is one of the first workplaces where I've felt my personal life is as valued as the work I do in the office.

- Enedina Miller, CFSA Community Impact Manager

A FOUNDATION FOR GOOD

At the heart of everything we do is our commitment to stewarding the philanthropic legacy of our donors and our dedication to working in partnership with nonprofit organizations in our region. Through a variety of initiatives, CFSA brings together the people and resources needed to create an equitable and vibrant community for all Southern Arizonans. Here are some highlights from a few of our initiatives.

Center for Healthy Nonprofits

1500+

Hours of organizational development support offered through the Center in 2023

Beyond grantmaking and convening, the Community Foundation for Southern Arizona supports local nonprofits with capacity-building and organizational development assistance through its Center for Healthy Nonprofits. Tapping into the rich resources of the nonprofit consulting community in Southern Arizona and nationally, the Center offers nonprofits of all sizes valuable guidance and skill development.

The Center's training programs include a variety of workshops, roundtables, and seminars featuring both "hot topics" and essential nonprofit management and leadership curricula. From workshops dedicated to self-care practices to multi-session programs to increase basic fundraising knowledge and skills, the Center offers a wide variety of resources.

Founded in partnership with esteemed educator and civic leader Dr. Anna Jolivet, the African American Legacy Fund (AALF) works to address the educational and economic disparities faced by African Americans who call Southern Arizona home.

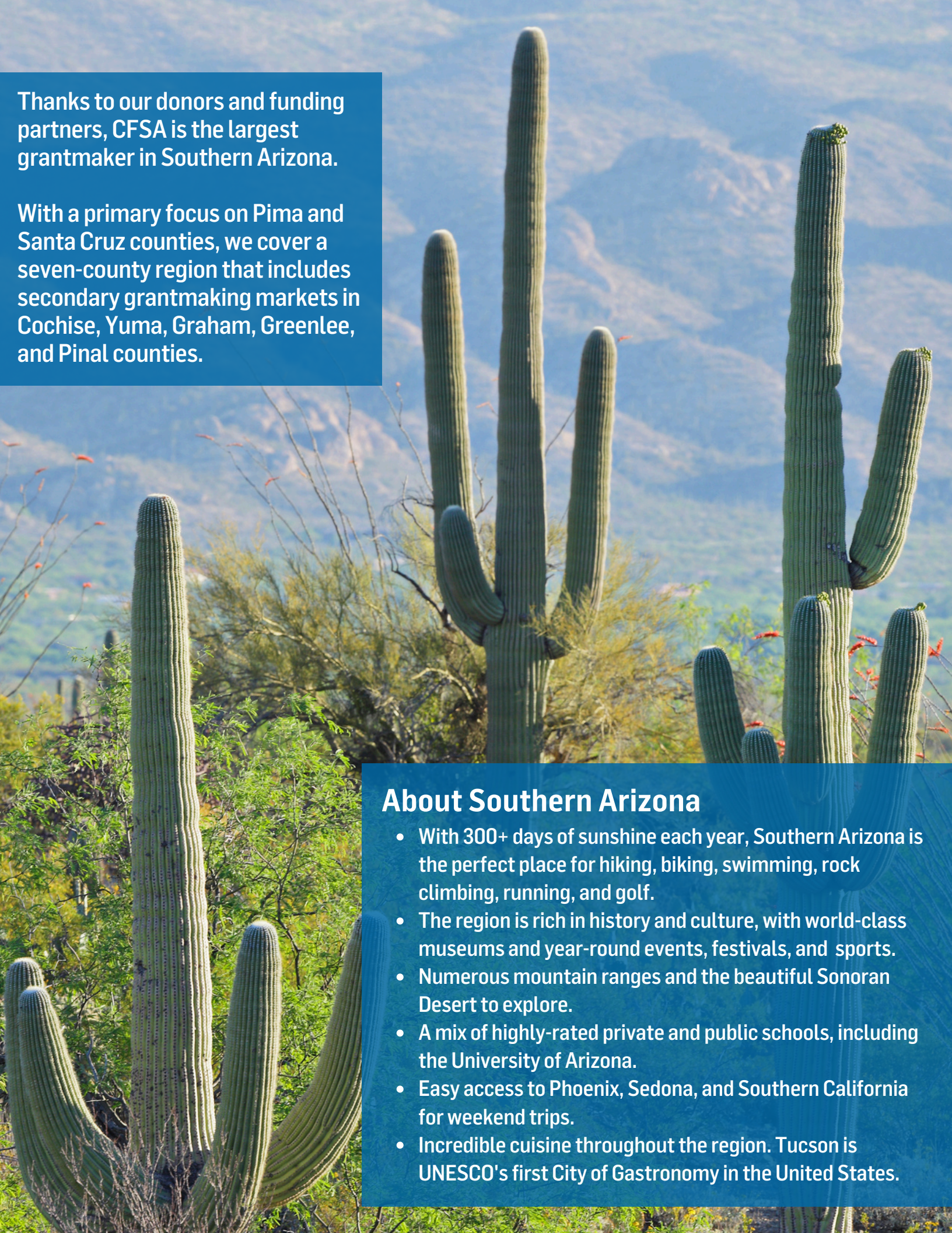
Working with generous donors and a committed local advisory board, this initiative supports innovative and inspiring educational programs, invests in the development of Black and African American leaders, and champions Black-led organizations.

Since 2015, the African American Legacy Fund has awarded over \$350,000 to organizations serving the African American community in Southern Arizona.



The Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ+) Alliance Fund was created in 1999 by the Community Foundation for Southern Arizona with support from donors, community members, and the National Lesbian and Gay Community Funding Partnership.

The mission of the Alliance Fund is to foster charitable giving in support of programs and initiatives that benefit the LGBTQ+ community in Southern Arizona. To date, the Alliance Fund has awarded \$1,312,957 to 80 local organizations. In 2022, the Fund shifted to offering multi-year grants to better support the nonprofit partners providing essential services to queer members of our community.



Thanks to our donors and funding partners, CFSA is the largest grantmaker in Southern Arizona.

With a primary focus on Pima and Santa Cruz counties, we cover a seven-county region that includes secondary grantmaking markets in Cochise, Yuma, Graham, Greenlee, and Pinal counties.

About Southern Arizona

- With 300+ days of sunshine each year, Southern Arizona is the perfect place for hiking, biking, swimming, rock climbing, running, and golf.
- The region is rich in history and culture, with world-class museums and year-round events, festivals, and sports.
- Numerous mountain ranges and the beautiful Sonoran Desert to explore.
- A mix of highly-rated private and public schools, including the University of Arizona.
- Easy access to Phoenix, Sedona, and Southern California for weekend trips.
- Incredible cuisine throughout the region. Tucson is UNESCO's first City of Gastronomy in the United States.

THE OPPORTUNITY

POSITION OVERVIEW

A member of CFSA's senior leadership team reporting to the President & CEO, the Vice President for Community Impact plays a critical role in shaping and realizing CFSA's strategic plan and strengthening the organization's impact across Southern Arizona. This position has primary responsibility for the foundation's strategic community impact, including oversight of a portfolio of CFSA initiatives, grant programs, scholarships, and proactive relationship building with the Southern Arizona community. The Vice President advises and informs the CEO, leadership team, and volunteer trustees and advisory boards on impact strategies, trends, and tactics. This role contributes to leading and creating our culture of trust, generosity, savvy, adaptability, and community. The Vice President directly supervises 4-6 Community Impact staff, some of whom may be managers. This role is responsible for cultivating, engaging, and bringing out the best of a high-performing team.

Community Initiatives and Volunteers

This position leads strategy and management of CFSA's initiatives, providing insights and recommendations on when, how, and with what tactics and resources CFSA engages in deep community work in specific areas. The Vice President leads Community Impact staff in the implementation and oversight of CFSA initiatives and supporting organizations such as the Center for Healthy Nonprofits, LGBTQ+ Alliance Fund, African American Legacy Fund, the Local News Initiative, the APIDA Fund, and others as assigned. This role ensures support to initiative advisory committees and volunteer grant reviewers and is responsible for CFSA's overall advisory board and volunteer program.

Programs

- **Grantmaking:** This position oversees grant program design and implementation for discretionary, competitive, and initiative grant cycles in line with trust-based philanthropy principles. This person recommends the distribution of grant dollars within the Community Impact budget and works closely across departments in developing targeted strategic grants, field of interest grants, and programs that will actively engage donors, funders, and other key stakeholders in making a measurable impact. This person will also, with the CEO and the Philanthropy Department, support grantmaking for donor advised fund holders as needed, providing consultation and reporting.
- **Education:** CFSA supports the nonprofit community by offering opportunities for nonprofit professionals to connect and grow their skills through the Center for Healthy Nonprofits. The Vice President ensures regular assessments of the needs of nonprofits and, in partnership with other leaders and philanthropists, aligns capacity building efforts to support their success.

Advocacy, Funder Collaborations, and Other Impact Strategies

This position identifies, builds on, and executes opportunities for CFSA to leverage its influence through advocacy, funder collaborations, and other impact strategies. With CFSA's recent investment in its technology stack, the Vice President expands the use of data and evaluation to better identify patterns, gaps, and solutions for short and long-term community impact. This position also builds knowledge related to the foundation's strategic goals and priorities and the nonprofit sector, including best practices in grantmaking, collaborations, and the foundation's role as a community leader.

Relationship Building

As part of a collaborative team, this position is both internally focused, working collaboratively with other foundation staff, as well as externally focused, working at building productive relationships with CFSA stakeholders that help advance existing and new programs. The Vice President and their team members represent CFSA in various funding collaboratives and at community meetings and events.

KEY DUTIES & RESPONSIBILITIES

1

Community Impact Engagement & Leadership

- Lead development of strategies for community impact in alignment with CFSA's Strategic Plan.
- Serve as staff liaison to Community Impact Committee of the Board of Trustees.
- Establish and manage, with the CEO, CFO, and Management Team, the department budget.
- Serve as a member of the CFSA Senior Leadership Team.
- Lead, supervise, and mentor Community Impact staff.
- Ensure applicable training and continuing education of department staff and the systematic monitoring and evaluation of their performance.
- Partner with Marketing and Communications on the development of Community Impact content.
- With other Community Impact and Philanthropy Department staff, develop and deliver programming to strengthen the capacity of the nonprofit community.

2

Grantmaking and Administration

- Oversee the administration, management, and implementation of all competitive, responsive, and special fund grantmaking.
- Engage and communicate with community partners and collaborators to ensure effective strategy and relationships.
- Oversee relevant contracts and budget for the department.
- Incorporate and prioritize trust-based philanthropy framework in Community Impact activities.
- Lead the continued improvement of the applicant, grantee, reviewer, and staff experience of CFSA's grant and scholarship management systems.

3

Community Support and Networking

- Oversee staff support and coordination of all CFSA Initiatives and their strategic planning.
- Works with CEO and CIC in the development of cross-sector collaboratives that move the needle in alignment with CFSA's strategic plan.
- Support the building of networks of nonprofit partners, assessing and analyzing needs and impact of educational opportunities on the nonprofit community.
- Employ detailed knowledge/experience on community needs to implement target solutions to effect change.

PREFERRED QUALIFICATIONS

- A bachelor's degree or equivalent experience in an appropriate field, including minimum of seven years of related experience in grantmaking or philanthropic community impact.
- Understanding of regional, national, and statewide issues and the ability to help connect these trends with the foundation's mission and strategic plan.
- Ability to create trust, convene, and mobilize groups of diverse stakeholders to address community issues.

PREFERRED QUALIFICATIONS (continued)

- Energetic leader with strong relationship cultivation skills and cross-sector network-building skills with community leaders and organizations in the public & private sectors, donors, Board members, and colleagues.
- Experience working directly with people from various cultural and socioeconomic backgrounds and an understanding of how the Community Foundation's work intersects with their experiences
- Management skills; goal orientation; accountability; organizational and analytical skills.
- Strong decision-making and prioritization capabilities; ability to relate, encourage, collaborate, and enjoy spending time with colleagues and the Foundation's external partners.
- An energetic, optimistic, and entrepreneurial approach and outlook.
- High ethical standards.
- Demonstrated experience in building collaborations and partnerships. Advanced verbal and written communication skills and the ability to present effectively to small and large audiences.
- Proven ability, and direct experience, managing people and developing a high-functioning team that meets and exceeds annual goals.
- Ability to facilitate meetings, synthesize ideas, and provide sensitive feedback.
- Detail-oriented with the ability to see the big picture and think comprehensively.
- Proven multi-tasking capabilities with a strong ability to plan, prioritize and manage complex projects under aggressive deadlines.
- High level of computer proficiency (Microsoft environment)
- Experience with databases and other standard software to create complex documents and materials requiring the interpretation and manipulation of data.
- Commitment to creating an inclusive atmosphere where differences are understood, valued, and respected; an understanding and appreciation of the diversity found within Southern Arizona including the ability to work with all individuals regardless of race, color, gender, sexual orientation, sexual identity, age, religion, marital status, disability, national origin, and military status.

ANCILLARY/PREFERRED SKILLS

- Proficiency in Spanish.
- Experience using philanthropic databases, scholarship, and grant management platforms.
- Knowledge of the communities, social issues, and political landscape of the Southern Arizona region

HOW TO APPLY

To apply, please email your cover letter and resume to hr@cfsaz.org. Please put "Vice President for Community Impact" in the subject line of your email.

Please visit our website at cfsaz.org/employment to view the complete job description.

COMPENSATION

The salary range for this position is \$110K-\$125K, commensurate with experience. The Community Foundation for Southern Arizona offers an outstanding total rewards package to meet employees' health and wellness needs, promote professional development and career growth opportunities, recognize performance, and provide retirement resources.

CFSA offers full-time employees:

- 401(k) retirement plan with employer match. Eligible after 90 days with full vesting, with CFSA contributing 4% of salary immediately and matching up to 4% more after one year of employment, for a total potential match of up to 8%.
- Health insurance: CFSA covers 80% of the employee premium and 50% of all dependent coverage costs under the base plan.
- Dental and vision insurance: CFSA covers 90% of the employee premium.
- Life, accident, death, and dismemberment insurance: CFSA covers 100% of the employee premium.
- Short-term and long-term disability: CFSA covers 100% of the employee premium.
- Ten paid holidays, one day of paid volunteerism, and twenty days of paid time off in year one.
- Paid family leave.
- A flexible work environment that supports a healthy work/life balance and hybrid work options.

Health & Wellness	Financial	Culture	Training
<ul style="list-style-type: none">• Medical• Dental• Life Insurance• Disability• Employee Assistance Program	<ul style="list-style-type: none">• Base Pay• Team Bonus• Retirement Plan with match• Paid Time Off	<ul style="list-style-type: none">• Mission-driven• Rewarding Work• Inclusion, Diversity, Equity, and Access• Hybrid Work Model	<ul style="list-style-type: none">• Training and Development• Career Growth• Training Budget