



The **COMMUNITY** Foundation
for Greater New Haven

POSITION PROFILE

President & CEO

Community Foundation for Greater New Haven

New Haven, CT

ABOUT THE COMMUNITY FOUNDATION FOR GREATER NEW HAVEN

The Community Foundation for Greater New Haven (“CFGNH”) was established in 1928 as a permanent charitable endowment for the community. It is one of the oldest and largest community foundations in the country and the largest grant maker in Greater New Haven’s 20-town region.

More than three generations of donors have built the community endowment by establishing permanent funds or making gifts to existing funds that distribute grants to support a broad variety of issues and organizations. These donors, past and present, make their gifts to ensure that programs and causes that matter most to them will be supported today and forever.

In addition to more traditional, critical donor assets, CFGNH also receives support from transfers of charitable assets from other institutions and government grants. With current assets over \$750 million in approximately 1,750 charitable funds and a staff of 45, CFGNH makes more than \$30 million in grants and distributions annually to support the missions of hundreds of nonprofits in the Greater New Haven region and beyond.



VISION

A community of expanding opportunity in which all people share a sense of common destiny and have the support and connections needed to build successful lives.

MISSION

To inspire, support, inform, listen to and collaborate with the people and organizations of Greater New Haven to build an ever more connected, inclusive, equitable and philanthropic community.

HOW CFGNH PURSUES ITS MISSION

Inspiring people to get involved in local issues.

Providing leadership by mobilizing the community to address key local issues and by supporting others in their leadership roles.

Responding to community priorities through grantmaking to local nonprofit organizations.

Raising new charitable resources to address current community priorities and for permanent endowment.

Honoring the wishes of past donors and collaborating with current donors.

Growing the community’s charitable endowments by managing entrusted financial assets.



Unique among other large community foundations, CFGNH also manages assets for approximately 150 other local nonprofit institutions. In addition, its new programs and mission-related investments provide funding and capacity building support for for-profit entrepreneurs to build wealth for communities, neighborhoods and families, especially for women and people of color.

The Foundation is an innovative, forward-looking organization that takes seriously its leadership role in the community as a funder, convener and partner. A recent example of this is the \$26 million commitment the Foundation made in early 2021 through *Stepping Forward* to address the twin pandemics of Covid-19 and racial inequity. *Stepping Forward* established three new permanent funds (Black Futures Fund, Basic Needs Fund and Civic Engagement Fund), which allowed for the use of additional endowment funds in recognition of the critical moment in time and elevated the Foundation's financial support and advocacy to advance racial equity and community healing initiatives.

CFGNH'S COMMITMENT TO OPPORTUNITY AND EQUITY

The Foundation adopted the strategy Opportunity + Equity in 2020 in response to the inequities laid bare by the COVID-19 pandemic. This strategy has led the Foundation to expand and change its work to create more opportunities and greater equity throughout the region. Recent funding has supported help for affordable housing, food, job skills, healthcare, the arts, entrepreneurship, youth enrichment, and other vital community services.

To advance Opportunity + Equity, The Foundation and its Board of Directors are purposely focused on the following outcomes:

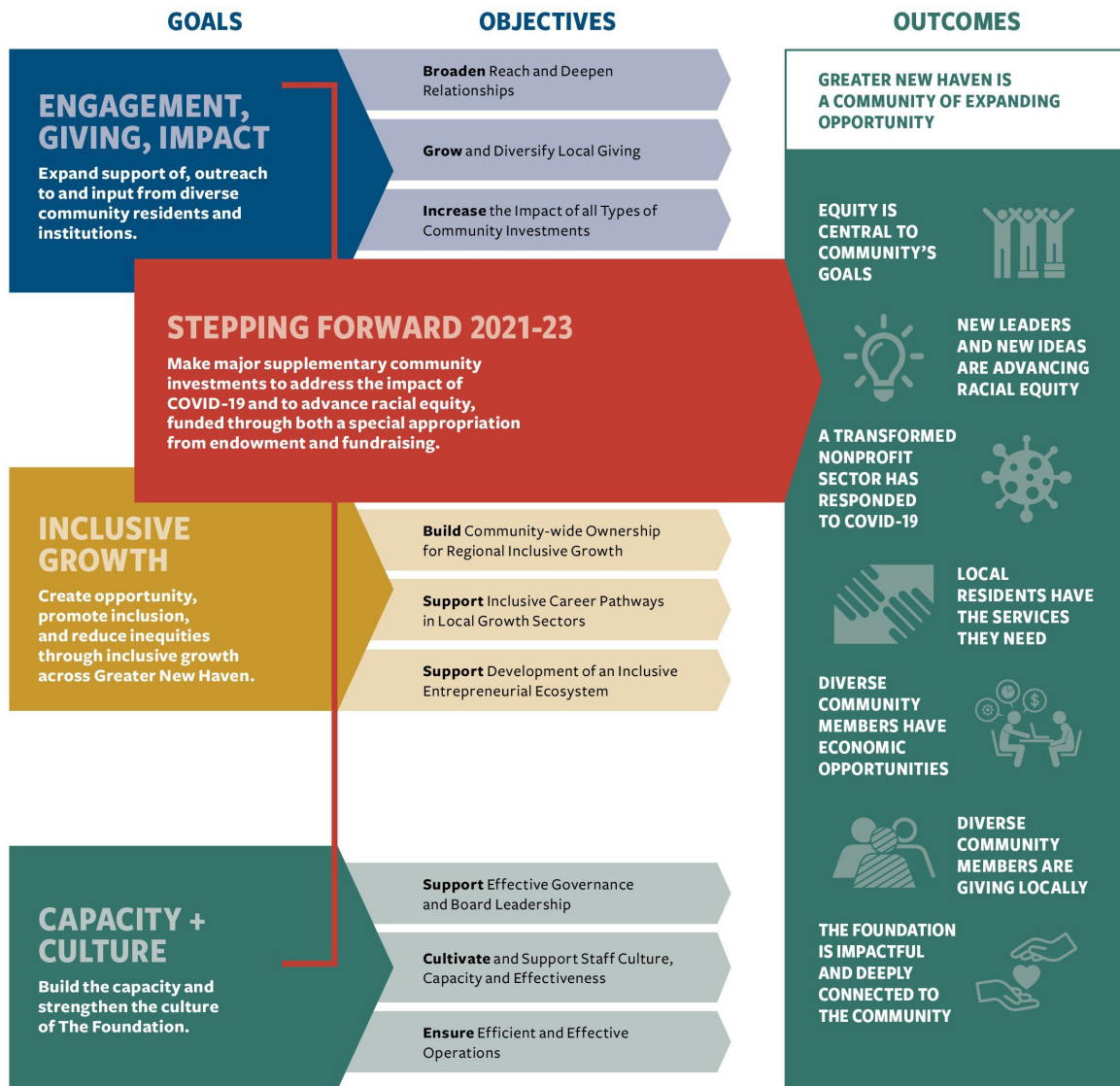
- Broadening and deepening our engagement with diverse stakeholders in the community.
- Working in new ways with donors, government and institutions to increase the diversity and impact of community grants and investments.
- Building community-wide ownership over the goal of making the local economy inclusive, so that economic growth reduces racial and gender inequities.
- Building an equitable entrepreneurial ecosystem for underserved small businesses and startup companies, and supporting career pathways to quality jobs.
- Expanding equity across the community by supporting the development of diverse leaders and promoting narrative change.

To achieve these goals, The Foundation has strengthened its own capacity, effectiveness, and culture.

Opportunity + Equity is bringing the community together to make the lasting changes needed to ensure that everyone is included in the region's growth and prosperity. The Foundation is now in its fourth year of executing on its five-year strategic plan and intends to continue to reduce barriers to economic mobility and well-being for all residents in Greater New Haven.



The Foundation's Opportunity + Equity Strategic Framework 2020-2024



CFGNH is committed to doing its work in accordance with the following values: Integrity, Diversity, Vitality, Collaboration, Long-term vision, Service, Accountability and Excellence.

STATEMENT ON DIVERSITY, EQUITY, AND INCLUSION

Greater New Haven is a highly diverse community, with a population representing many racial and ethnic groups, many religions, many different perspectives, and all ages, life circumstances, sexual orientations, and lifestyles. The Community Foundation for Greater New Haven believes that the diversity of the community is a defining element of its community identity and one of its greatest and most important strengths.

For this reason, diversity, equity, and inclusion are core values of The Foundation.

In alignment with its core values, The Foundation has committed to building bridges among and between the diverse elements of its community so that even as it recognizes and acts to encourage the unique contributions of each, the organization also recognizes that its community is strongest when it brings together its diverse elements as one community. It has also committed to identifying and addressing inequities within The Foundation workplace and broadly in its community. Creating and maintaining an institutional culture of dignity and respect for all and of open, honest and constructive communication through which differences are understood, treated with sensitivity and embraced rather than avoided is also among the Foundation's commitments. [Learn more about each of these core values and The Foundation's commitments here.](#)

PURPOSEFUL PARTNERSHIPS FOR A GREATER NEW HAVEN

The Foundation partners with community leaders in the Lower Naugatuck Valley to sustain the Valley Community Foundation (VCF).

The Community Foundation has an affiliation agreement with the Valley Community Foundation (VCF), which arose out of a recognition that CFGNH was partly founded by a very large bequest from two brothers who lived in the Valley, and wished to create a permanent fund for the benefit of Valley residents. With a current corpus of over \$35 million, VCF has its own Board of Directors and Executive Director. The Community Foundation works with VCF to build impactful community philanthropy in 5 of the CFGNH 20-town service area (Ansonia, Derby, Oxford, Seymour, and Shelton, commonly referred to as "the Valley").

The relationship provides VCF, which was founded in 2004, with access to the strength of The Community Foundation's many years as Greater New Haven's permanent charitable endowment, while at the same time acknowledging the unique gift by the two brothers to create a permanent endowment. VCF shares staff resources and a CFO with CFGNH, in addition to using The Community Foundation's investment expertise, programming, and development knowledge. [Learn more about the history of the affiliation.](#)

Today, The Community Foundation for Greater New Haven is working to create a community of opportunity and equity, which involves outreach to and input from residents across the diversity spectrum and throughout The Foundation's 20-town region. Going forward, CFGNH will continue its tradition of partnering and collaborating with Yale and the City of New Haven on New Haven Promise, New Haven's nationally recognized program to support young people to attend college, succeed in college, and return to New Haven to build their lives as contributing community members. CFGNH also plans to continue its work with fellow community foundations in Hartford and Fairfield County to advance social and economic mobility for residents of New Haven, Hartford and Bridgeport among other cities with the greatest need.

With a focus on inclusive growth, The Foundation continually looks for new and unique ways to play a leadership role in creating a brighter future in Greater New Haven. As one of the largest community foundations in the country, The Community Foundation is well positioned to serve as Greater New Haven's hub for philanthropy, bringing together ideas and resources to meet the needs of the present and create a future of more opportunity.

**LEARN MORE ABOUT THE
COMMUNITY FOUNDATION
FOR GREATER NEW HAVEN**

www.cfgnh.org

THE OPPORTUNITY

The Community Foundation for Greater New Haven is seeking a dynamic, courageous and experienced leader to serve as its President & CEO (“CEO”) and to guide the organization’s next chapter. This is an unparalleled opportunity to serve as a key leader in the Greater New Haven community and to significantly increase the Foundation’s impact in the years to come. The Board of Directors will look to its next CEO to think creatively and strategically about the current opportunities and challenges facing Greater New Haven and propose ways the Foundation can continue to serve as an engine for change.

The CEO will bring a new lens and fresh perspectives to advance and fulfill the existing mission of the Foundation. This leader is responsible for the achievement of all operational and strategic goals, including fund and donor development, fiscal management, grants and programming, board relations, staff oversight, community relations and administrative matters.



KEY RESPONSIBILITIES OF THE NEXT PRESIDENT & CEO INCLUDE:

- Ensure that the Foundation is listening to Greater New Haven's many and diverse audiences and continuously integrating those learnings into the Foundation's philanthropic agenda.
- Lead, partner with, coach, inspire and support a talented and highly engaged staff.
- Work collaboratively with the Foundation Board and staff to play a community-wide leadership role, identifying, communicating and seeking ways of addressing community issues.
- Position the Foundation as a thought leader, convener and strategic partner to other organizations and foundations across the state and region and continue to be part of national networks working to move the field of philanthropy forward.
- Lead and implement efforts to strengthen the financial investments and grow the assets of the Foundation; work to ensure the continued commitment of current contributors and the engagement and stewardship of new and prospective donors.
- Seek out and execute new and innovative trust-based approaches to community impact and ways to generate increased philanthropic resources for key initiatives.
- Oversee effectiveness of program and grantmaking work, including leading continuous learning and improvement and consideration of ways to increase equity and impact.
- Ensure that internal systems and technologies are best in class and allow for exceptional customer service.
- Take initiative in encouraging effective communication and developing partnerships with other civic and not-for-profit leaders in the community.
- Develop a cadence of consistent communications plans to ensure frequent, transparent, and effective dissemination of information to increase the Foundation's impact.
- Be a visible representative of the Foundation in the community in ways that enhance its local and national reputation and increase awareness of its activities.
- Promote the Foundation's commitment to Diversity, Equity and Inclusion both internally and externally, encouraging challenging, yet critical conversation as needed.
- Support strong governance by cultivating, empowering, and supporting a diverse and inclusive Board of Directors.

CANDIDATE PROFILE

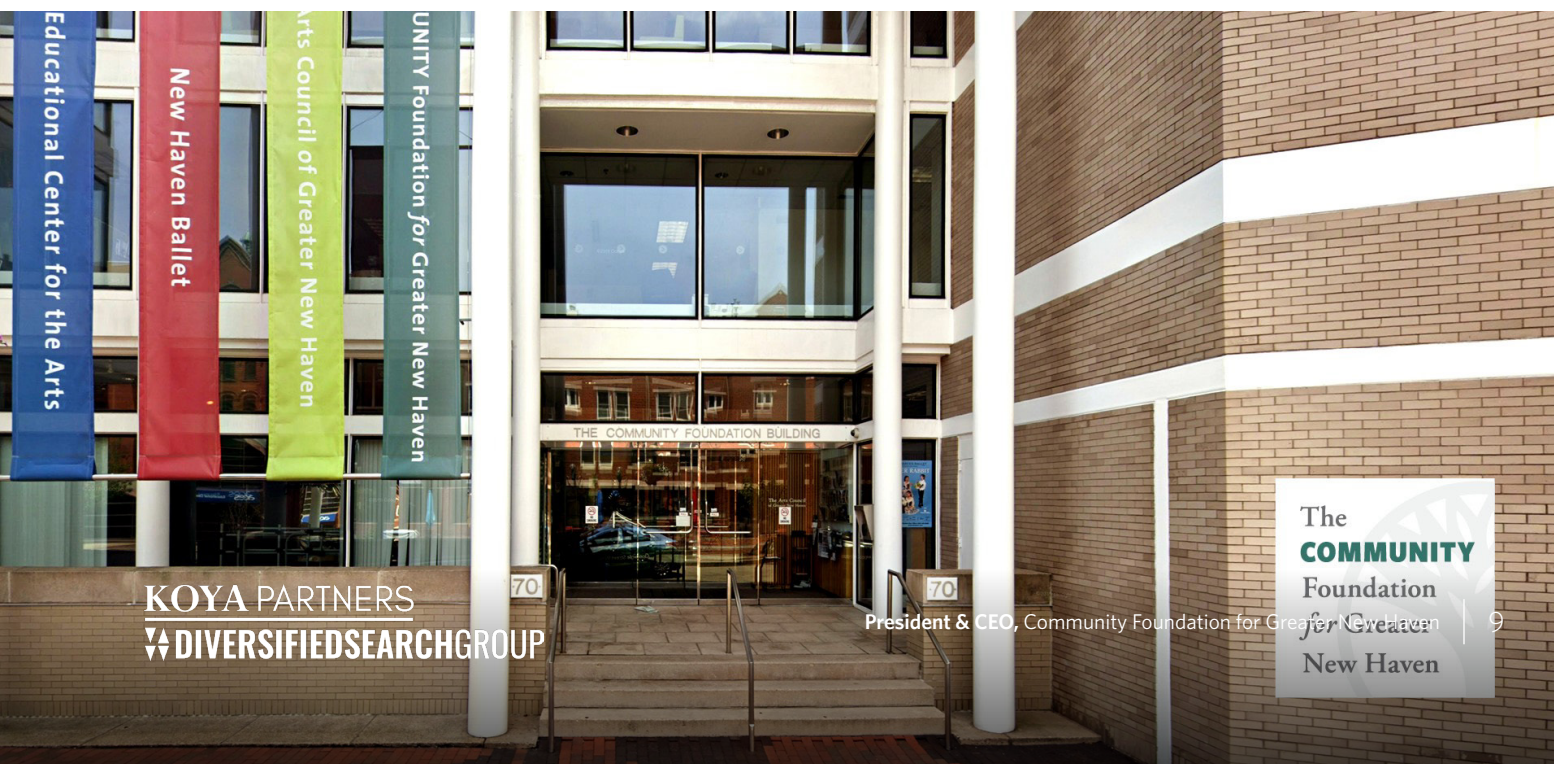
While it is understood that no single candidate will offer every desired attribute and competency, the following is a representative list of the ideal professional and personal qualities, skills, and characteristics:

A Strategic and Visionary Leader

The CEO will be an influential and inspirational leader who, in partnership with the Board and staff, sets and clearly articulates a vision for the Foundation and how it can effectively deploy its human and financial assets to positively impact the Greater New Haven community. An experienced “big picture” strategist and leader, the CEO will build on the Foundation’s successful history to evolve a vision for increased impact. With a keen understanding of the potential of a community foundation to use its leadership status and grantmaking in combination, the CEO will harness that influence for community improvement. Possessing both humility and confidence, the ideal candidate will be comfortable holding to their convictions while remaining open to learning from others. The CEO will be forward-thinking, bold and driven to uncover new approaches and ideas for the Foundation to explore.

Relationship Builder and Effective Communicator

The CEO will be a confident ambassador for the Foundation, inspiring trust among existing and potential strategic partners by successfully conveying the goals of the Foundation and its progress in achieving them. A skilled and persuasive communicator who brings a passion for articulating the values of the Foundation to the community, the CEO will have a genuine interest in ensuring best-in-class donor services and connecting with all supporters of the Foundation. The CEO will have exceptional listening and interpersonal skills with the ability to build and sustain strong support across a wide range of statewide stakeholders, including donors, grantees, Board members, staff, investment professionals, elected officials, and the larger community. The CEO will enjoy sharing the value proposition of the Foundation and be comfortable asking for support.



Management and Operational Acumen

The CEO is a proven executive with strong staff, operational and financial management expertise. They will have a track record of risk management with measurable success overseeing a mission-aligned investment strategy, sound asset allocation and financial stewardship. They will effectively guide the Board in meeting its governance responsibilities in a productive, efficient and collaborative manner. The CEO will build and inspire a staff with a diverse set of skills, create an inclusive & productive work environment, and invest in professional growth opportunities that drive results. The CEO will foster and encourage a culture of growth through a relationships-first mentality, leading through deep listening, empathy, and respect. With clear priorities and transparent communication, the CEO will encourage collaboration across functional areas and help all staff to understand their role in achieving the Foundation's strategic goals, leading to strong team cohesion, accountability and respect.

Commitment to Diversity, Equity and Inclusion

This interculturally fluent CEO will play a critical role in prioritizing equity and access across the Foundation and in all external work. This leadership spans the Foundation's efforts to build a diverse and inclusive workforce, engage a diverse network of donors and grantees, and invest in programming and strategies that promote equity throughout the Greater New Haven region. The CEO will bring a demonstrated record of success advancing equity initiatives in their previous institutions. Importantly, the CEO will naturally bring a posture of curiosity, an open mindset, and a commitment to practicing and promoting inclusion in every facet of their leadership.

Passion for the Mission

The CEO will bring a true passion for investing in communities and leveraging philanthropic leadership to effect systems change. With an appreciation for the diversity found in Greater New Haven and a deep desire to connect with all stakeholders in the region, the CEO will have a history of working collaboratively with communities and uplifting the voices of the historically marginalized. The CEO will exhibit a capacity to listen, a willingness to advocate and motivate, and a dedication to the improvement of the 20-town region. It will be imperative that the CEO demonstrates empathy, treats others with respect and stays true to the values of the Foundation. The ideal candidate will be an individual of unquestioned integrity, ethics and values, someone who can be trusted without reservation.



COMPENSATION & BENEFITS

Salary is competitive and commensurate with experience. The annual base salary range for this role is \$450,000 - \$500,000 plus bonus with a robust benefits package. The exact salary that will be offered to the President & CEO will be determined based on a consideration of the successful candidate's skills, experience, and geography and aligned with Foundation's compensation policies.

This is a full-time, hybrid work environment. The successful candidate must be based in the Greater New Haven region.

CONTACT

Koya Partners has been exclusively retained for this engagement, which is being led by Tiara D. Muse and Erin Reedy. Express interest in this role by [filling out our Talent Profile](#) or emailing the search team directly at cfnhceo@koyapartners.com. All inquiries and discussions are strictly confidential.

The Community Foundation for Greater New Haven is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+ leaders.

ABOUT KOYA PARTNERS | DIVERSIFIED SEARCH GROUP

Koya Partners, a Diversified Search Group company, is the nation's premier search firm dedicated to mission-driven leadership. Since its founding in 2004, Koya has had an exclusive focus on mission-driven clients and was founded on the belief that the right leader can transform an organization and have a deep and measurable impact on our world. Koya works with nonprofits & NGOs, responsible businesses, and social enterprises in local communities and around the world.

Diversified Search Group is consistently recognized by Forbes on its top 10 list of "America's Best Executive Recruiting Firms" and is an industry leader in recruiting transformational leaders for a changing world. The firm is deliberately different in its approach, with best-in-class teams who have decades of experience in cultivating inclusive leaders, understanding the dimensions of diversity, and building equitable teams.

Learn more about Koya Partners | Diversified Search Group via the [firm's website](#).