



## PHILANTHROPY NETWORK GREATER PHILADELPHIA

### PRESIDENT

<https://philanthropynetwork.org/>

#### **The Organization:**

With nearly 130 members located in Greater Philadelphia and beyond who reflect the dynamism and diversity of philanthropy, Philanthropy Network convenes funders, nonprofit organizations, community leaders, and local governments to learn, connect, and create inclusive and equitable change in the region.

For more than 30 years, Philanthropy Network has served as the only membership organization for philanthropy in Greater Philadelphia. Currently, the membership includes independent foundations, family foundations, public charity foundations, corporate foundations, and associated service organizations. Our membership spans Philadelphia and four surrounding counties in southeastern Pennsylvania and beyond (with members in New Jersey and one based in the UK). We offer learning opportunities from basic programming for philanthropic effectiveness and advancing equity in philanthropy, to signature events like the annual SPARX Conference.

#### **Organization History:**

In 2013, Philanthropy Network (then known as the Delaware Valley Grantmakers) launched Sparking Solutions, a strategy that promoted a simple yet powerful idea: Funders must work together and across sectors to address the critical challenges facing the region. This new direction included the announcement of a new name: Philanthropy Network Greater Philadelphia, with the tagline, Smarter Giving. Greater Good. With this strategy, Philanthropy Network took its first major step away from having a purely membership focus to embracing the opportunity of regional leadership around key issues: hunger; health; youth safety; homelessness; and early childhood literacy among them.

In 2016, as Sparking Solutions' ethos of collaboration took hold among the members, a desire to advance its approach to the next level emerged. The 2017-2020 strategy refresh efforts revealed that members wanted Philanthropy Network to take an even bolder leadership role in tackling the region's complex issues and forging partnerships beyond philanthropy that can drive real change with an emphasis on equity.

In 2019, Equity in Philanthropy Initiative was established to expand and deepen the work begun by the board level Diversity, Equity, and Inclusion Committee to help funders center equity across all philanthropic practices. The cornerstone of the initiative was the creation of the Equity in Philanthropy Cohort. Twelve foundations participated in a peer-based experience with constructive support for implementing change by center equity in their work.

Early in 2021, Philanthropy Network began a Strategic Transformation & Capitalization Initiative. The following were key drivers for the project:

- The last strategic plan for Philanthropy Network was developed for 2017-2020 and has largely been implemented.
- National awakening to systemic racial injustice and oppression and the need to advance philanthropic activities that address systemic change.
- The importance of the evolving relationship between grantees, funders, and community members that center equity and address longstanding power dynamics in philanthropy.
- The need to engage existing community and racial justice leaders to inform philanthropy's collective efforts to create an equitable region through grantmaking, policy advocacy, leadership development, and capacity building.
- The need to expand the offering of key data insights regarding regional philanthropy, such as the COVID-19 Data Dashboard developed in partnership with the Center for High Impact Philanthropy.

In May 2021, all of the above drivers led to the development and unanimous adoption by the Board of Directors of the following **North Star Statement**. This statement will be used as a guide for the Strategic Transformation and Transition project.

*We will assess and define our role in advancing a thriving and connected social impact ecosystem that is committed to anti-racist, anti-oppressive operations, practices, and actions across all priorities to dismantle white supremacy, the root cause of systemic racism and the disparities experienced in our communities today.*

*We do this in pursuit of liberation for Black and Indigenous, and People of Color with attention to intersectionality within those identities.*

Building on its recent work, and in consideration of national calls for racial justice and the growing urgency for philanthropy to embrace a more equitable, inclusive and trust-based approach, Philanthropy Network seeks to develop a long-range growth and capitalization plan that centers racial equity and intersectionality and advances anti-racism and anti-oppression practices in philanthropy in our region.

**The Role:**

- Location:** Philadelphia, PA
- Reports to:** Board of Directors
- Direct Reports:** 4 staff members + 4 consultants

### **Position Summary:**

Philanthropy Network recently launched a strategic transformation and capitalization initiative. It is seeking a new leader who shares a commitment to centering racial equity, embracing a broader impact for the Network and engaging a new way with the wider ecosystem in which philanthropy operates. The President will serve as the leadership voice and chief spokesperson for philanthropy in the region and shall provide direction in delivering and communicating Philanthropy Network's strategic agenda. With governance from the Board and input from staff and members, the President will determine and ensure execution of the overall organizational vision, strategic direction, tactical goals, operating policies/procedures, staffing requirements, funding requirements, fiscal policies, and operating budgets in accordance with Philanthropy Network's mission. The leader will be committed to fostering a diverse, equitable and inclusive philanthropic community.

*This is an outstanding opportunity for a leader who is passionate about philanthropy to reshape and reimagine the philanthropic sector and help to create more equitable communities. The Philanthropy Network has a tremendous history and reputation not only in the Greater Philadelphia area but also across philanthropic membership organizations across the country. In this role you will help influence philanthropic practices where the focus will be on collaborative cross-sector problem solving and racial equity.*

### **Key Responsibilities:**

#### ***Leadership and Strategic Direction:***

- Lead and guide the Board as it works through the process of strategic transformation. Embrace the new strategic vision and provide creative and thoughtful leadership in order to further develop, accelerate and implement the organizational and sector-wide vision.
- In collaboration with team members and the board, connect with and engage the membership in developing the organization's strategic direction.
- Once the new strategic plan is established, partner with the Board to craft organizational goals and develops strategies to ensure that they are achieved.
- Provide a high degree of community visibility; serve as chief spokesperson with all external stakeholders; advocate for excellence, innovation, and impact in philanthropy.
- Elevate the awareness and relevance of diversity, equity, and inclusion to support more effective grantmaking and a more open and diverse sector.
- Champion regional philanthropy and enhance its reputation as innovative and impactful.
- Connect, convene and catalyze funder collaboration to help address the most persistent issues in the region.
- Drive intentional engagement and partnerships across the philanthropic, nonprofit, business and public sectors.

***Business Model Redesign:***

- Transition the organization to a new service and leadership business model of serving members while taking more deliberate, intentional steps towards promoting systems change.
- Lead the effort to ensure that the organization has the resources it needs to execute the strategic transformation and capitalization process.
- Accelerate the growth and diversification of membership to attract a changing charitable giving sector, including individuals and organizations representing new forms of giving
- Ensure that the organization is efficient and effective in utilizing technology and facilities.

***Service Excellence:***

- Meet with and cultivate a highly connected membership that strengthens and expands the network in order to build a strong philanthropic community in the Greater Philadelphia region.
- Create an inviting, meaningful and stimulating environment that engages members and cultivates new members throughout the Greater Philadelphia region.
- Commit to service excellence by enhancing the value of membership and the membership experience.
- Ensure the organization delivers high quality learning and knowledge that helps members continuously improve their grantmaking practice and expertise and advances the field of philanthropy.
- Lead the organization in the exploration of new programming and communication opportunities and in elevating relevant national and regional issues.

***Operations:***

- Lead efforts in revenue generation including grants, sponsorships and earned revenue, membership dues and other strategic initiatives.
- Ensure strong organizational capacity and financial sustainability to implement the strategic plan and to manage the organization in a fiscally responsible manner within the Board approved budget.
- Provide clear direction, leadership, and motivation to staff; enable an encouraging organizational culture characterized by open communication, inclusion, teamwork and commitment to service excellence.
- Oversee human resources, including hiring, professional development, and employee relations.
- Oversee Employee Benefit Plans, including health, group life, disability and 403B plans
- Perform annual evaluation of staff to assess performance and ensure appropriate alignment with Philanthropy Network's strategic and operational goals.

**Candidate Profile:**

***Professional Experience:***

- 10 years' experience in nonprofit, philanthropic, foundation and/or business sectors with a proven record of executive leadership; experience working within a membership association is a plus.

- Previous success in resource and fund development for an organization.
- Prior experience as a grant maker or as a grantee; familiar with the process of grant writing.
- An understanding of financial management principles and practices that guide nonprofit and philanthropic organizations.
- Knowledge of the philanthropic landscape in the Greater Philadelphia area or urban areas with similar issues and complexities.
- Superior mentoring, professional development, people management and leadership skills; evidence of leading change with positive outcomes; an inspiring team builder who engenders trust and builds group commitment to goals and objectives; committed to the personal and professional development of the team.
- A successful track record of creating collaborative and high performing work environments and managing organizational culture change.
- Experienced in convening and facilitating a diverse set of actors and steering them towards a common goal and shared purpose.
- An understanding of and interest in the complex local, state and national political and public policy dynamics that impact philanthropy and the issues that members care about.
- Ability to steward a committed volunteer Board and maximize its effectiveness.
- Comfort, experience and expertise working in both public and private sector leadership; influencing change, building funding collaboratives, convening issue forums, understanding policy implications and maintain nonpartisan/bipartisan focus and position.

***Personal Attributes:***

- Embraces the mission and new strategic vision of Philanthropy Network and will invest in the vision and goals of the organization.
- Passionate about the philanthropic and nonprofit sectors and their potential for solving pressing and persistent issues in the region.
- Servant leader who communicates a clear and compelling vision for the future of the Network.
- Cares deeply about DEI and social justice; culturally competent given the challenge to advance racial equity.
- Possesses a dynamic and inclusive leadership style; able to lead during times of ambiguity and change.
- Proven change manager; able to influence and enable others to work collaboratively.
- Outgoing personality and sense of humor; exemplary relationship building and influencing skills; able to communicate and work effectively with all internal and external stakeholders.
- Patient and good listener; willing to take the time to learn the organization and the various stakeholder groups within the network; seeking to understand how each person and groups functions and contributes.
- Brings a critical lens to the efforts of members and others to improve their communities; willingness to talk about not only successes but failures, and what caused those failures
- Strong public speaking skills and an ability to communicate effectively to multiple and diverse communities; ability to distill varied sources of information and communicate clearly and effectively with multiple constituencies.

- Demonstrates a high degree of emotional intelligence and leads by example.
- Transparent communicator; able to gain confidence and trust of others through honesty and authenticity.
- Strong commitment to high ethical standards and accountability.

**Education:**

- B.A. required or demonstrable record of experience. Relevant post-graduate degree a plus.

**Salary Range:**

- \$165,000 - \$190,000

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To learn more about this opportunity, please contact:

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