



PRESIDENT SEARCH ANNOUNCEMENT

APPLICATIONS WILL BE ACCEPTED ON A ROLLING BASIS UNTIL THE POSITION IS FILLED. APPLICATIONS ARE ENCOURAGED BY **FEBRUARY 23** WHEN PRIORITY REVIEW WILL BEGIN.

ABOUT FUNDERS FOR LGBTQ ISSUES

Funders for LGBTQ Issues works to increase the scale and impact of philanthropic resources aimed at enhancing the well-being of lesbian, gay, bisexual, transgender, and queer communities, promoting equity, and advancing racial, economic and gender justice.

Entering the third year of our 2019-2021 strategic plan, our primary strategies focus on transforming the culture of philanthropy by advancing change at the sector, institutional and individual levels. We seek to:

- Transform the philanthropic sector to better understand, support, and improve the lives of diverse LGBTQ communities and movements;
- Catalyze institutional change within individual foundations to advance internal policies and practices, as well as grantmaking strategies, to more effectively support LGBTQ communities and advance social justice; and
- Empower LGBTQ leadership in philanthropy by cultivating a village of LGBTQ-identifying people and allies as champions of LGBTQ inclusion, and racial, gender, and economic justice.

THE OPPORTUNITY

Founded in 1982, Funders for LGBTQ Issues has experienced an exciting period of growth and impact over the last several years. The organization has a \$2.5 million annual budget, 9 talented staff members, and an active national board of directors that includes 13 people with extensive roots in advocacy and social justice philanthropy.

The organization is seeking a visionary and inclusive leader who will bring radical, yet pragmatic leadership to the next chapter of our work in LGBTQ philanthropy. The new President will be adept at balancing vision, strategy, and implementation and will have the enthusiasm to lead across programs, operations, and fundraising in collaboration with a committed and engaged staff and board. The President will be a values-driven leader with a commitment to advancing LGBTQ rights and racial, economic, and gender justice in the philanthropic sector. They will have the experience, ability, and opti-

mism to develop and implement a vision for change in the philanthropic sector. They will be an encouraging and collaborative manager who inspires and leads internally and externally to build collective investment in our mission and impact.

KEY RESPONSIBILITIES

The President will bring leadership experience to carry, or be poised to grow into, the following key responsibilities.

- Provide strategic direction working closely with the staff and board to implement the goals outlined in the strategic plan, assess progress, and build towards future goals
- Maintain an inclusive, supportive, and collaborative culture that draws in, retains, and inspires a diverse staff, including direct supervision of three vice presidents.
- Provide strong leadership, partnership, and communication, in partnership with the Board Chair, to ensure the board and its committees are effectively engaged to advance the organization's mission.
- Develop and lead a comprehensive fundraising strategy, in collaboration with the Vice President of Engagement & Philanthropic Outreach, that ensures the strong financial health of the organization by effectively engaging grantmakers and institutional and individual members.
- Develop the annual budget and lead financial oversight in collaboration with the Senior VP of Finance & Administration and Treasurer, including regular updates to the board.
- Serve as a spokesperson for the organization, in tandem with the Vice President of Research & Communications and other staff, including representing the organization at meetings, events, and conferences across the country.
- Develop and maintain strong relationships with our members, funders, movement leaders, and peer philanthropic-serving organizations, including playing a leadership role in CHANGE Philanthropy, the coalition of philanthropic networks working to ignite social change in the sector.
- Serve as a key leader, advocate, and organizer for advancing LGBTQ inclusion and social justice in philanthropy, including facilitating trainings for foundations, coaching members and partners, and mobilizing the sector in response to major crises, challenges, and opportunities.

CANDIDATE PROFILE

While we understand that no candidate will embody every skill or quality, the successful candidate will demonstrate many of the qualifications and attributes listed below.

- Experience developing and implementing a strategic vision for forward-looking social justice work.
- Deep involvement in social justice issues that demonstrates a strong understanding of the current priorities and dynamics in LGBTQ movements and a commitment to racial, economic, and gender justice.
- Strong familiarity and connections within the social justice philanthropy sector and a vision for how to create change in philanthropy.
- Acumen and enthusiasm for fundraising that is evidenced by prior development

- experience or transferable skills combined with the willingness to learn.
- Effective networking and authentic communication skills that can galvanize funders and diverse partners in the LGBTQ rights movement.
 - Experience with nonprofit budgeting, governance, and oversight.
 - Strong organizational and problem-solving skills that facilitates thoughtful decision-making and enables others to contribute to the overall success of the organization.
 - Experience demonstrating and developing a human and learning-centered work culture that values equity, humor, interdependence, self-care, and open communication.
 - Understanding of how to manage and align a cohesive team that leverages a variety of approaches, resources, and technology, facilitates collaboration and supports the leadership of staff in all regions of the country and all levels of the organization.
 - High level of emotional intelligence, cultural humility, and the capacity for listening and self-reflection.

THE TEAM

The President reports to a Board of Directors comprised of 12 leaders in the philanthropic sector. We have a talented staff of 9 based in Oakland, CA, Durham, NC, and New York, NY. The President manages three direct reports, including the Vice President of Research & Communications, Senior Vice President of Finance & Administration, and Vice President of Engagement & Philanthropic Outreach.

TRAVEL & LOCATION

Due to COVID-19, Funders for LGBTQ Issues' staff are working from home until it is safe to resume travel and work from our primary office in New York City (for staff located within the metropolitan area). Once it is safe to travel and resume in-person meetings, we anticipate that the President will travel approximately 30% of the time. Staff travel and organizational representation is shared with Funders staff to ensure reasonable travel expectations.

Applicants should be capable of effectively managing a remote team currently situated in Oakland, CA, Durham, NC, and New York, NY.

COMPENSATION & BENEFITS

\$175,000 - \$190,000 commensurate with experience. Funders for LGBTQ Issues also offers excellent health benefits, retirement contributions, and a generous paid time off package.

COMMITMENT TO EQUITY

Funders for LGBTQ Issues is committed to providing equal employment opportunities for all employees and applicants and does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, gender expression, age, national origin, ancestry, genetic information, disability, whistleblower status, or any other category protected by state or federal law.

We strongly encourage people with traditionally marginalized identities to apply. Funders for LGBTQ Issues believes that leadership comes in many forms and encourages anyone who possesses many of our ideal qualifications to apply, including leaders who have not previously held executive positions in the nonprofit sector and/or roles in philanthropy.

Funders for LGBTQ Issues is committed to the full inclusion of all qualified individuals. As part of this commitment, we will ensure that persons with disabilities are provided reasonable accommodations. If reasonable accommodation is needed to participate in the job application or interview process, please contact presidentsearch@lgbtfunders.org upon submitting your application.

TO APPLY OR REFER CANDIDATES

Strategies for Social Change® LLC (SSC) is conducting Funders for LGBTQ Issues' executive search and leadership transition process. SSC is a woman of color owned and led capacity building and leadership development practice dedicated to working with social justice organizations. Referrals to potential candidates or other inquiries may be forwarded to presidentsearch@lgbtfunders.org.

Applications will be held in confidence and should be submitted electronically as a single PDF with the following components:

1. A cover letter that addresses:

- Why are you interested in working with Funders for LGBTQ Issues and the members we serve?
- What do you believe you would bring to the position of President?
- How are your past accomplishments relevant to this position?

2. A resume

3. Three references from a past supervisor, past supervisee, and third professional contact with email addresses and phone numbers. References will not be contacted until the finalist stage and candidates will have an opportunity to notify references in advance.

Please submit your application as a single PDF to presidentsearch@lgbtfunders.org. Applications will be accepted on a rolling basis until the position is filled. Applications submitted by February 23, 2021 will receive priority review. Selected applicants will be contacted for interviews with the Leadership Transition Committee, which will take place virtually due to COVID-19. No phone inquiries, please.