

COUNCIL OF NEW JERSEY GRANTMAKERS

PRESIDENT SEARCH



Mission:

The Council of New Jersey Grantmakers exists to strengthen and promote effective philanthropy throughout New Jersey.

Harnessing Philanthropy's Potential

CNJG members seek to elevate their practice of philanthropy through sharing the ideas, experiences, and expertise of peers, grantee partners, and a host of others from the corporate, government, and nonprofit communities. They are conveners who build partnerships and alliances to solve problems, leverage shared resources, and forge sustainable solutions to bring about long-term change. CNJG provides grantmakers with resources and tools to inform and strengthen their work. It advances the concerns and interests of New Jersey's philanthropic community with governmental bodies and promotes the important role philanthropy plays in the State.

History:

More than 20 years ago, the Garden State's philanthropic community began meeting informally to discuss issues of importance to grantmakers. In the late 1980s, fueled by the observation that philanthropy is more effective when grantmakers have a forum to communicate, exchange information, and take part in continuing education, CNJG was born.

By 1998, CNJG was an independent 501(c)(3) organization with a full-time president and approximately 80 members. In the years since, membership has grown to include more than 130 foundations, corporate giving programs, and government and other public grantmaking organizations. Informal gatherings of likeminded individuals and organizations have been replaced by robust, highly valued seminars, convenings, workshops, and conferences.

Over the years, CNJG also actively engaged in a number of landmark initiatives, including commissioning the first study of giving in the Garden State, *NJ Gives*, the first study of nonprofit health insurance provider conversions to for profit corporations; *New Jersey Together*, a major funder collaborative centered on youth development; a landmark effort looking at the systemic, long term fiscal challenges facing all levels of government in New Jersey entitled *Facing Our Future*; the creation of the Community Foundation of South Jersey; and creation of the Newark

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Philanthropic Liaison position, first within the state's largest city administration and more recently as a full-time staff position of CNJG.

Currently, the CNJG staff numbers six plus a number of consultants who provide important program support. The operating budget is approximately \$850,000 with income derived from membership dues, meeting fees, and grants.

The Future:

The strategic visioning process, with input from staff, members, lapsed members, and non-members, yielded important perspective and possible strategies for the next three to five years. There was a recognition of the ongoing tensions that any membership association has to reckon with between doing the forward-looking, strategic work while also staying responsive to day-to-day member needs, and Member Value and Sector Leadership emerged as twin organizational pillars during the process. "What does CNJG leadership look like? And how big do we want to go?" This is the discussion the new President will facilitate, leading the board to a final determination and the organization to achieving the goals.

<https://www.cnjg.org/about/welcome>

POSITION SUMMARY

CNJG, the network of and for philanthropy in New Jersey, seeks a visionary leader with the conviction that philanthropy has important roles to play in society, an entrepreneurial individual eager to cultivate the opportunities to learn, share, and collaborate that a professional association can provide its members. This new President will build upon a firm foundation of relationships, programs, and services to advance CNJG toward a future as envisaged by organizational strategic visioning. The President will partner with and lead a strong board, a dedicated staff, and a committed and diverse membership, and will be the external "face" of CNJG to local communities, government representatives, the corporate sector, philanthropists and other grantmakers, and other influencers throughout the State of New Jersey.

BASIC FUNCTION

The President will provide the credibility, vision, knowledge, and passion to advance in all aspects CNJG's mission, strategic direction, and goals. The individual will be an advocate, spokesperson, and fundraiser, capitalizing on opportunities that enhance CNJG's ability to serve its members and raise awareness among the general public, policy makers, and key influencers. Externally, he/she will take a leadership and public role interacting and collaborating with elected officials, and providing a strong voice as a spokesperson and advocate on behalf of the membership. As appropriate, the President will partner with other entities in the philanthropy sector and look for opportunities to grow the membership.

Internally, the President will be a superior manager, both a team leader and team player managing a knowledgeable and committed staff. He/she will oversee the day-to-day operations,

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programming, and membership initiatives, and achieve the goals as determined by the strategic visioning process and the Board of Directors. Reporting to the board and working in partnership with the board chair, the President will ensure that CNJG is fiscally and administratively sound and that its operations, communications, information systems, member recruitment and retention, and development efforts are coordinated and support the policies of the board and the needs of the members.

Realizing that the President must balance and manage the critical relationship between CNJG and its members, the individual will be an outstanding leader, collaborator, and communicator who can gain their trust and confidence. It is also important that the President have the necessary credibility to convey the issues, activities, and impact of philanthropy statewide and even more broadly.

RESPONSIBILITIES AND PRIORITIES

- *History* – Get to know CNJG’s history, mission, values, and culture; understand its organizational structure, finances, programming, and fundraising efforts.
- *Leadership* – Lead with an inspirational and strategic vision, with judgment and finesse to fully embrace and promote the mission of a membership organization with diverse constituents – all the while keeping a finger on the pulse internally of day-to-day operations, services, and activities.
- *Understanding New Jersey Philanthropy* – Learn the policy framework in which New Jersey philanthropies operate, and the policies that address the operations, goals, and missions of Council members.
- *Understanding the Members* – Meet with and thoroughly understand each member, paying special attention to the varying sizes, structures, cultures, and needs of corporate foundations, family foundations, individual donors, and public grantmakers; understand their grantmaking efforts and grantee constituencies; develop collaborative peer-to-peer working relationships with the presidents of member organizations.
- *Member Services/Programs* – Partner with staff to know CNJG’s programs, how programs are structured and funded, how performance is measured, and what it costs to ensure and deliver high-quality services efficiently; ensure that CNJG is current with needs of the members, both as determined by members and as informed by regional and national trends in philanthropy; find new niches to ensure CNJG’s value to members, to retain members, and to recruit new members; create opportunities for grantmakers and grantees to inform and learn from each other.
- *Staff* – Foster the collegial and team-oriented working environment with the staff of CNJG, understanding each staff person’s strengths and contributions; build relationships of trust, responsibility, and accountability while nurturing the cohesion inherent in the organization;

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sustain open channels of communication at all levels and continue to provide professional development opportunities. Review and assess internal structures and reporting lines, operations, and staffing for the organization to ensure maximum efficiency and effectiveness.

- *Public Role* – Balancing resources, efficiency, and value to members, represent CNJG to the outside world; serve as a spokesperson; make effective presentations, both orally and in writing, to the external community, staff, board, donors, and media on the effectiveness and impact of CNJG’s members and programs; attract additional attention and resources; champion the work and accomplishments of the members in their communities; build the brand.

Call on key government officials and agencies concerned with members’ grantee communities and constituencies throughout the State, enlisting the knowledge and relationships of CNJG’s Newark Philanthropic Liaison in that city. Reinforce existing relationships and establish new ones that will make CNJG the go-to reference and resource for philanthropy in New Jersey.

- *Resource Development* – Increase the diversity of CNJG’s revenue streams; create strategies to expand support from foundations, individuals, corporations, and government; actively solicit additional funds.
- *Board Relations* – Establish a strong working partnership with the board of directors and chair, gain their trust and confidence as a strong peer, and forge relationships that will bring forth their best ideas and efforts in support of CNJG’s programs and services; coordinate and support efforts of various board committees; maintain a regular communications system for informing board members of the organization’s activities and programs; help identify new board prospects.
- *Growth* – Fully analyze the benefits and challenges of CNJG maintaining its current size or of expanding its membership, leading the board to a final determination about that piece of the strategic vision.
- *Strategic Vision* – Finalize the goals of the strategic visioning process, making any needed adjustments to meet both the organization’s current requirements and future needs.

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EXPERIENCE AND CHARACTERISTICS

The President should have the following experience and qualifications:

- A deep understanding of the roles, core principles, and core values of philanthropy in New Jersey and nationwide. A commitment to community and civil society. A respect for diversity of all kinds.
- A forward-thinking vision, proven strategic management capability – preferably in the not-for-profit or public sector – and high emotional intelligence as a senior manager leading a lean and highly productive staff.
- A record of creatively and successfully harnessing financial resources by cultivating and seizing opportunities to connect CNJG to new resources, to secure greater funding levels from the private and public sectors, and to add to revenue streams.
- The ability and judgment to know when to lead from behind and when to lead from ahead. A dynamic leader who is able to conceptualize and express ideas and anticipate and act on events that may create opportunities for CNJG and its membership.
- A collaborator and consensus builder with the board, with good judgment and the ability to reconcile divergent points of view, resolve conflicts, and support the board's culture of operating as a cohesive unit.
- An inclusive style with respect to empowering staff and engaging the board; a decision-making style that is firm, fair, and confident, yet flexible as appropriate.
- A history of enhancing visibility for an organization and a track record as an effective and versatile spokesperson for a diversity of audiences; a track record of forging relationships with other organizations and agencies that benefit both parties.
- Exceptional communications skills in writing and orally, both formally and extemporaneously; experience as an inspirational public speaker adept at addressing a variety of diverse audiences.
- An ethical individual with outstanding human qualities, able to relate to diverse audiences; able to impart trust, integrity, stability, sensitivity, common sense, and tolerance and motivate others in a similar vein.
- Someone with energy, a sense of humor and maturity in order to maintain perspective and a sense of balance.

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The Council of New Jersey Grantmakers is an equal employment opportunity employer. Our organization recruits, hires, trains, and promotes persons in all job titles without regard to race, color, religion, national origin, sexual orientation, marital status, personal appearance, familial status, family responsibilities, matriculation, political affiliation, source of income, place of business or residence, pregnancy, childbirth, gender or age (except where gender or age is a bona-fide occupational qualification, as defined by law), genetic information, or physical or mental disability (except where the disability prevents the individual from being able to perform the essential functions of the job and cannot be reasonably accommodated in full compliance with the law).

Please send applications or nominations to G. Angela Henry, Executive Search Consultant at Phillips Oppenheim: President4CNJG@gmail.com