



## President & CEO

### **About the East Bay Community Foundation**

The East Bay Community Foundation is helping build a community that is worthy of the people who call this amazing place home. Founded in 1928, EBCF is one of the nation's oldest community foundations, serving people across Alameda and Contra Costa counties. The Foundation partners with donors, fundholders, social movements, and the wider community to eliminate structural barriers, advance racial equity, and transform political, social, and economic outcomes for all East Bay residents.

Over the past several years, the Foundation has sought new ways to partner with donors, social movements, and the East Bay community. In addition to its grantmaking, EBCF engages in lobbying and advocacy to promote public policy to advance racial justice. They work closely with their donors as partners and leaders in this journey.

In these times and as the Foundation has embraced its commitment to racial justice, EBCF is becoming more than just a philanthropic services organization. In order to meet its bold goals and vision, EBCF is pursuing a community foundation model that looks at new ways to educate, engage, and organize its donors and the broader community.

EBCF has also committed to aligning the Foundation's financial assets with its mission through impact investing, collaborating with a diverse team of financial managers, and supporting community-based financial institutions.

In the spring of 2019, EBCF announced its new mission and vision for an inclusive, fair, and just East Bay, which was the culmination of years of work, listening, and learning from its community partners. A Just East Bay centers around four strategies:

- **Community organizing, power building, and movement building**  
In the fall of 2019, EBCF announced the Foundation's first ever round of grants to support power building. These efforts are led by and rooted in BIPOC communities in the East Bay exercising their collective power for transformational change.
- **Fostering inclusive economic models**  
EBCF makes grants to increase the breadth and impact of community-led initiatives like its Inclusive Economy Initiative.

- **Capacity building with racial equity lens**  
This includes increasing the impact of their groundbreaking initiatives like ASCEND: BLO, which supports Black-led organizations.
- **Arts and cultural strategies for social and racial justice**  
This includes support for Belonging in Oakland: A Just City Cultural Fund, and its East Bay Fund for Artists.

With offices located in downtown Oakland and Walnut Creek, EBCF's 40+ staff members enjoy the privilege of working at one of the Boldest Community Foundations in the country, as awarded in 2019 by Inside Philanthropy. This is an exciting time to be at the East Bay Community Foundation, where they are working to achieve the dream of a Just East Bay. For more information on the East Bay Community Foundation, please visit our website.

### **Position Summary**

The next President & CEO will lead a highly regarded force in Bay Area philanthropy. The Board is seeking an executive to lead the Foundation's next chapter of high impact work. The Board will look to its next President & CEO to be a forward thinking, creative, and strategic leader who can leverage current opportunities and tackle challenges facing diverse communities in the East Bay.

The President & CEO leads and directs the advancement and fulfillment of the mission of EBCF. They are responsible for the execution of EBCF's operational and strategic goals, including fund, and donor development, fiscal management, grants, and programming, board relations, staff oversight, community relations, and administrative matters. They will be cultural champions internally and brand ambassadors externally.

### ***Key responsibilities of the next President & CEO include:***

- Working with the Board and staff to confirm the goals and objectives of EBCF for this next chapter and continuing the implementation of the current strategic plan;
- Planning and leading an ambitious fundraising program; actively engaging board members and others in fundraising; ensuring continued commitment of current contributors while engaging new individual and corporate donors;
- Ensuring that EBCF has an effective voice in the East Bay's many communities and with its diverse audiences, making sure the work of the Foundation is focused on eliminating structural barriers and advancing racial equity;
- Representing the Foundation in the East Bay and larger Bay Area philanthropic community as a thought leader, convener and community leader; ensuring EBCF's leadership in local and national philanthropy; and
- Collaborating with other key leaders and community partners to maximize the Foundation's impact.

### **Candidate Profile**

The President & CEO of the East Bay Community Foundation will possess the following attributes and competencies:

### **Strategic and Visionary Leader**

The President & CEO is a strategic, innovative, and visionary leader who, in partnership with the Board, sets and clearly articulates a vision for the Foundation and how it can effectively deploy its human and financial assets to support eliminating structural barriers and advancing racial equity in the East Bay. They understand the full power and impact of a foundation to use its leadership and grantmaking to meet the needs of a community. The President & CEO develops and executes on the strategies needed to advance the work of a mission-based organization, from funding to mission delivery. This includes the ability to reflect on approaches that might have failed in the past and the ability to learn from them and adapt accordingly. The President & CEO actively and strategically seeks out partnerships and builds coalitions to carry out the strategic vision of the organization. They are skilled at building relationships with local and regional institutions and leaders in the field to enhance the Foundation's impact and advance its mission and strategic priorities.

### **Passionate Ambassador and Fundraiser**

The President & CEO is an "Ambassador" for EBCF, sharing its mission and vision and helping to expand the organization's role more broadly. They are a savvy communicator who brings passion for the Foundation's mission as its chief spokesperson. The President & CEO recognizes the importance of issues facing the East Bay, articulates it in all forms of communication, and is a fierce advocate of these issues on every possible platform. The President & CEO has exceptional interpersonal skills with the ability to build and sustain strong support across a wide range of stakeholders, including grantees, Board members, donors, staff, elected officials, and the public. They develop a powerful sense of shared purpose in others and motivate them to engage with EBCF. The President & CEO is skilled at building partnerships with other foundations, institutions, and key leaders in the field to enhance the Foundation's impact and advance its mission and strategic priorities. The President & CEO enjoys fundraising and through moxie can diversify and expand EBCF's funder base to potential donors. They inspire confidence in donors because they can successfully convey the objectives of the Foundation and build their support and buy in.

### **Commitment to Racial Equity and Racial Justice**

The President & CEO will play a critical role in prioritizing equity across the Foundation and with each organization and community it serves. This leadership spans the Foundation's efforts to build a diverse and inclusive workforce, to engage a diverse network of funders, to strategies that create a pipeline for equitable leadership within the field, to investing in programming and strategies that promote equity and inclusion throughout the East Bay. The President & CEO will bring a demonstrated record of success advancing equity initiatives in their previous institutions. Finally, the President & CEO brings an innovative and open mindset, and a commitment to practicing and promoting inclusion in every facet of their leadership.

### **Management Acumen**

The President & CEO is a seasoned executive with strong staff, operational, and financial management experience. They will have a track record of sound financial planning, oversight, and accountability, with the ability to clearly communicate with the Board. The President & CEO possesses the ability to build and inspire a staff with a diverse set of skills, to create an inclusive

& productive work environment, and to invest in professional growth opportunities that result in team cohesion and drive results. They will facilitate Board and staff collaboration by providing clear expectations and accountability while encouraging innovation and initiative.

### **Passion for the Mission**

The President & CEO brings a true passion for leveraging philanthropic leadership to eliminate structural barriers and advance equity. Working in close collaboration with the staff and Board, the President & CEO will help achieve the greatest possible impact through EBCF's grantmaking, programming and strategic partnerships. The President & CEO will exhibit a capacity to listen and dedication to the mission. It is imperative that President & CEO treat others with respect and always stays true to the values of EBCF. The ideal candidate is an individual of unquestioned integrity, ethics and values, someone who can be trusted without reservation.

### **How to Apply**

For inquiries or to submit a letter of interest and CV, please email Talitha Green Ling, Vice President of Human Resources & Operations at [tgling@eastbaycf.org](mailto:tgling@eastbaycf.org). Please use the subject line: EBCF President & CEO.

*The East Bay Community Foundation (EBCF) is an equal-opportunity employer with a commitment to racial justice and racial equity. EBCF does not discriminate in employment opportunities or practices on the basis of race, ethnicity, religion, national origin, age, sex, sexual orientation, marital status, disability, or any other characteristic protected by law and is an employment-at-will organization. The Foundation welcomes and encourages people of color, women, LGBTQIA+ people, and members of other historically disenfranchised groups to apply.*