



POSITION PROFILE

President & CEO

Connecticut Community Foundation

Waterbury, CT



ABOUT CONNECTICUT COMMUNITY FOUNDATION

Established in 1923, Connecticut Community Foundation envisions an equitable, inclusive, just, and vibrant community in Greater Waterbury and the Litchfield Hills where all residents have what they need to thrive.

We work to achieve this vision by inspiring generosity, supporting organizations, and cultivating effective leaders. While serving this 21-town region, the Foundation provides leadership in addressing the community's critical issues, strengthens local nonprofit organizations through grants and technical assistance programs, and works with individuals, families, nonprofit organizations, and corporations to administer more than 600 charitable funds.

VALUES

The Foundation strives to be open, strategic, and fair, demonstrating integrity and commitment for the long term: a welcoming partner that works to meet community needs by effectively transforming ideals into action. Values the Foundation embraces and practices include:

- **Equity, Diversity, and Inclusion.** We welcome, invite, and commit resources toward the participation and well-being of all in our community.
- **Integrity and Transparency.** We hold ourselves to high standards of ethics, service, stewardship, and accountability to our donors, partners, and community.
- **Courage and Purpose.** We set ambitious goals, forge connections, and collaborate to address our community's needs.
- **Thoughtful Leadership.** We listen, learn, and evolve along with our community.

STRATEGY

The Foundation uses equity as our touchstone and as the prism through which we decide how best to marshal our resources to have the greatest impact for the good of the entire community. We acknowledge that there are stark differences in quality of life and well-being among people in Greater Waterbury and Litchfield Hills based on race, income, age, gender, and geography. Disparities are particularly striking for Black and Brown residents and low-income residents in Waterbury — the region's central city — and touch on all aspects of life. We believe that the Foundation has an important role to play in leveraging our region's overall prosperity and strength to address inequities and create positive change. In order to have the greatest impact we are committed to using data — alongside our values — to inform how and where we invest, and how we mobilize and work alongside others to promote well-being across the region.

We also recognize that to be effective, how we do our work matters. We are an institution with a long history, great privilege, and a responsibility to the community. We cannot successfully apply an equity lens to pursuing our priorities without turning the lens inward. In 2022, we adopted a plan entitled Operationalizing for Racial Equity, which addresses all aspects of the Foundation's work — governance, finance, grantmaking, development, communications, and administration — and identifies a wide range of activity aimed at ensuring that the Foundation's work aligns with its stated mission, priorities, and values.

FOR MORE INFORMATION ON
THE FOUNDATION,
please visit their [website](#)



THE OPPORTUNITY

A visionary, collaborative, creative, and strategic President & CEO will have the opportunity to further shape an organization that has undergone considerable introspection and change in recent years.

This mission-driven leader will oversee all aspects of Connecticut Community Foundation's work, which includes philanthropy in the region, thoughtfully distributing a portfolio of approximately \$7 million in grants and scholarships annually and engaging regularly and deeply in community leadership activities.

The President & CEO will have the opportunity to use an array of tools, including grantmaking, convening, advocacy, making connections, mobilizing, engaging and advising donors and other funders, and building capacity in nonprofits, leaders, and institutions, all with the goal of promoting positive community change.

This work is fueled by assets of approximately \$150 million held in more than 600 funds established by local donors. Many of the funds under management are endowed. The Foundation boasts a talented and committed staff of 17, a highly engaged board of trustees, and scores of local volunteers who comprise their committees. As Connecticut Community Foundation embarks on its second century of service to the community in 2024, this is an exciting opportunity for the next President & CEO to build on current strengths and steer the Foundation toward future growth and expanded impact.

KEY RESPONSIBILITIES

- Bearing primary responsibility for pursuing the Foundation's priorities, including implementation of the strategic and racial equity plans as well as future visioning and organizational evolution.
- Serving as the primary spokesperson and face of the Foundation to grantees, donors, stakeholders, and the region-at-large.

100 YEARS of Timeless Impact



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President & CEO, Connecticut Community Federation



- Fostering a robust, proactive development effort aimed at supporting a diverse base of donors in their philanthropy, building financial support for the Foundation’s strategic priorities, and expanding the resources available to the community in both the near and long terms.
- Inspiring and motivating staff through collaborative and empowering leadership that maximizes staff talents and skills and centers equity in the Foundation’s internal systems and ways of working.
- Supporting strong governance by cultivating, empowering, and supporting a diverse and inclusive Board of Trustees.
- Engaging in strategic, community, and thought leadership by collaborating with a wide range of partners, leveraging external resources to support community priorities, and identifying opportunities for collaboration and advocacy. Advancing mission-aligned grantmaking, capacity building, and evaluation efforts.
- Ensuring a culture of learning where data is used to assess impact and guide decisions.
- Guiding the Foundation in prudent and transparent financial management, including the effective stewardship of the Foundation’s assets and oversight of the annual operating budget.
- Raising the profile of the Foundation through the effective communication of priorities and the various roles they play in the community.

CANDIDATE PROFILE

The ideal candidate will have the following professional and personal qualities, skills, or characteristics:

PASSION FOR THE MISSION AND EQUITY ADVOCATE

The President & CEO will demonstrate a deep commitment to fostering an equitable and inclusive community in Greater Waterbury and Litchfield Hills. A true partner, the ideal candidate will believe strongly in the power of collaboration and the principles of responsive philanthropy. The President & CEO will bring a true passion for the work of community foundations, extensive knowledge of the elements that create a vibrant quality of life in a community and a deep desire to serve and connect with all residents in the 21-county area. They will be culturally competent and demonstrate a successful track record in amplifying the voices of people of color and advancing organizational diversity, equity and inclusion objectives. The President & CEO will exhibit a capacity to listen deeply, a willingness to advocate for important community initiatives, and a dedication to changing the community for the better. With unquestioned integrity, the President will be comfortable leading important, and sometimes challenging, conversations both internally and externally and will steadfastly keep community benefit top of mind in making decisions.

STRATEGIC AND VISIONARY LEADER

The President & CEO will be a genuine and community-minded leader who will build on the past work of the foundation and its standing in the community to lead the organization forward and effectively deploy its human and financial assets to positively impact the Greater Waterbury and Litchfield Hills community. The President & CEO will keenly understand the potential of a foundation to use its leadership status and grantmaking in combination to positively impact a community. The President & CEO will be skilled at building partnerships with local and regional partners and community and political leaders, to enhance the Foundation's impact and advance its mission and strategic priorities. A lifelong learner, the President & CEO will be forward-thinking and driven to uncover and consider new approaches and ideas for the Foundation to consider.





RELATIONSHIP BUILDER AND SKILLED FUNDRAISER

With a strong understanding of community foundations and their value proposition, the President & CEO will possess the ability to authentically and publicly convey the organization's mission and impact to diverse audiences. The President & CEO will have exceptional listening and interpersonal skills and the ability to build relationships with a wide range of stakeholders including donors, grantees, Board members, staff, investment professionals, elected officials and the larger community. Self-aware and authentic, the ideal candidate will possess a deep knowledge of fundraising and will be adept at inspiring donors to engage in the work of the Foundation. They will enjoy interacting with all stakeholders, consistently seek out opportunities to connect and relish being known and recognized as a community advocate.

COLLABORATIVE LEADER OF TEAMS, CULTURE, AND OPERATIONS

The President & CEO will be a proven team leader and will bring significant operational and financial management experience to the role. They will possess the ability to clearly articulate the Foundation's strategy to inspire and empower an exceptional, mission-driven staff to execute on said vision. With clear priorities and strong communication, the President & 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 and respect. The ideal candidate will be experienced at building and working with an engaged Board of Directors and they will guide the Board in meeting its governance responsibilities in a productive, efficient and collaborative manner. The President & CEO will ensure the financial sustainability of the Foundation through effective financial management, including participating in investment policy and strategy decisions.

COMPENSATION & BENEFITS

Salary is competitive and commensurate with experience. The estimated salary range for this role is \$200,000-\$230,000 with a generous 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 Connecticut Community Foundation's compensation policies.

CONTACT

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Erin Reedy and Shannon O'Neill of Koya Partners have been exclusively retained for this search. To express interest in this role please submit your materials by [filling out our Talent Profile](#) or email the team directly at ccfceo@koyapartners.com. All inquiries and discussions will be considered strictly confidential.

Connecticut Community Foundation is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, ethnicity, disability, religion, national origin, gender, gender identity, gender expression, marital status, sexual orientation, age, protected veteran status, or any other characteristic protected by law.

ABOUT KOYA PARTNERS

Koya Partners, a part of Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy — **The Right Person in the Right Place Can Change the World** — guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

FOR MORE INFORMATION
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