

EXECUTIVE SEARCH



PRESIDENT AND CHIEF EXECUTIVE OFFICER

SEARCH CONDUCTED BY

STERLING | **MARTIN**
a s s o c i a t e s

THE OPPORTUNITY

Maryland Philanthropy Network (MPN) is conducting a search for its President and Chief Executive Officer (CEO). Founded in 1983 by Baltimore area grant makers to provide a forum for philanthropic peers to come together to learn and collaborate, MPN has grown steadily to become a resource for philanthropy across the state.

Today, MPN represents about 130 member organizations and serves as a neutral convener, supporter of collective action, and reservoir of institutional knowledge about our cities, communities, and philanthropy. MPN is dedicated to maximizing the impact of giving on community life through a growing network of diverse, informed, and effective philanthropists. The organization is committed to deepening the community's understanding of racism and the actions we can take individually and collectively to recognize and disrupt bias, challenge our own norms and practices, and support other organizations in doing the same. MPN's annual revenue is approximately \$1.5M with a staff of 11.

MPN's Board of Directors is searching for a motivated, seasoned executive leader who is passionate about strategic philanthropy and its potential to make a positive difference in the region. The new CEO will lead the continued evolution of this respected membership organization and will ensure MPN is regarded as a leading voice in advancing racial equity.

MPN: AN OVERVIEW

MPN is a statewide membership association representing more than 130 organizations that together steward more than \$9 billion in charitable assets. Its mission is to maximize the impact of giving on community life through a growing network of diverse, informed, and effective philanthropists.

About MPN's Members

MPN welcomes philanthropic organizations that believe their individual giving can be leveraged for greater impact through learning, alignment, and collaborative action with other funders and partners across sectors and communities. Grantmaking must be a significant part of a prospective member's activities, with grants awarded making up at least 50% of the organization's total annual expenditures. This and other membership requirements are outlined in greater detail on [MPN's site](#).

About MPN's Work

MPN provides services and consulting to meet the needs of its members. These offerings include:

- Designing programming and series to meet the needs of trustees, executives, and professional philanthropic staff members at every level of engagement and career stage
- Hosting issue-based funder affinity groups (e.g., arts, education)
- Extending the capacity of members with staff who curate information and cultivate opportunities
- Supporting innovation within MPN's membership, as well as through cross-sector partnerships

- Supporting dialogue, workshops, and events that raise awareness of systemic, structural, and institutional racism, with the goal of inspiring action that will create a more equitable sector and city
- Providing a responsive infrastructure that connects funders to address emerging issues, policy shifts, and current events impacting our communities
- Representing and connecting the philanthropic sector to key audiences
- Leading advocacy in member issue areas to inform policymakers across the state
- Providing targeted programs and workshops that strengthen the connection between philanthropy, nonprofits, the public sector, and social sector innovators
- Providing consulting expertise and services to meet the technical needs of members
- Providing fiscal hosting services and support that strengthens the nonprofit ecosystem

Structure of MPN

MPN is led by a 20-member Board that sets the organization's direction and provides guidance to the CEO. MPN members elect Board members from within the organization's membership. The Board's work is supported by several standing committees, as described on [MPN's site](#).

THE CEO ROLE

The new CEO will work closely with the Board of Directors and lead a highly skilled team to balance the organization's long-term strategy and day-to-day operations. This is an opportunity for an exceptional, collaborative leader with vision to build upon a strong organizational foundation and reputation. This unique moment in our country's history will offer new challenges and opportunities to lead advocacy, innovation, and collaboration.

Critical Competencies for Success

Board Partnership and Strategic Direction

- Collaborate with the Board, staff, and members to evolve the organization's vision and refresh its strategic plan; ensure that future objectives reinforce MPN's commitment to racial equity as an organizational operating principle
- Define, communicate, and lead the execution of major initiatives; coordinate member and staff support of those initiatives
- Foster an innovative culture within the organization; seek new methods and approaches for achieving MPN's goals
- Serve as principal liaison between MPN staff and the Board; provide transparent and forthright updates to the Board on successes and areas needing support
- Provides guidance to the Board and committee leadership on governance and policies

Advocacy and Representation

- Serve as an ambassador for MPN, ensuring engagement with a wide stakeholder group, including funders, media, policy makers, the public, and other philanthropy-serving organizations
- Strengthen ties with other organizations consistent with MPN's mission; help MPN take a leadership role in the broader collaborations and partnerships in which it participates
- Develop and carry out an advocacy agenda related to the philanthropic sector that incorporates the needs and interests of members
- Inspire members to support MPN's advocacy efforts

Member Network Leadership

- Continue the key work of maintaining and building meaningful and authentic relationships with the MPN membership; increase and strengthen member engagement
- Align members around key issues for advocacy, shared learning, and collaborative action
- Apply expertise in the fields of philanthropy, nonprofit organizations, and public policy to benefit MPN members through responsive programming, strategy, and leadership
- Collaborate with Board and staff members to identify opportunities for statewide membership growth

Financial Stewardship

- Sustain a staff-inclusive and -informed annual budgeting process
- Manage the organization to meet budget requirements
- Ensure ongoing revenue through member dues and donations sustained through positive and ongoing partnerships with members and funders
- Develop and manage other long-term sustainable revenue streams and business models (e.g., grants, capital campaigns, investment revenue, other measures)
- Assist the Board in developing and maintaining appropriate reserves and reserve policies, as well as investments and investment policies
- Negotiate and execute appropriate and reasonable contracts on behalf of MPN
- Secure an annual audit performed by qualified auditors for presentation to the Board
- Oversee the growing fiscal hosting portfolio

Staff Development and Management

- Retain and grow a talented and inclusive team that embraces a culture of collaboration, learning, and shared leadership
- Serve as the individual solely responsible for the hiring, supervision, termination, promotion, and compensation of MPN's employees, within budgetary constraints determined by the Board
- Support professional development and mentoring, leadership opportunity at all levels, and equity among team members
- Establish administrative and personnel policies, as well as the organizational structure for staff

CANDIDATE PROFILE

MPN is fortunate to be staffed by a highly competent, collaborative, and supportive team. Staff members are committed to individual and team equity, as well as leadership development. Ideal candidates for this position will reflect MPN's core values, embrace its team culture, and demonstrate an ability to quickly integrate into the community in order to be an engaged, inspiring, collaborative and ethical leader. MPN is seeking candidates with a variety of experiences and attributes, with emphasis on the following:

Professional Qualifications

- At least 5 years of senior leadership experience in nonprofit fiscal management, budgeting, and operations
- Experience working with a Board of Directors and developing effective governance
- Ability to think strategically and critically, interpret data, synthesize complex issues and information, proactively identify new opportunities, and manage change
- An understanding of philanthropy as a vocation and a demonstrated personal commitment to philanthropy and social justice
- A connection to the nonprofit and public sectors that extends beyond philanthropy
- Experience working in and making connections on behalf of a statewide organization; experience in Baltimore or a similar urban environment highly desired

Personal Qualities

- Ability to be visionary about philanthropy and Baltimore / Maryland and mobilize the Board and staff around that vision
- Commitment to and value of racial equity as an organizational operating principle
- Exceptional interpersonal and communication skills; the ability to listen, convene, facilitate, and connect in a way that attracts participation even among competing interests
- An inspiring and inclusive leader with a successful track record of creating collaborative work environments and modeling work/life balance
- Ability to work as a team member, demonstrating a positive mindset, sense of humor, patience, confidence, and humility
- Curiosity about learning and leading members in conversations that can challenge and shape the sector

COMPENSATION

MPN offers outstanding health, disability, life insurance, and wellness benefits, along with a generous paid time off program. A competitive compensation package will be offered to attract an outstanding candidate.

TO APPLY

To apply, please send a cover letter and current résumé (Microsoft Word® format preferred) to mpn@smartinsearch.com. The cover letter should outline how your experience fits the requirements of the position as this will be an important factor in considering your candidacy.

MPN is an equal opportunity employer fully committed to creating an environment and team that represents a variety of backgrounds, perspectives, styles, and experiences. MPN does not discriminate on the basis of race, color, national origin, religion, sex, disability, age, sexual orientation, military status, veteran status, genetic information, gender identity, or any other characteristic protected by applicable federal, state, or local law.

ADDITIONAL INFORMATION

For more information, contact:

Sterling Martin Associates

1025 Connecticut Avenue
Suite 1000
Washington, DC 20036

David S. Martin, Managing Partner

mpn@smartinsearch.com
(202) 257-1627

Leigh Beal, VP of Executive Recruiting

mpn@smartinsearch.com
(347) 804-4237