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Presents....

## Vice President, Community Impact of The Minneapolis Foundation ~

*Ballinger|Leafblad is proud to present the following information on behalf of our client, The Minneapolis Foundation, in its search for **Vice President, Community Impact**.*



[www.minneapolisfoundation.org](http://www.minneapolisfoundation.org)

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## PRESENTING OUR CLIENT ~



## ABOUT THE ORGANIZATION ~

Organized in 1915, The Minneapolis Foundation was one of the first community foundations in the world. The Minneapolis Foundation brings together people, ideas, and resources to improve lives locally and globally. The Foundation manages over \$700 million in assets and has posted investment returns averaging 8.4 percent for endowed assets over the past five years.

Like other foundations, the Minneapolis Foundation makes competitive grants. The focus areas for these grants, totaling \$5 – 8 million a year, are education, employment and civic engagement, all using an equity lens. As a community foundation, The Minneapolis Foundation also helps donors turn their passion into action by administering over 1,200 charitable funds from more than 2,000 individuals and institutions. In addition to the focus areas listed above, these funds support more than 1,000 different charities, with notable concentrations in the environment, arts and culture, and health.

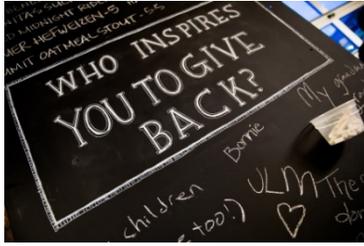
In 2016, the Foundation and its donors together invested over \$50 million locally and globally. The Minneapolis Foundation was recognized as the number one grantmaker to organizations within the state by the Minnesota Council on Foundations.

In addition to grantmaking, The Foundation sparks positive change by using several strategies including research, convening, impact investing and advocacy to help shape public policy around issues critical to the current and future vitality of the community.

Headquartered in the IDS Center in Downtown Minneapolis, the Minneapolis Foundation has 45 staff members. President and CEO R.T. Rybak joined the Foundation in 2016, after serving as Executive Director at Generation Next, and as Mayor of Minneapolis for 12 years.



Four partner organizations work closely in support of the work of the Foundation:



- **RKMC Foundation for Children**—supports programs that promote education and equitable opportunities for children and youth <https://rkmcfoundationforchildren.org/>
- **RE-AMP**—brings groups together to develop priorities in clean energy & transportation [www.reamp.org](http://www.reamp.org)
- **Non-Profits Assistance Fund**—invests capital and financial expertise in non-profits [www.nonprofitsassistancefund.org](http://www.nonprofitsassistancefund.org)
- **Northside Funders Group**—changing the way philanthropy works in North Minneapolis [www.northsidefunders.org](http://www.northsidefunders.org)

## ORGANIZATIONAL MISSION ~

*The Minneapolis Foundation is a community foundation that connects people, ideas, and resources to improve lives in Minnesota and beyond.*

## VISION ~

*A greater Minneapolis that is vibrant, inclusive, and positioned to thrive locally and compete globally.*

**OneMinneapolis** – Pursuing a Vision for our Community

The Minneapolis Foundation is working to build **OneMinneapolis: A thriving community where racial, social, and economic equity is a reality for everyone who lives here.** Each year, using funds that have been entrusted to the Foundation over the past century, \$5 million to \$7 million is distributed in Community Impact grants to spark transformational change in three strategic areas of education, civic engagement, and economic vitality.



## VALUES and CULTURE~

Community foundations connect people, ideas and resources to improve the lives of everyone in the community. They exist because of community members who want to and are willing to make an investment in the health of their community.

Minneapolis Foundation staff describe the organizational culture as mission-driven. One person remarked “You can feel that the staff are in agreement with our mission.” Specifically, people feel proud to be associated with an organization that has a legacy of both on-going excellence and innovative risk-taking. Being on the forefront of solving racial issues is important and meaningful. Another team member stated “The work here *matters*.” The environment within the Minneapolis Foundation is inclusive and engaged. Everyone at the Foundation is welcome to “ask the tough questions” that lead to better decisions. Work-life balance is valued as is the need to change as community needs change.

## PRESENTING THE POSITION OF VICE PRESIDENT, COMMUNITY IMPACT ~



### Overview of the Position

The Vice President for Community Impact provides functional leadership to The Minneapolis Foundation’s considerable and varied grant making, community convening activities and other special projects. The Vice President directs and oversees the Community Impact function, including budgeting, professional operations and staff leadership. This position is a member of the Leadership Team, defining the Foundation’s overall strategic direction and priorities.

The Vice President, Community Impact will serve as both an active participant in the Foundation’s outreach programming and as a spokesperson to enhance its visibility in the donor and nonprofit community. The Vice President will further the Foundation’s role as a catalyst for change through charitable giving, philanthropic thought and program leadership. Media/public relations activities maximize the effectiveness of outreach activities.

The Vice President, Community Impact will report to President and CEO R.T. Rybak and will have direct supervision responsibilities of the five-member Community Impact staff.

### Responsibilities

#### Strategy

- In concert with the President/CEO and leadership team help to define and implement strategies that support the overall mission of the Foundation and broaden the facilitating activities of the department. Identify and lead special projects.
- Examine strategic opportunities within the Community Impact field.
- Deploy impact strategies to support and advance the needs of the community – advocacy, co-investment, collaboration, convening, grant making, program related investments, public awareness, relationship building and research.

#### Achieving Community Impact

- Oversee competitive grant making, building on the “One Minneapolis” base report, in the focus areas of education, economic vitality and civic engagement.
- Support the effective delivery of programs and services that carry out the charitable objectives of donors in order to strengthen community impact in the region.

- Provide opportunities for the Foundation donors, trustees and grantee partners to gain education and understanding on key challenges facing the metropolitan area.
- Initiate and participate in collaborative projects with community and business leaders, policy makers, and other grant makers.
- Identify and respond to national and local funding opportunities that are consistent with and further the mission and guiding principles of The Minneapolis Foundation.

### **Management and Change Management**

- Exhibit a visible, committed, engaged management style, while providing leadership, coaching and guidance to staff.
- Work as a member of the leadership team to set and implement policy.
- Engage with staff to develop and maintain a detailed understanding of key departmental functions and activities.
- Examine existing policies, procedures, structures, roles and responsibilities to determine new and innovative opportunities and approaches to enhance operational efficiency and program impact.

### **Planning and Budgeting**

- Establish and develop challenging, but realistic plans and budget for departmental activities.
- “Push the envelope” to create innovative plans, activities and programs that are new and noteworthy and bring positive attention to enhance the Foundation’s image, reputation and impact.

### **Organization and Staffing**

- Periodically assess the organizational structure and capability/performance of staff members in relation to organizational and departmental strategy and on-going operations. Recommend and implement changes as appropriate.
- Build the capacity of the Community Impact team to step into future leadership roles.

### **Internal Relationships**

- Foster collegial open communication and collaboration within the Community Impact and other departments.
- Develop a close working relationship the President, Board and community impact related committees: keep them informed and seek their counsel regarding direction, trends and organizational performance.
- Develop and maintain effective working relationships with peer members of the leadership team.
- Serve as a departmental champion to carry forward and share departmental plans and accomplishments.

### **External Relationships**

- Cultivate open communications and collaboration between the Foundation and its many constituencies; donors, business and community leaderships, major recipient organizations and media.
- Maintain an active program of outreach activities, performance and needs.
- Represent the Foundation on external boards and committee.

## DESIRED EXPERIENCE, LEADERSHIP STYLE AND CHARACTERISTICS~

The fully qualified candidate will possess a Master's degree in public administration, business administration, non-profit leadership or a related field. He or she will have a minimum of 10 years of professional experience which might be in community development, philanthropy, government, non-profit or donor relations/financial services leadership. A broad, multi-sector background would be advantageous to understanding the wide scope of the work of the Foundation.

Specific characteristics desired:

- Knowledge of and experience with diverse communities and experience related to promoting social, economic and racial equity.
- Ability and commitment to be an engaging ambassador and advocate for The Minneapolis Foundation with key business and community leaders.
- Exceptional interpersonal skills with a focus on building consensus.
- Excellent communications skills such as group presentation skills and the ability to communicate effectively with diverse constituencies. Persuasive pitching, writing, editing, and a strong understanding of new media directions.
- Strong project management skills, excellent time management, organizational skills, and attention to detail.
- Strategic planning abilities including identification of key performance indicators necessary to drive decision making and relevant assessment tools and techniques
- Problem analysis and problem resolution focus at both a strategic and functional level. A results orientation.
- Collegial approach to implementation and a proven ability to mentor, coach and identify and develop talent. Demonstrated ability to lead people and achieve results with others.
- The ability and commitment to envision and describe the long-term future of the organization.
- Creativity and resourcefulness in approach with a strong customer orientation.
- Full commitment to the Foundation's mission and values.



## COMPENSATION~

This position is paid an executive salary and has the opportunity to participate in the organization's comprehensive benefits program which includes:

- Paid time off in the form of vacation/personal leave/sick leave
- Medical insurance (options include a traditional co-pay plan or a high deductible with a Health Savings Account)
- Dental insurance
- Flexible spending accounts
- Short- and long-term disability coverage, Life and AD&D Insurance
- 403(b) retirement savings plan and SEP-IRA retirement plan
- Tuition support

### **BALLINGER|LEAFBLAD WELCOMES YOU TO CONTACT US FOR MORE INFORMATION:**

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