



POSITION PROFILE

President & CEO

Essex County Community Foundation

Beverly, Massachusetts



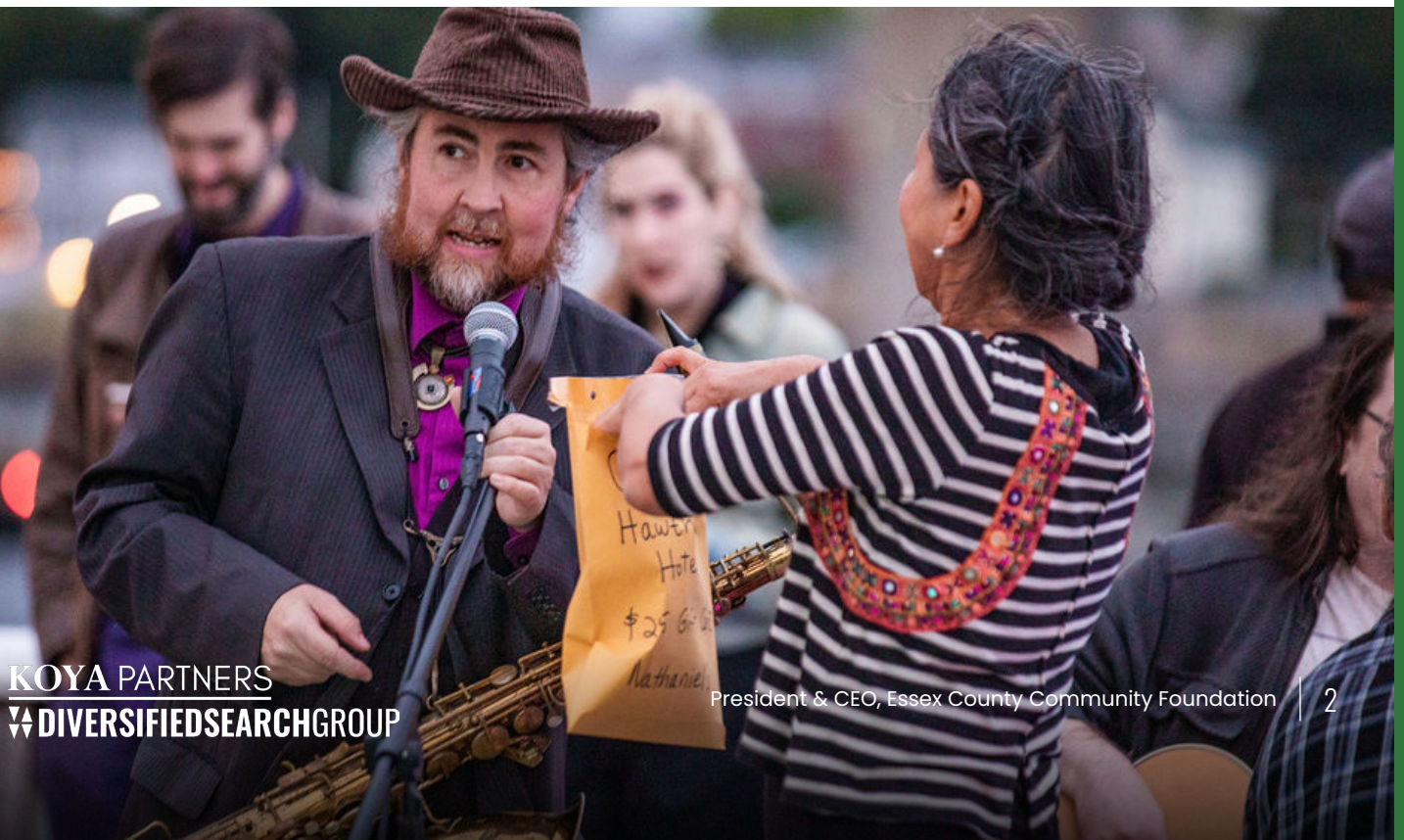
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THE OPPORTUNITY

The Essex County Community Foundation (ECCF) is seeking an inspirational and growth-minded President & CEO to build on the organization's bedrock platform of Systems Philanthropy and take the Foundation to the next level of impact in all of its grantmaking and convening. The President & CEO will be encouraged to think creatively and strategically about the current opportunities and challenges facing Essex County and to propose ways the Foundation can continue to serve as a powerful engine for change.

The President & CEO will spearhead the effort to significantly increase the assets of the Foundation through new and innovative fundraising approaches as well as to amplify the Foundation's presence within Essex County and its recognition beyond. This is an exciting opportunity to join the Foundation at a pivotal time and serve as a key community leader by engaging donors, providing community leadership, investing in high-impact initiatives, and building an endowment for future impact.

The President & CEO is responsible for the achievement of all operational and strategic goals, including fund and donor development, fiscal management, grants and programming, governance, staff oversight, community relations and engagement, and administrative matters.



AN EXAMPLE OF SYSTEMS PHILANTHROPY AT WORK

In partnership with communities, ECCF invests in systems-based community leadership work focused in areas identified as critical to the quality of life in Essex County as well as issues requiring an immediate response. The Foundation's work to advance Digital Equity is one example of the impact this approach is having in the region.

Recognizing Essex County's digital access divide during the COVID crisis among racial and socioeconomic lines, ECCF committed \$3 million dollars to partner with residents living in under-resourced communities and bring the access, education, and equipment necessary to successfully navigate our increasingly digital world. In a short time, ECCF was able to convene and engage a vibrant coalition of Essex County stakeholders interested in working in digital equity. Their goal was to connect 20,000 Essex County residents with free or affordable access to the internet as well as train individuals and business owners to use technology effectively in their homes and businesses. ECCF also aims to provide 5,000 Essex County residents with reliable devices and engage with over 100 partners who will act as a countywide network of support for community users.



IMPACT

In the first year:

- ECCF and their partners established a robust community-driven digital access program that operates in nine Essex County communities.
- 10,950 residents gained digital access and ECCF was able to establish Massachusetts' first digital literacy program in Essex County in partnership with the Boston-based nonprofit Tech Goes Home.
- ECCF and partners incubated the TEK Collaborative—Essex County's first nonprofit e-recycler with a total of 1,810 new and refurbished devices delivered to Essex County households.
- ECCF and partners established Massachusetts' first digital literacy program in Essex County, providing learners with 15 hours of instruction and a new Chromebook or iPad.

[Read more](#) about ECCF's successes with Digital Equity.

ABOUT ESSEX COUNTY COMMUNITY FOUNDATION

Essex County Community Foundation inspires philanthropy that enhances the communities of Essex County by managing charitable assets, strengthening, and supporting nonprofits, and engaging in strategic community leadership initiatives. Using a unique Systems Philanthropy approach, such as the digital equity work described above, their goal is to improve the quality of life in the 34 towns and cities of Essex County. They envision a thriving Essex County characterized by successful schools, safe neighborhoods, robust economic opportunities, vibrant arts, and a commitment to the health of the community. They work towards broad scale systems change that will help reshape structures for greater access and opportunity for all Essex County residents.

Guided by a core set of values that shape every undertaking, ECCF seeks to reflect these values in their work:

- **Integrity.** Steward charitable resources with honesty and transparency that inspires trust, always in service to community.
- **Collaboration.** Build authentic relationships across the county, working together to learn, experiment, assess and-iterate, and think creatively to advance social change.
- **Equity.** Act to create and strengthen systems and structures that advance just opportunities for all people.
- **Inclusivity.** Believe in the inherent value of all people, striving for a culture where everyone feels welcome and can fully participate as themselves.
- **Joy.** Love what we do and have fun doing it.



This work is fueled by assets of approximately \$125 million held in donor advised funds, scholarship funds, and field of interest funds established by local donors. With an operating budget of \$4.5 million, the Foundation boasts a talented and committed staff of 22, a highly engaged Board of Trustees and countless community supporters. In 2023, nearly \$20 million was granted to nonprofit partners to support their smart, innovative work in the region.

ECCF's unique Systems Philanthropy approach to change invests philanthropic dollars in collaborative, community-based initiatives tackling root causes of systemic social issues and making sustainable, population-level change. Systems Philanthropy is a kind of philanthropy that complements the responsive nature of other types of giving. It is grounded in three main components:

DATA-DRIVEN

ImpactEssexCounty.org, ECCF's county indicator website, maps 100+ data points tracking quality of life across the region and provides the foundational analytics for our community leadership work.

COMMUNITY ALIGNED

The voice of the community is embraced through strategic convening and collaborating to identify and amplify good work already happening.

ENGAGED

ECCF is an engaged partner in the work, providing ongoing strategic support and greater financial resources to support long-term goals and deliver lasting outcomes.



\$33M

invested in systems-based
community leadership initiatives



59,845

individuals directly supported by
systems-change efforts



3,047

organizations collaborating
to address root causes of
our most challenging
issues

You can read more about ECCF's Systems Philanthropy approach [here](#).



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President & CEO, Essex County Community Foundation

ECCF and its work are also grounded in equitable and inclusive practices, creating conditions and modeling actions that advance racial equity.

ECCF's Racial Equity Committee, made up of a diverse cross-section of local leaders, works to identify opportunities to improve ECCF's capacity to act as an equitable and inclusive organization and guide ECCF in leveraging resources and relationships to advocate for racially equitable systems, structures and practices that will create a more just Essex County. ECCF, as part of its learning process, continuously reflects on why and how racial inequities exist to inform their work and spur action and change within the organization and the region.

LEARN MORE

You can read more about ECCF's exciting racial equity initiative [here](#), and review their Strategic Plan for Racial Equity [here](#).

ABOUT ECCF

Learn more about ECCF at www.eccf.org.





Key responsibilities of the next President & CEO include:

- Lead efforts to significantly grow the Foundation's assets, securing commitments from current contributors, engaging new donors, and identifying and implementing creative and cutting-edge fundraising approaches.
- Collaborate with the Foundation Board and staff to craft and implement a strategic plan designed to propel the organization forward, introducing fresh ideas and innovation to shape the next impactful chapter.
- Lead, collaborate with, inspire, and support a talented and highly engaged staff.
- Amplify the Foundation's presence within Essex County by identifying new audiences and donors and serving as a visible and respected ambassador in the community.
- Continuously implement a systems approach to philanthropy in Essex County and identify ways for the Foundation to contribute to lasting change.
- Assume a leadership role in the county, identifying and addressing community challenges and positioning the Foundation as a trusted partner, thought leader and community convener.
- Ensure the Foundation is embracing diversity, equity, and inclusion both internally and in all of its external work.
- Develop a distinct brand and communications strategy, crafting compelling messages for donors, stakeholders, and community members.

CANDIDATE PROFILE

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

EXTERNAL AMBASSADOR AND FUNDRAISER

The President & CEO will be a charismatic communicator and serve as the Foundation's ambassador, actively seeking opportunities to showcase the organization's work, impact, and value to the community. Possessing exceptional listening and interpersonal skills, the President & CEO will build strong support among all stakeholders, including donors, grantees, Board members, staff, investment professionals, elected officials, and the larger community. Comfortable making asks, this leader will lead a major campaign aimed at building the Foundation's endowment and will be able to instill a powerful sense of shared purpose in others, motivating them to actively participate in the Foundation's future. Working with a talented development team, the President & CEO will excel at sharing the Foundation's value with existing and potential donors, and will inspire confidence, generate buy-in, and focus on attracting new donors to broaden community support for philanthropic goals.

STRATEGIC AND VISIONARY LEADER

The President & CEO will be a strategic and inspirational leader who, in partnership with the Board and staff, sets and clearly articulates a vision for the Foundation and how it can effectively deploy its human and financial assets to positively impact Essex County. This leader will bring experience developing and executing strategic plans and will apply those skills to help create a new organizational strategic plan beginning in 2025. With a deep commitment to systems change, the President & CEO will understand the larger ecosystem the Foundation operates in and will look for strategic alliances designed to advance sustainable, population-level change. Experienced in guiding organizations through growth and transition, the President & CEO will leverage both the Foundation's influence and grantmaking capabilities to advance its mission and strategic priorities. A creative visionary, the President & CEO will bring a track record of developing new ideas, seizing opportunities, and building support for ambitious goals. The ideal candidate will exhibit confident humility, maintaining their convictions while remaining open to learning from others.

LEADERSHIP AND MANAGEMENT ACUMEN

The President & CEO will be a demonstrated leader with extensive experience in staff, operational, and financial management. This individual will have the capacity to clearly articulate the Foundation's strategy and inspire an exceptional, mission-driven staff to bring that vision to life. Embracing a relationship-first mentality, the President

& CEO will lead through listening, empathy, and respect, fostering a strong organizational culture. With well-defined priorities, effective communication, and strong delegation skills, the President & CEO will promote collaboration across functional areas and ensure that all staff understand their role in achieving the Foundation's strategic goals. The ideal candidate will bring experience in building and collaborating with an engaged Board of Trustees, guiding them in fulfilling their governance responsibilities in a productive, efficient, and collaborative manner. Additionally, the President & CEO will bring a demonstrated ability to ensure the financial sustainability and growth of the Foundation through strategic budgeting, effective financial management, and sound investment policy.

PASSION FOR THE MISSION

The President & CEO will have a passion for the mission of community foundations along with an appreciation for the unique characteristics of Essex County. This leader will have a genuine drive to enhance the quality of life in the region and a deep desire to serve and connect with all residents of the county. Demonstrating a capacity for attentive listening, an eagerness to advocate and motivate, and a steadfast commitment to collaboration, the President & CEO will be a catalyst for progress in the county. They will also embody empathy, treat all partners with respect, and remain unwaveringly aligned with all values of the Foundation, including a focus on racial equity.



COMPENSATION & BENEFITS

Salary is competitive and commensurate with experience. The salary range for this role is \$220,000 - \$250,000 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 and experience, and aligned with ECCF's compensation policies.

CONTACT

Koya Partners | Diversified Search Group has been exclusively retained for this engagement, which is being led by Erin Reedy and Christy Farrell. Submit a compelling cover letter and resume by [filling out our Talent Profile](#). All inquiries are strictly confidential.

ECCF is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+ applicants.

ABOUT KOYA PARTNERS | DIVERSIFIED SEARCH GROUP

Koya Partners, a Diversified Search Group company, is the nation's premier search firm dedicated to mission-driven leadership. Since its founding in 2004, Koya has had an exclusive focus on mission-driven clients and was founded on the belief that the right leader can transform an organization and have a deep and measurable impact on our world. Koya works with nonprofits & NGOs, responsible businesses, and social enterprises in local communities and around the world.

Diversified Search Group is consistently recognized by Forbes on its top 10 list of "America's Best Executive Recruiting Firms" and is an industry leader in recruiting transformational leaders for a changing world. The firm is deliberately different in its approach, with best-in-class teams who have decades of experience in cultivating inclusive leaders, understanding the dimensions of diversity, and building equitable teams.

Learn more about Koya Partners | Diversified Search Group via the [firm's website](#).