

Executive Director and CEO



About GiveMN

GiveMN is an independent nonprofit organization working to ignite generosity and grow giving through GiveMN.org, Minnesota's giving marketplace, and RaiseMN, a fundraising coaching and training initiative.

Since 2009, more than 700,000 donors have made gifts with ease and enthusiasm through GiveMN.org to make a difference for causes in their communities. Through this online marketplace for generosity and giving events like the annual Give to the Max celebration, GiveMN has helped to generate more than \$330 million for nearly 14,000 nonprofits.

RaiseMN serves Minnesota nonprofits through individualized coaching and programs to transform nonprofit fundraising. Focusing on small- to medium-sized organizations, RaiseMN builds more healthy and sustainable fundraising practices so nonprofits can continue to pursue and expand their mission in their communities.

Launched in 2009 by Minnesota Community Foundation, GiveMN is now an independent nonprofit supported by many generous foundation and corporate partners, contributions from individual donors, and revenue from its programs.

Why This Role Is Important

Every successful nonprofit is driven by a dynamic vision, a passionate team, and strategic development efforts that inspire and engage generous, thoughtful communities.

GiveMN provides sector-leading tools and services to advance the mission pursuit of Minnesota's nonprofit organizations. We're looking for a strategic, experienced executive leader who is looking to help lead our organization and our sector toward values-driven evolution and success. As the landscape in philanthropy is ever-changing and uncertain, we seek a visionary, brave leader to drive change and make lasting impact, building on a solid foundation of success.

As the GiveMN Executive Director and CEO, you'll play an extremely significant role in response to some of the biggest opportunities for growing giving across our state, region, and country, while also working with the GiveMN team to provide vital resources and connections for nonprofit and school leaders and donors.

The Opportunity

Our preferred candidate is a mission-driven, results-oriented executive leader with a strong commitment to philanthropy. They will have a proven history of service in philanthropic organizations, leading with a values-based approach and driving a clear vision for enhancing philanthropic capacity within a social enterprise. As the Executive Director and CEO of GiveMN, your accountabilities will include:

Strategic Vision and Team Leadership

- Create a compelling vision for GiveMN and inspire others internally and externally to engage in making the vision a reality
- Set and drive the vision to grow and position GiveMN as a driving force for philanthropy in MN and beyond, while inspiring philanthropy and connecting causes to make our region a better place
- Develop, lead, and build a strong team of professionals directly and through executive leaders
- Teach, coach, and/or support professional and volunteer teams
- Manage program accountabilities, including impact metrics and narratives, across a multi-function team
- Set and articulate clear objectives for the work of the team and the key results that will indicate success while collaborating in meaningful ways to help team members explore, complete, and evaluate their work independently
- Create a positive and supportive work environment where the team can do its best work
- Work across multiple lines of difference, including race, gender, identity, disability, ideology, religion, and geography

Fund Development and Stewardship

- Drive innovative revenue development strategies for a multi-faceted social enterprise, including GiveMN.org and RaiseMN, along with giving events and capacity building consulting services
- Lead strategic fundraising efforts to create diverse streams of support from individuals, foundations, corporations, and governments

External Relationships

- Cultivate and manage effective partnerships with funders and operating partners
- Collaborate with individuals at all organizational levels, including as a peer to leaders of other major philanthropic institutions
- Serve as chief spokesperson for GiveMN with frequent media interviews

Financial Management and Operations

- Oversee budgeting, forecasting, and financial management of a \$2-5 million annual budget
- Lead teams to effectively utilize financial and volunteer resources in pursuit of the mission of GiveMN.

Board Governance and Leadership

- In concert with the board, set and implement strategic frameworks on a 4-year cycle
- Work in partnership with the Board Chair on agenda planning, board evaluation, and engagement initiatives
- Engage the board in development of metrics and dashboards to evaluate performance against measurable targets

Essential Traits and Qualifications

The next Executive Director and CEO of GiveMN will possess and demonstrate the following:

- A proven track record of 3 - 5 years executive, visionary, and strategic leadership, embracing possibility and driving impactful change
- Visionary and optimistic leadership with the ability to make the complex simple and help others understand strategies

- Demonstrated track record of innovation and success in business development, revenue diversification, and marketing
- A passion and experience in fundraising and advancement, including having met and exceeded fundraising goals
- Experience leading statewide initiatives, organizations, and campaigns through a place-based approach
- An experienced, humble facilitator and coach, sharing knowledge with partners while learning from their experiences and adapting your support to their unique needs while acknowledging the limits of your expertise and lived experience
- Effective and bold communication skills, finding your GiveMN voice to communicate ideas effectively through compelling language both internally and externally
- Financial and operational acumen, eager to innovate in environments with sometimes constrained resources
- Demonstrated ability to manage multiple priorities and work independently in a collaborative environment

Salary and Benefits

- The base salary range for this position is \$155,000 - \$205,000. This position is eligible for an annual bonus based on individual and organizational performance against goals.
- Medical, dental, vision, disability, and life insurance and health savings account available
- Performance and benchmark compensation increases available annually
- Traditional and Roth 401k available with employer Safe Harbor match and discretionary contributions
- Professional development allowance available, separate from compensation
- Wireless connectivity allowance available, separate from compensation
- Generous Paid Time Off (PTO)
- Philanthropic matching gifts, volunteer matching gifts, and volunteer time off available

How to Apply

Interested candidates should submit your resume and an introductory letter to the Executive Director Search Committee, using the email address search@givemn.org. Only introductory letters and resumes submitted to this email address will be considered.

Your introductory letter should be no longer than two pages and should address the following questions:

- Why are you passionate about GiveMN's mission to ignite generosity and grow giving?
- In what ways are you meaningfully connected with and accountable to the communities you value? "Communities" may be defined any way you like.
- In what ways do areas of difference in your background and experience influence how you approach your work?
- How have you previously demonstrated the courage to take calculated risks in pursuing results, while learning from both your successes and failures?

GiveMN values diversity in our employment practices. We are actively looking for people with a diverse background of lived experiences and identities. We are committed to hiring a staff that is representative of the communities we serve, and strongly encourage candidates of all identities to apply for this position. Applications will be handled confidentially.