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Nonprofit Consultants

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**PRESIDENT**
**THE RAYMOND JOHN WEAN FOUNDATION**
**WARREN, OH**

THE RAYMOND JOHN WEAN FOUNDATION

# PERFORMANCE PROFILE

***The Raymond John Wean Foundation is a proactive grantmaker, leader and important catalyst for change in the Mahoning Valley of Ohio. The Foundation is seeking a highly collaborative individual with a true passion for community capacity building through engagement. The ideal candidate doesn't possess all of the answers, but works closely with the entire community to support and develop strategies to build capacity and identify and support leadership development initiatives. This opportunity represents a serious chance to utilize strategic philanthropic investments to continue empowering residents, groups and networks towards community change in Northeast Ohio.***

## BACKGROUND

In 1949, industrialist Raymond John Wean established The Raymond John Wean Foundation (Wean Foundation) in Warren, Ohio. Since then, this mid-sized family foundation has made over $85 million in grants to a broad variety of nonprofit organizations in and around northeast Ohio. Today the Wean Foundation has assets in excess of $70 million and annually grants approximately $3.5 million. The Wean Foundation's mission is: *Enhancing community well-being and vitality in the Mahoning Valley through grantmaking, convening, advocating and providing leadership with a focus on economically disadvantaged people and neighborhoods.*

Since 2006, the Wean Foundation Board has focused its competitive grantmaking to enhance community well-being and vitality, particularly for residents living in economically disadvantaged communities and neighborhoods in Warren and Youngstown, located in Ohio's Mahoning and Trumbull Counties. The Foundation has undertaken a philanthropic initiative focused on building community capacity on three important levels – the resident level, the organizational level, and networks of relationships that exist among residents and organizations. Taken together, they comprise the layers of community capacity that when oriented to a collective agenda can help create comprehensive and enduring systematic change to respond to persistent community challenges in Mahoning and Trumbull Counties.

Beginning in 2007 the Wean Foundation began its effort aimed at strengthening the community, which became the Capacity Building Initiative (CBI). Three years and more than $10 million later, the CBI has contributed significantly to the following successes:

- The creation of the Mahoning Valley Organizing Collaborative (http://www.mvorganizing.org), Youngstown Neighborhood Development Corporation (http://www.yndc.org/), and the Trumbull Neighborhood Partnership.
- Neighborhood SUCCESS small grant initiative, (http://www.rjweanfdn.org/neighborhood.htm) which has funded 156 neighborhood-based projects to date: The SUCCESS program is a progressive grassroots effort which provides grants of $500 to $5000 to neighborhood groups in the cities of Youngstown and Warren. The Foundation's board has empowered resident groups in Youngstown and Warren to make final funding decisions regarding these grants.
- The Eastern Ohio P-16 Partnership for Education, which is a community collaboration improving education results at all levels of the educational structure (http://www.easternohiop16.org/about).
- Eastern Gateway Community College (www.egcc.edu).
- A thoughtful and strategic early childhood intervention building community capacity so that every child arrives in kindergarten ready to learn and thrive.

- Creation of the Nonprofit Capacity Program, which works to strengthen the Valley's nonprofit sector through workshops, grantmaking, coalition building and catalytic action.

While the counties of Mahoning and Trumbull encompass the Foundation's grantmaking area, most grants are focused in the metropolitan centers of Warren and Youngstown. Nearly 500,000 people live, work and play in the Youngstown-Warren Metro Area. Both Warren and Youngstown enjoy a small town feel, while being close enough to the major metropolitan centers of Cleveland, Pittsburgh, Akron, Erie and Canton that they are easily accessible by no more than a 75 mile drive. More than 40 museums, historic sites, art galleries, ballet/opera companies, live theater and performing arts centers are located in Youngstown-Warren, Ohio. A host of outstanding indoor and outdoor venues provide enthusiasts with locations to participate in baseball, football, hockey, ice skating, fishing, hunting, rock climbing, skateboarding, soccer, softball, swimming, tennis and many more activities.

For more information on The Raymond John Wean Foundation, please visit www.rjweanfoundation.org.

**POSITION OVERVIEW**

The President is the most senior administrative and grantmaking staff for the Foundation and serves as the primary liaison with the community, grantseekers, and the Board. The President will be responsible for working collaboratively with the Board to develop strategies, goals and policies; and working with the staff to implement those strategies and recommend the allocation of resources to accomplish the Foundation's goals. The Wean Foundation currently has a staff of 4 full-time employees. The Foundation supplements its staff with various highly qualified consultants that enhance our internal capacity to offer our grantees and community expertise in implementing their programs.

The President is accountable for all day-to-day operations of the Foundation. Primary responsibilities include:

- **Operations**: Managing day-to-day operations including staff, budget and workload. Ensuring adherence to professional and compliance standards. Ensuring quality management, monitoring, and evaluation of grantmaking activities. Conducting site visits relative to grant requests, grant evaluation, and information gathering. Working with consultants and professional advisors to advance community building agenda. Other duties as assigned.
- **Board Relations**: Working with the Board to develop and implement grantmaking priorities and strategies, operating policies and practices, updates related to the Foundation's goals, budget and financial resources, operations, and grantmaking outcomes.
- **External Relations**: Managing multiple constituencies including, but not limited to, the media, community leaders, nonprofit organizations, and government officials. Developing a shared sense of vision for greater community capacity amongst organizations, civic leadership, the Foundation Board and staff.
- **Civic Leadership**: Identifying, funding and working with residents and leaders to help create initiatives that accelerate the development, empowerment and growth of the community. Be prepared to engage in local and regional initiatives including assuming a leadership role.
- **Strategy and Development**: Developing and implementing strategies to achieve the new community building direction for the Foundation. Being open to learning of new approaches and models to accomplish the desired ends.
- **Outcomes Measurement:** Continuing to implement and participate in an innovative learning and evaluation effort with an outside partner that seeks to leverage the assets of the Valley and to engage all elements of the local community in the learning and engagement effort.

**KNOWLEDGE, SKILLS AND ABILITIES**

The successful candidate is a visionary, dynamic and bold leader who has previously worked in/with community based nonprofits around a community building agenda, leveraged financial and non-financial organizational assets, and envisioned, built and implemented effective collaborations to achieve a greater goal.

Additionally, applicants should possess a blend of the following:

**Demonstrated Experience**

- At least ten years of senior management experience in a management support organization, foundation, consulting firm or not-for-profit organization
- A track record of measured risk taking, successful program development and project management, particularly in response to addressing community needs and achieving results
- Demonstrated ability to work cooperatively with diverse constituents including residents, community groups and members of the community. Strong interpersonal skills, including the ability to elicit and respect authentic ideas, and build relationships with diverse populations.
- A track record of taking measured risks to achieve results in addressing community needs
- Involvement and demonstrated interest in building organizational capacity with sensitivity for the related developmental stages of an organization
- Experience managing a small office, supervising a staff, and working with a Board of Directors
- Successful prior experience with managing the finances and operations of an organization similar in size, scope and scale
- Knowledge of grantmaking (prior grantmaking experience preferred) and community building best practices, and grants administration
- A knowledge of and passion for the Mahoning Valley is preferred, but not essential

**Communication/Work Style Skills**

- Excellent communication skills, including verbal, written, and public speaking
- An experienced facilitator with a knack for listening, hearing, and respecting the ideas of community members
- Consensus building skills, including the ability to motivate, negotiate, and persuade stakeholders (both reluctant and willing) to a course of action

## Competencies & Education

- Unquestioned integrity and ethical conduct.
- Political savvy, can maneuver through complex political situations effectively
- Action oriented, energetic and seizes opportunities
- Compassionate and genuinely concerned about the plight of others
- Has the composure and maturity to remain calm and settled in most circumstances
- Creative and sees new solutions to historically intractable issues
- Intellectually sharp, capable and agile
- Can manage vision and purpose with both optimism and pragmatism
- Ability to discover opportunities and create partnerships, prioritize and manage multiple tasks, and analyze and solve complex problems
- Keen understanding of the issues facing similar communities – the challenges and the opportunities
- A commitment to lifelong learning, and the agility to quickly read people and take the pulse of a community
- High degree of energy, curiosity, creativity, patience, and sense of humor
- Bachelor’s degree required, advanced degree preferred

**COMPENSATION**

This position offers an attractive six-figure base compensation which is commensurate with other private foundation President roles of similar size, scope and scale. It also includes a generous benefits plan including health, retirement, paid vacation and professional development budget.

**TO APPLY**
Individuals wishing to discreetly discuss this role may contact Todd Owens, Principal, Dewey & Kaye, 412.434.1335 or towens@deweykaye.com. Qualified individuals may apply confidentially by submitting resume, cover letter and compensation requirements as MS Word attachments to: resumes@deweykaye.com. Please reference the following in the subject line of your email: **President, Raymond John Wean Foundation (#179-MH687)**

***If you do not receive an email confirmation of your submission within 3 business days, please contact Dawn Kopp at dkopp@deweykaye.com or 412-434-1335.***
**Please direct all inquiries related to this position to Dewey & Kaye.**

*The Raymond John Wean Foundation is an Equal Opportunity Employer.*