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COMMUNITY FOUNDATION GREATER DES MOINES

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Executive Summary

The Community Foundation of Greater Des Moines invites a visionary, relationship-driven leader to serve as its next President. This is a rare opportunity to lead one of the nation's premier community foundations and help shape the future of charitable giving, community impact and civic leadership in Greater Des Moines and across the 46 Iowa counties and communities served through its affiliate program.

For more than five decades, the Community Foundation has served as a trusted partner to individuals, families, businesses, nonprofit organizations, professional advisors and community leaders. Founded in 1969, the organization has grown into a significant philanthropic resource, administering more than 2,800 charitable funds and stewarding over $1.2 billion in charitable assets. Through donor-directed giving and the Community Foundation's own grantmaking programs, its resources support charitable organizations and initiatives that strengthen communities and improve quality of life.

The Community Foundation's mission is straightforward and far-reaching: **improve quality of life for all by promoting charitable giving, connecting donors with causes they care about and providing leadership on important community issues…*we're simply better together***.

Today, the Community Foundation is advancing an ambitious 2024–2028 Strategic Framework built around four pillars: **Grow Greater Giving**, **Drive Community Change**, **Build Upon a Strong Foundation**, and **Foster Charitable Giving in Statewide Affiliates**. These pillars are supported by a commitment to strengthening philanthropy, building nonprofit capacity, convening partners around critical community issues, and extending philanthropy through its affiliate network across Iowa.

The President serves as the chief executive and principal advisor to the Board of Directors, providing strategic direction and leadership for the organization. In partnership with the Board, staff and a broad network of community stakeholders, the President is responsible for advancing the Community Foundation's mission, stewarding its resources, growing charitable giving, strengthening organizational capacity and positioning the Community Foundation for continued success and impact.

This leader will be both a strategic thinker and a relationship builder, someone who understands the power of philanthropy, appreciates the complexity of community challenges and can bring people together around shared opportunity. The President will champion the Community Foundation's role as a trusted philanthropic resource, respected community convener and catalyst for positive change.

The next President will build upon a strong legacy while helping define what comes next: inspiring greater generosity, strengthening the organizations and communities that make Iowa thrive, and ensuring that philanthropy continues to create lasting impact for generations to come.

Lead One of the Nation's Most Respected Community Foundations

The Leadership Opportunity

The President is the chief executive of the Community Foundation of Greater Des Moines and reports directly to the Board of Directors. As the organization's strategic leader, chief ambassador and primary spokesperson, the President provides the vision, direction and leadership necessary to advance the Community Foundation's mission and long-term sustainability.

The President works in close partnership with the Board of Directors and leads a talented professional team. The role also calls for meaningful engagement with fundholders, prospective donors, professional advisors, nonprofit leaders, affiliate foundations, business leaders, government and civic leaders, and other partners throughout the communities the Community Foundation serves.

The President will lead an organization with a strong foundation, an established reputation and significant opportunities ahead. Success will require balancing the stewardship of a substantial philanthropic enterprise with the creativity and curiosity to identify new opportunities, respond to emerging needs and strengthen the Community Foundation's influence and impact.

Key Leadership Priorities

The President's leadership will be especially important in advancing the following priorities:

STRATEGIC AND ORGANIZATIONAL LEADERSHIP

Provide clear, forward-looking leadership to advance the Community Foundation's mission, vision and strategic framework. Translate strategic priorities into organizational focus, measurable outcomes and meaningful progress. Anticipate emerging philanthropic, economic, demographic and technological trends, and position the Community Foundation to respond with innovation, sound judgment and purpose.

Champion the Community Foundation's pillars throughout the organization and community, ensuring that strategy informs decisions, resources and relationships. Foster a culture of collaboration, accountability, learning and continuous improvement.

Key Leadership Priorities (continued)

GREATER GIVING AND PHILANTHROPIC GROWTH

Strengthen the Community Foundation's position as a trusted resource and distinguished center for charitable giving and legacy planning. Inspire individuals, families and businesses to connect their generosity with the causes and communities they care about.

Personally cultivate and steward significant donor and fundholder relationships while advancing strategies to grow charitable assets, planned and legacy giving, multigenerational philanthropy and transformational charitable giving funds. Bring a sophisticated understanding of charitable giving tools and strategies, including charitable funds, planned gifts and endowment giving, and the ability to align these approaches with donor intent, financial circumstances and long-term philanthropic goals. Deepen relationships with professional advisors and charitable investment partners, collaborating effectively on complex gifts and ensuring an exceptional, personalized donor experience.

COMMUNITY LEADERSHIP AND IMPACT

Serve as a visible, credible and trusted civic leader who brings people together to address important community issues and opportunities. Leverage the Community Foundation's relationships, influence and apolitical position to convene leaders across nonprofit, business, government, education and civic sectors.

Advance collaborative approaches that strengthen the nonprofit sector, address root causes and contribute to meaningful systems change. Support data-informed decision-making, strategic grantmaking and impact investing, with a focus on measurable impact on systemic issues and improved quality of life.

STATEWIDE IMPACT AND AFFILIATE ENGAGEMENT

Champion the Community Foundation's affiliate network and its role in strengthening charitable giving and community leadership throughout Iowa. Build strong relationships with affiliate community foundations, local advisory boards and community partners, ensuring local perspectives and priorities are understood and supported.

Advance a statewide approach that combines the strength, expertise and resources of the Community Foundation with the local knowledge and relationships that make community philanthropy meaningful in each place.

Key Leadership Priorities (continued)

GOVERNANCE AND BOARD PARTNERSHIP

Build a strong, transparent and productive partnership with the Board of Directors. Serve as a trusted advisor, providing the insight, information and perspective necessary for thoughtful governance and strategic decision-making.

Support effective board engagement, development, recruitment and succession planning. Ensure the Board is informed about organizational performance, financial health, emerging opportunities and risks, and matters affecting the Community Foundation's long-term success.

FINANCIAL STEWARDSHIP AND ORGANIZATIONAL SUSTAINABILITY

Ensure the responsible stewardship of organizational and charitable assets and maintain the financial strength necessary to support the Community Foundation's mission over time. Bring strong financial acumen to budgeting, financial reporting, long-term financial planning, internal controls, compliance and risk management. Interpret financial statements, assess financial performance and sustainability, and communicate complex financial matters clearly to the Board and other stakeholders.

Provide informed oversight of endowment and other charitable investment assets in partnership with the Board, committees and investment advisors. Bring the investment acumen to understand and articulate investment policy, asset allocation, diversification, risk, liquidity, fees and performance, and to balance current grantmaking and spending needs with long-term preservation and growth of purchasing power. Maintain the highest standards of fiduciary responsibility and fidelity to donor intent while positioning the organization for long-term sustainability and continued growth.

TALENT, CULTURE AND OPERATIONAL EXCELLENCE

Lead, develop and retain a talented, engaged and high-performing team. Foster a culture grounded in integrity, trust, collaboration, accountability, innovation and excellence; creating a culture where the organization's human resources are valued as its most valuable resource.

Strengthen leadership capacity, support professional development and succession planning, and ensure the organization has the people, systems, technology and resources needed to deliver on its strategic priorities.

The Ideal Candidate

The Community Foundation seeks an accomplished executive and community leader who combines strategic vision, sound business judgment and exceptional relationship-building skills. The successful candidate will understand the unique role of a community foundation and bring a genuine belief in the power of philanthropy to strengthen communities.

The ideal leader will be:

Visionary and strategic. Able to see opportunities beyond the immediate horizon, connect emerging trends to organizational strategy and translate a compelling vision into focused action and measurable results.

Relationship-centered. Skilled at building authentic, lasting relationships with people from a wide range of backgrounds, perspectives and experiences. Approachable, collaborative, savvy and comfortable engaging with donors, volunteers, staff and community leaders.

A champion for philanthropy. Passionate about charitable giving and its potential to create meaningful, lasting change. Understands donor motivation, charitable planning and the importance of earning and maintaining public trust.

A respected community leader. Credible, visible and engaged, with the ability to convene diverse stakeholders, build alignment and advance shared solutions to complex community challenges.

An inclusive and collaborative leader. Values different perspectives and experiences, builds trust across lines of difference and creates an environment where people can contribute and succeed.

An effective organizational leader. Experienced in developing strong teams, setting clear expectations, navigating change and building a culture of accountability, innovation and continuous improvement.

A thoughtful steward. Brings integrity, maturity and exceptional judgment to decisions involving people, resources, relationships and reputation.

An effective communicator and ambassador. Articulate and compelling, able to tell the story of philanthropy and community impact and represent the Foundation with authenticity and confidence.

Experience and Qualifications

The successful candidate will bring executive leadership experience, demonstrated financial and endowment investment acumen, a sophisticated understanding of charitable giving tools and strategies, and a proven ability to build meaningful relationships.

Required qualifications include:

- Bachelor's degree required; advanced degree preferred.
- A minimum of 10–15 years of senior executive leadership experience.
- Demonstrated success in nonprofit leadership, philanthropy, financial services, community development or a related mission-driven field.
- Experience in fundraising, donor engagement and philanthropic asset development, with demonstrated knowledge of charitable giving tools and strategies, planned and legacy giving, and approaches that align donor intent with charitable goals. Ability to partner effectively with professional advisors on complex charitable planning and gift opportunities.
- Proven ability to work effectively with boards of directors, committees, volunteers and other governing or advisory bodies.
- Demonstrated financial and organizational management acumen, including responsibility for significant resources; the ability to interpret financial statements, lead budgeting and long-term financial planning, evaluate financial risk and sustain organizational financial health.
- Demonstrated understanding of endowment management and investment oversight, including investment policy, asset allocation, diversification, risk and return, liquidity, fees, performance evaluation and spending policies. Ability to work effectively with investment advisors and Board committees to balance current community needs with long-term stewardship of charitable assets.
- Excellent written, verbal and interpersonal communication skills, including public speaking and the ability to serve as a visible organizational representative.
- Demonstrated ability to lead teams, manage complexity and inspire diverse stakeholders around a shared vision.

Additional experience and attributes of interest include:

- Depth of experience applying charitable giving tools and strategies to complex donor needs, including planned and legacy giving, endowed funds and multigenerational philanthropy.
- Chartered Advisor in Philanthropy credential.
- Experience cultivating relationships with professional advisors, major donors, nonprofit organizations and civic or business leaders.
- A record of building effective partnerships and advancing collaborative community initiatives.
- Familiarity with community foundations, affiliate networks or other organizations working across multiple communities.
- A strong commitment to integrity, inclusion, community engagement and the responsible stewardship of charitable resources.

The Community Foundation recognizes that accomplished leaders bring different combinations of experience and expertise. Candidates need not have followed a single career path; the strongest candidates will demonstrate the leadership capacity, values and perspective to advance the Community Foundation's mission and priorities.

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About the Community Foundation

Established in 1969, the Community Foundation of Greater Des Moines has grown into one of the nation's respected community foundations and a trusted resource for charitable giving and community leadership.

The Community Foundation partners with individuals, families, businesses and nonprofit organizations to make charitable giving accessible, meaningful and impactful. Through personalized charitable giving solutions, expert guidance, grantmaking, nonprofit capacity building and community leadership, the Community Foundation helps donors turn their values and interests into action and impact.

Its work reaches beyond the stewardship of charitable funds. The Community Foundation connects people and resources, strengthens nonprofit organizations, convenes partners around important issues and helps communities identify opportunities for lasting change.
The Community Foundation's work extends throughout Iowa through an affiliate network serving 46 counties and communities. These relationships connect local leaders and donors with the resources, expertise and infrastructure needed to strengthen philanthropy and respond to community priorities.

A STRATEGIC FRAMEWORK FOR THE FUTURE

The Community Foundation's 2024–2028 Strategic Framework provides a clear direction for its next chapter. Three guideposts anchor the work:

BUILD UPON A STRONG FOUNDATION

Continue to strengthen the organization's people, systems, technology, stewardship and infrastructure to ensure long-term effectiveness and sustainability.

GROW GREATER GIVING

Inspire generosity, provide personalized donor-centered solutions, deepen relationships with current and prospective donors, and expand charitable giving and legacy planning.

DRIVE COMMUNITY CHANGE

Strengthen the nonprofit sector, leverage the Community Foundation's influence and provide leadership on important community issues through collaboration, strategic grantmaking and meaningful partnerships.

These guideposts are advanced through four interconnected areas of work:

Greater Giving: Connecting donors with causes they care about and providing expertise, resources and personalized solutions to maximize charitable giving.

Better Together: Convening stakeholders, strengthening nonprofit capacity, advancing strategic grantmaking and supporting collaborative approaches to community challenges.

Strong Foundation: Investing in the people, systems, technology, data and organizational culture necessary to support the Foundation's continued growth and effectiveness.

Statewide Impact: Strengthening affiliate relationships and expanding the reach of charitable giving, grantmaking and community leadership throughout Iowa.

The Community Foundation believes that generosity can do more than respond to immediate needs. When people and organizations work together, philanthropy can strengthen the systems, relationships and opportunities that allow communities to thrive.

The Opportunity Ahead

The next President will inherit an organization with a proud history, a strong reputation and meaningful relationships across the communities it serves. Just as important, this leader will have the opportunity to help shape the next chapter of the Community Foundation's impact.

The challenges facing communities are complex, and the opportunities for philanthropy continue to evolve. The Community Foundation is uniquely positioned to connect generosity with possibility; to help donors make a difference, strengthen the organizations serving our communities and bring people together to address issues that no one organization can solve alone.

This is an opportunity for a leader who believes in the power of relationships, understands the importance of stewardship and is energized by what can be accomplished when people come together around a shared purpose.

If you are driven by the power of generosity and the promise of stronger communities, we invite you to lead the Community Foundation of Greater Des Moines. In this role, you will build on our strong momentum, inspire greater giving, and shape a lasting legacy of impact for generations to come.

Compensation and Benefits

The Community Foundation offers a competitive compensation package commensurate with experience and qualifications, along with a comprehensive benefits program.

Location

The **Greater Des Moines, Iowa**, region offers a vibrant and growing metropolitan community, a strong business environment, an engaged philanthropic sector and an exceptional quality of life. The region is home to a broad range of nonprofit, business, educational and civic organizations committed to building a thriving community. Its central location also provides a strong base for engagement with the Community Foundation's affiliate communities throughout Iowa.

Procedure for Candidacy

Candidates interested in this opportunity are invited to submit:

- A cover letter describing their interest in the position and alignment with the Community Foundation's mission and priorities.
- A current résumé outlining relevant leadership experience, accomplishments and community engagement.
- In addition, as part of the application process, candidates will be asked to respond to a brief set of strategic questions that reflect the Community Foundation's values and priorities; these responses will help the search committee understand your perspective, alignment, and approach to leadership.

All materials should be submitted through the confidential candidate form:

Application Link

Nominations and inquiries are also welcome and may be directed to:

cos@cjnconsultinggroup.com

The Community Foundation of Greater Des Moines is an Equal Opportunity Employer. The organization is committed to fostering an inclusive workplace where employees are respected, valued and empowered to contribute. Qualified candidates from all backgrounds are encouraged to apply.

About the Search Consultant

Cindy Jones-Nyland is the CEO and founder of CJN Consulting Group. She is a seasoned professional executive coach and search consultant with more than 20 years of experience guiding leaders, organizations, and boards through pivotal transitions. Drawing on a unique blend of expertise across executive leadership, nonprofit strategy, and social impact, she brings both a sharp strategic lens and a deep commitment to human-centered leadership. Cindy has successfully partnered with foundations, mission-driven organizations, and fast-growing companies to identify and support values-aligned executive leadership.