



Position Brief for

CFLeads

For the position of SVP Operations & Impact

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Contact Information

Kristen Nande
Principal
+1 (330) 858-1865
kristen.nande@odgers.com

Odgers
1100 Connecticut Avenue NW
Suite 800
Washington, DC 20036



About CFLeads

CFLeads is a national network of community foundations working together to build strong communities. As the only national organization exclusively for community foundations, we work with hundreds of community foundations each year that are committed to increasing their local impact through community leadership.

The culture of CFLeads is mission-driven and entrepreneurial. As the needs of the field grow, so does the work of this organization.

CFLeads Values:

- Learning. We believe that organizational excellence and effectiveness are driven by a commitment to ongoing learning.
- Knowledge. We believe information of all kinds — including data, research, and lived experience — is essential to the ability to lead, set sound strategies, and solve problems.
- Respect. We value and consider each other in all our interactions.
- Collaboration. We believe in creating solutions together, harnessing the ideas, knowledge, and experience of a wide range of individuals and institutions to create the best results.
- Equity. We believe inclusion and representation matter and that the input and voices of those most impacted by issues and decisions are needed to create healthy, thriving communities at the core of our mission.
- Wellness. We know that to serve the community foundation field, we must prioritize wellness.

CFLeads Vision and Mission

We envision a world in which community foundations are vital partners in building communities where all residents are prosperous, healthy, and secure.

Our mission is to help community foundations build strong communities by advancing effective practices, sharing knowledge, and galvanizing action on critical issues of our time.



Letter from Mary Thomas, President & CEO

Dear Candidate Community,

At CFLeads, we believe in the power of community foundations to lead boldly and we are committed to doing the same. As we continue to grow and deepen our impact, I am excited to share an opportunity to join our leadership team in a newly elevated and mission-critical role: **Senior Vice President, Operations & Impact**.

This is more than a senior leadership position, it is a chance to help shape the future of a values-driven, national organization at the center of one of the most dynamic movements in philanthropy today. Community foundations are increasingly being called upon to address complex issues, champion equity, and serve as anchors of resilience in their communities. I am looking for a strategic partner who can help us rise to it internally, as well.

As our SVP, you will be my thought partner and trusted advisor, someone I will rely on to help steer our strategy, manage our growing team, and build the infrastructure we need to thrive. You will play a pivotal role in strengthening our internal operations, cultivating key funders and partners, and ensuring that our work remains rooted in impact and excellence.

I want to be clear: I am not looking for someone to simply execute tasks. I am looking for a true collaborator, someone who brings ideas, is trustworthy, full of integrity and energy, and has a deep commitment to CFLeads' purpose. Someone who can lead, offer counsel, and take initiative. In return, I will support you fully, create space for your leadership, and ensure you have what you need to succeed.

If you are an experienced leader who thrives on collaboration, has a passion for community-centered philanthropy, and is eager to make a national impact, I hope you'll consider this opportunity. Thank you for your interest in CFLeads.

Warm regards,



Mary Thomas
President & Chief Executive Officer



The Position

CFLeads seeks a mission-driven, collaborative, and operationally astute leader to serve as its Senior Vice President Operations & Impact (SVP). This is a critical, newly elevated leadership role for the organization, reporting directly to the President and CEO, serving as her trusted strategic partner. The SVP will play a central role in shaping CFLeads' impact and performance, leading staff, strengthening operations, and enhancing fundraising capacity during a time of organizational momentum. S/he/they will manage internal operations, guide strategic execution, and help deepen CFLeads' value to the national community foundation field. This leader will also play an active role in fundraising- developing and strengthening relationships with funders and institutional partners to support long-term sustainability.

KEY RESPONSIBILITIES

- Serve as a strategic thought partner to the CEO and external representative for CFLeads
- Lead CFLeads' programmatic, operational, and impact strategies to ensure alignment with strategic plan and equity goals
- Manage cross-functional teams and inter-team communications to foster collaboration, cohesion, and execution excellence
- Strengthen organizational effectiveness through process improvement, internal capacity building, and staff development
- Partner with CEO and fundraising staff to cultivate funders and identify revenue opportunities that support strategic initiatives
- Represent CFLeads at national conferences and philanthropic gatherings, serving as a public ambassador for the organization's work
- Influence the design, delivery, and evaluation of programming that supports the organization's mission and impact priorities

DUTIES & RESPONSIBILITIES

- Coach, manage, and empower a diverse high-performing staff across programs and initiatives
- Drive and manage strategic planning and lead execution of the organization's strategic priorities and equity commitments



- Represent CFLeads with national partners, philanthropic institutions, and funders to build external presence and credibility
- Lead fundraising strategy in collaboration with development staff, with a focus on cultivating long-term donor relationships
- Drive strategic clarity across internal operational functions including development, administration, communications, and HR, ensuring that systems and processes are aligned to enable excellence and support organizational priorities.
- Support ongoing development of learning and evaluation systems to ensure CFLeads can measure and communicate its impact
- Lead cross-organizational initiatives and project teams to ensure aligned execution of strategic goals
- Serve as a resource to external stakeholders, ensuring effective information-sharing and representation of CFLeads' priorities



The Candidate

The ideal candidate is a seasoned nonprofit executive who brings a blend of strategic insight, operational discipline, and a deep commitment to community leadership. They are an inclusive leader who models integrity and partnership, and who has experience navigating the complexity of stakeholder engagement, staff management, and program execution.

S/he/they will be energized by CFLeads' mission and bring strong fundraising acumen, excellent communication skills, and a demonstrated ability to lead through change. Above all, they will be a steady presence and strategic anchor to the CEO, keeping operations on track and elevating the organization's collective impact.

COMPETENCIES & AREAS OF EXPERTISE

- Strategic planning and scenario planning
- Leadership capacity and staff development
- Strategic operations and organizational effectiveness
- Stakeholder engagement and community partnership
- Fundraising strategy and donor cultivation
- Commitment to equity and community impact

ESSENTIAL QUALIFICATIONS

- 10+ years of progressive leadership in nonprofit or philanthropic organizations
- Demonstrated experience managing people, budgets, and strategic initiatives
- Track record of fundraising/development success and external relationship-building
- Excellent written and verbal communication skills
- Experience with community foundations and/or place-based philanthropy preferred
- High-level performer with strong initiative and a commitment to achievement of goals
- Strong business acumen with a solid understanding of strategic and operational business fundamentals



- Flexibility and adaptability in dealing with a variety of assignments, people and resources
- Ability to motivate and engage team members; can coach and mentor staff to perform to their full potential
- Brings warmth, wit, and good humor to interactions, helping to foster trust and team cohesion.

LOCATION & REMUNERATION

This is a full-time, remote position with a competitive salary commensurate with experience; full benefits offered.



About Odgers

Odgers was founded in 1965. We offer integrated executive search and leadership advisory services through our 59 offices in 33 countries. During our 60-year history we have developed functional and sector expertise and built a global network of relationships. We are deeply rooted in our local markets, which we combine with global perspective and reach, enabling us to serve clients across six continents.

What we do matters; our work impacts peoples' lives and drives our clients' success. It is a privilege to help build the world's best leadership teams, a trusted role we never take for granted.

This ethos underpins our commitment to our clients and candidates and motivates our colleagues to strive for excellence in all we do.

CONTACT DETAILS

For more information, please contact:

Kristen Nande
kristen.nande@odgers.com



