

Position Profile

On behalf of our client Pillsbury United Communities,

*CohenTaylor Executive Search Services
is conducting a retained executive search for its*

President/Chief Executive Officer



Pillsbury United Communities (PUC) Fast Facts

- Founded in 1879
- PUC began its work by offering a day nursery for working families and mothers, a health clinic, industrial training, and sewing classes. It began as part of the settlement house movement.
- PUC's interconnected system of programs, 6 community centers, and social enterprise connects over 55,000 individuals each year, with an operating budget of \$XXmillion.
- PUC's 200 staff members often live in the neighborhoods where they work.
- Today, the efforts are organized into six impact areas:
 - Education
 - Youth and Family
 - Wellness and nutrition
 - Employment and Training
 - Asset Creation
- PUC places emphasis on:
 - Whole people in whole communities
 - Working smarter to accomplish more
 - Design. Evaluate. Improve

For more information, visit the
Pillsbury United Communities
website:

<https://www.pillsburyunited.org>



The Mission

Creating Choice, Change and Connection

Pillsbury United Communities (PUC) works with underestimated populations across Minneapolis to foster the resilience and self-sufficiency of individuals, families, and community as a whole. PUC designs solutions that address a spectrum of intersecting needs- from education to employment to health- while continually investing in its own capacity to innovate and improve.

The Organization

Poverty, health inequities and other systemic problems can't be solved by one program or path. To make real progress, an interconnected approach is needed. Instead of targeting narrow needs, Pillsbury United Communities looks at the many barriers holding people back: from gaps in education to inadequate nutrition to economic isolation. Then, the organization creates assets that address those deficits in a holistic way, inside and outside its doors.

In a world of increasing needs and decreasing resources, becoming more effective and efficient requires ongoing investment in operational excellence from top to bottom. PUC's staff and partners go beyond conventional thinking, take risk, and pursue better, bolder and more farsighted ways to meet our goals.

Thriving communities are works in progress. Being a relevant and sustainable partner means evolving in step with those served. To that end, PUC works to understand community needs in depth, design solutions around those needs and evaluate the success of these solutions. Programs are informed by ongoing feedback from stakeholders and impact is tracked and measured. Programs offered are not about hand-outs or charity, but encourage give-and-take relationships between members of the community and the organization. PUC emphasizes people over programs – yet recognizes that programs are an important part of addressing



The Role

The President/CEO is responsible for leading, directing and managing the organization in a manner consistent with the mission, vision, and values of the organization- doing so in a fiscally responsible and ethically sound manner.

Working in concert with the Board of Directors, the President/CEO will oversee the implementation of the current strategic framework, while continually envisioning the future of the organization. The President/CEO will provide leadership to innovation, be responsible for change management, and provide overall consistency to building and leading the operational infrastructure of the organization.

Key Accountabilities:

The President/CEO of Pillsbury United Communities is responsible for providing vision and strategic leadership that is responsive to continually changing community needs. It is important that this leader can embrace and leverage the strong brand PUC has built, but can also be ready and able to drive the changes necessary to address the evolving landscape of today's non-profit sector. This evolving landscape includes increasing needs in the community coupled, dwindling resources, changing sources of funding, and the need to continually innovate and evolve.

Specific responsibilities include:



Leadership

- Establishes a highly visible personal profile and leadership position, to promote PUC within the communities it serves, the not-for-profit sector, and among potential long-term funders.
- Represents PUC's interests in community initiatives and public policy making efforts.
- Educates key constituencies regarding conditions, limitations, and barriers confronting core city residents.
- Identifies and articulates, with Board approval, positions on community issues that require public comment.

Fundraising and Development

- Promotes a cohesive culture of philanthropy from within, by identifying strategies that attract revenue, support growth, and are also responsive to community centers' unique needs.
- Develops annual fundraising strategies in concert with appropriate members of the Board and Development staff, to ensure effective execution on the identification and solicitation of donor markets.
- Drives fundraising strategies and campaigns, which will lead to the future growth of the organization's contributed revenue, with specific emphasis on the individual donor market.

Operations

- Helps to identify and hire talent, build an internal infrastructure, and expand PUC's capacity to manage the functional areas of Finance, HR, and IT.
- Effectively manages internal change management objectives that are consistent with organizational direction, including infrastructure.
- Ensures the fiscal vitality of the organization through the development and management of revenues, expenses, and capital assets.

Planning

- Develops and iterates on the mission and objectives of the organization in ways that are responsive to community voices and needs.
- Prepares and submits annual and three-year plans to the Board of Directors for approval that establish goals and objectives, define strategy, and detail actions that represent outcomes responsive to community.
- Develops, for approval, policies that define the limits of management action and provide guidelines for the operational activities of the organization.

Management

- Models leadership behaviors that lead to a productive, professionally competent workforce in an environment that is respectful of personal well-being and cultural diversity.
- Honors and promotes creativity and innovation, while mitigating risk.
- Encourages staff development and continuing education, and assists program staff members in relating their specialized work to the total program of PUC.
- Maintains a climate that attracts, keeps, and motivates a diverse staff of top quality people, and which also provides opportunities for advancement.

Communications

- Establishes strong working relationships and cooperative arrangements with governmental bodies, community groups/organizations, and stakeholders that impact the mission.
- Builds communication with Board leadership that keeps them fully informed on the condition of the agency, and the important factors influencing it.
- Publicizes the activities, programs, and goals of the organization.
- Maintains open and supportive communication with internal stakeholders, which includes a visible presence with community center leaders, staff, and their constituents.
- Represents the programs and point of view of Pillsbury United Communities to all stakeholders, including the general public.



Reporting Relationships

Currently, direct reports to the President/CEO are:

- Chief Innovation Officer
- Senior Communications and Marketing Director
- Director of Advancement
- Director Urban Institute for Service and Learning
- Executive Assistant
- Directors of Pillsbury House + Theatre, Brian Coyle Center, and Waite House

The Ideal Candidate

The ideal candidate for this position is an experienced and visionary professional with a passion for creating choice, change, and connection in the inner-city and beyond. The successful candidate will be a person of integrity and stature in the community, with proven leadership experience, exemplary business and/or nonprofit management skills, and a strong commitment and dedication to raising the visibility and

impact of Pillsbury United Communities. Fundraising, building community relations and partnerships, and board development are all key components of this challenging role.

Ideal candidates will possess ten to fifteen years of progressive leadership experience in a complex, multi-faceted organization, including experience working with a community-based human services or non-profit agency, or a relevant board experience in a similar agency. Experience in organizations with multiple business channels and/or decentralized program delivery is critical. A bachelor's degree is required with a master's degree preferred.

Other essential skills and experience include:

- A proven track record in leading, building, and growing an organization through a caring, collaborative, and team-oriented leadership style.
- Ability to build trust, relationships, and work effectively with people from diverse backgrounds representative of a broad range of constituencies.
- Demonstrated success in fundraising from corporate, foundation, and individual donors, as well as experience identifying and securing diverse revenue streams.
- Big picture thinking, with the ability to think strategically about achieving Pillsbury United Community's goals through creativity and innovation.
- Proven ability to drive and implement change.
- The willingness, presence, and capacity to be Pillsbury United Community's face to the public, which includes being a good listener, an effective communicator, and a persuasive influencer.
- Outstanding leadership, planning, organizational, and management skills.
- Demonstrated nonprofit financial budgeting and management abilities.
- Ability to establish and maintain excellent and productive relationships with the Board of Directors, agency staff, and the community, as well as city, county and state agencies.

For more information or to send your credentials, please email katie@cohentaylor.com

All inquiries will remain confidential.

