

Position and Candidate Specification



Latino Community Foundation

Chief Executive Officer



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The Latino Community Foundation (LCF) was founded in 1989 as an affinity group of United Way of the Bay Area to increase workplace donations to Latino organizations. In 2003, Sandra Hernandez, then-president and chief executive officer (CEO) of The San Francisco Foundation (TSFF), established the Foundation as a supporting organization of TSFF, appointed new leadership and expanded the work of LCF. Since then, LCF board members, leadership and staff have placed LCF on a growth trajectory. The Foundation led multiple initiatives to improve the health and wellbeing of thousands of Latino families in the Bay Area between 2006 and 2015. In 2016, LCF became an independent, statewide foundation on a mission to unleash the civic and economic power of Latinos in California.

LCF fulfills its mission by building a movement of civically engaged philanthropic leaders investing in Latino-led organizations and increasing civic and political participation of Latinos in California. The organization's work is driven by its core values, and among them is trust that community leaders who are closest to the issues are best suited to lead the necessary solutions to drive lasting change. LCF is also committed to leading from a place of strength — highlighting the assets and diverse contributions of Latinos in California.

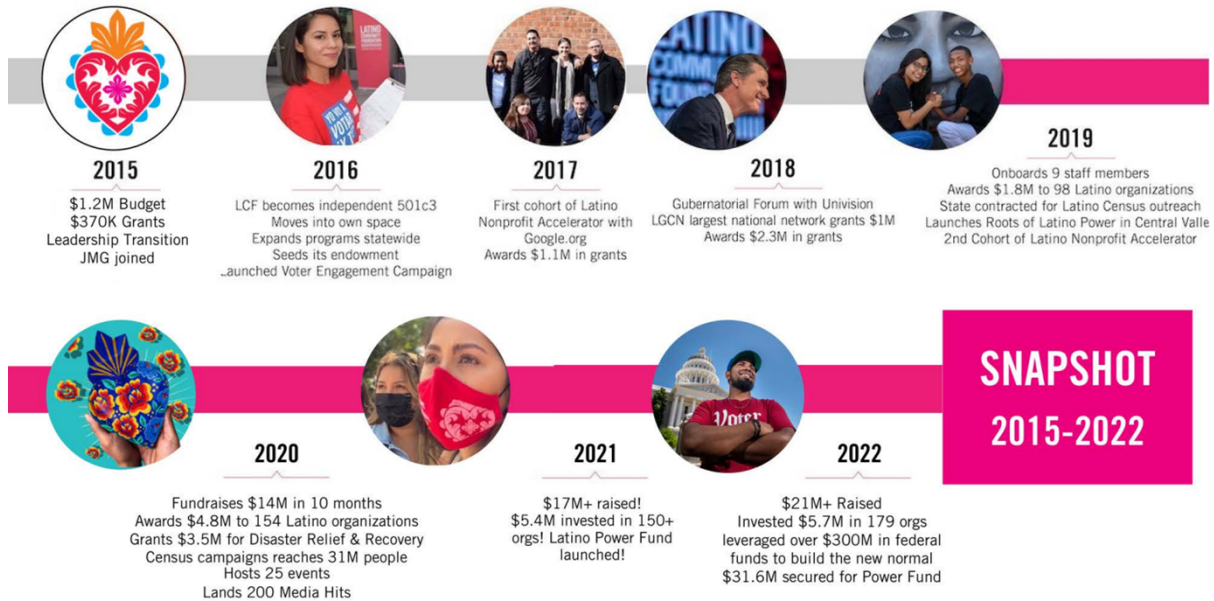
LCF is at a pivotal stage of growth. Today, LCF leads the largest network of Latino philanthropists in the country and has established the first-ever Latino nonprofit accelerator. LCF is leveraging its unique role as a grant maker, convener and advocate to activate a network of changemakers committed to increasing civic engagement and economic mobility for Latino youth and families.

To date, LCF has created the largest network of Latino philanthropists in the country, invested over \$25 million into over 375 grassroots, predominately Latino-led, nonprofits across the state and launched one of the largest campaigns to mobilize the Latino vote in California. LCF hosts the Latino Nonprofit Accelerator, a groundbreaking, capacity-building initiative that gives grassroots nonprofits access to world-class branding and fundraising support. This initiative has already helped 18 organizations level up their communications, double their fundraising confidence and leverage \$7 million in new funding.

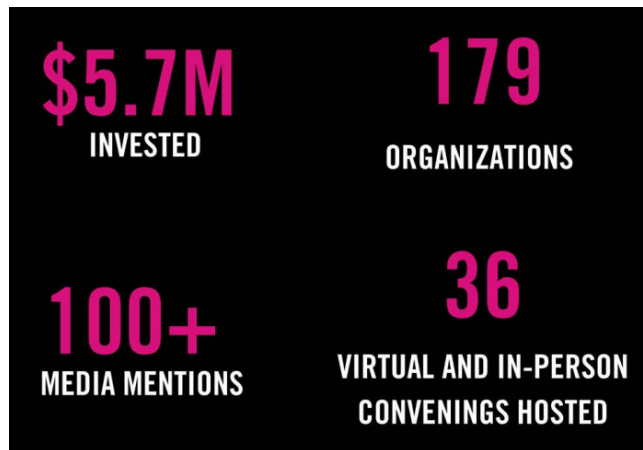
The Latino Power Fund is an effort that will secure equitable public investments proportional to the size and contributions of the Latino community. Through the \$50 million fund, Latino-led grassroots organizations will have the transformative power to strengthen frontline organizations engaged in healing and movement building, equip and mobilize Latino leaders and voters, and uplift a just and progressive agenda. A Latino Power Fund will provide the resources needed to achieve the political and civic wins California requires for a representative democracy and an inclusive economy for individuals and families.

LCF's most recent Get Out the Vote and census campaigns reached over 31 million Latinos. Through strategic grantmaking and a multimedia effort to educate and mobilize Latino communities for major civic events, LCF played a role in ensuring that California achieved its highest Latino voter registration rate in history: 73 percent.

FINANCIAL HIGHLIGHTS



2022 YEAR IN REVIEW



- Raised \$24.6 million.
- Raised \$34.1 million for the Latino Power Fund in 18 months.
- Secured \$15 million for LCF endowment.
- Expanded Legacy Circles from 17 to 26 families.

For more information about LCF, please visit: <https://latinocf.org/>.

Reporting to the Board of Trustees, the next Chief Executive Officer (CEO) of LCF will embrace the organization's mission of building a movement of civically engaged philanthropic leaders, investing in Latino-led organizations and increasing political participation of Latinos in California. At a time in the country when the Latino population of voting age is on the rise, LCF's impact — building both Latino civic and economic power — could not be more critical. The next CEO, in partnership with the Board and the leadership team, will work with focus and urgency to expand the organization's impact and raise its national profile through its partnerships and advocacy. With a keen focus on the vision and mission, the CEO will establish a strategy, prioritize goals and facilitate collaboration, innovation and decision making to propel LCF into its next chapter.

The next leader will bring a deep understanding of today's dynamic political and economic landscape, responding with agility and creativity as these ecosystems evolve. They will bring a spirit of innovation in exploring how technology, A.I., new approaches and partnerships may amplify impact. They will connect LCF's mission with broader influence through policy and advocacy, expanding the organization's reach to support Latino communities in California and beyond. They will bring a nuanced understanding of social justice and racial equity issues, applying a systems-level perspective on how to leverage LCF's unique positioning in the field to drive lasting impact locally and nationally.

The CEO will be a courageous leader of the LCF team, both internally and externally, boldly leading the community with an ethos of "Unapologetically Latino." They will place a high priority on the retention, development, motivation and expansion of a high-performing staff, leveraging the organizational culture and core values of trust, family and unity, leading from a place of strength, change, not charity, hope and joy. Externally, the CEO will serve as LCF's primary ambassador, raising the national profile of the organization, forging new partnerships and growing its revenue base. They will be a skilled communicator with the ability to engage a wide range of stakeholders effectively, clearly and warmly.

LCF is seeking a leader who will further unleash the power of Latinos and preserve the organization's current culture of love and joy. They will help LCF architect growth by driving the vision and bringing strategic thinking regarding expansion and next steps for the organization, understanding the need for authenticity and community engagement in the philanthropy sector. The CEO will diversify revenue streams and engage donors of color. They will bring a deep and profound knowledge of the Latino community and successfully build coalitions with other historically marginalized groups.

LCF is prepared to offer an attractive compensation package, including a competitive base salary as well as health, 401(k) and vacation benefits. Competitive compensation package commensurate with experience and skills will range between \$325,000-\$400,000.

The position is based in San Francisco, CA.

KEY RELATIONSHIPS

Reports to	Board of Trustees
Direct reports	Senior Vice President of Programs and Brand Strategy Vice President of Policy Vice President of Economic Justice Vice President of Philanthropy Vice President of Finance and Operations Director of Communications
Other key relationships	Staff of 22 Partner organizations and coalitions Corporate and philanthropic partners Political and community leaders

KEY RESPONSIBILITIES

- In collaboration with the Board of Trustees and the LCF team, refine future direction and strategic focus, with a clear vision and priorities, plans and actions for organizational impact.
- Effectively serve as LCF's external spokesperson and relationship builder, establishing LCF as an integral, nationally recognized leader within the Latino civic engagement and economic development spaces.
- Build on the organization's sound financial base, fundraising across a wide array of stakeholders and partners, maintaining the existing foundation while developing new philanthropic alliances.
- Lead LCF's continued journey for improvement and pursue meaningful and lasting efforts to integrate the work of social justice into LCF's operations and practices, thereby pursuing enduring, systemic and revolutionary changes to the status quo within and beyond the organization.
- Oversee the organization's infrastructure, staffing, processes and culture, ensuring that its financial, human, intellectual and fiduciary capital are deployed to their highest and best use.
- Attract, recruit, develop and retain a highly committed and qualified staff, driving high levels of employee engagement and teamwork, thereby promoting transparency, trust and accountability within the organization.

IDEAL EXPERIENCE

Mission Orientation

Leadership within, and personal commitment to, organizations aligned with LCF's mission and core values. Deep understanding of the historical and current Latino and immigrant lived experience.

Proven Impact Leader

Innovative, entrepreneurial and loving leadership within dynamic and evolving organizations. Experience building high-performing teams while successfully driving measurable progress and impact on organizational culture, systems, practices and strategies.

Fundraising Expertise

A dynamic and effective relationship builder with significant fundraising success who employs creative and ambitious approaches to philanthropic support.

National Profile

A history of serving as a credible and compelling idea generator and communicator while representing an organization to a wide range of audiences in ways that inspire confidence, engagement and partnerships.

CRITICAL LEADERSHIP CAPABILITIES

Visionary Leadership

In a rapidly changing political and economic ecosystem, the LCF CEO will be responsible for courageously and lovingly leading the organization during a critical moment in the field's history, ensuring the organization fulfills its mission to the greatest extent possible by:

- Working with the Board to assess and steer the organization's strategic plan, driving its successful execution with a sense of urgency, clear priorities and direction for the team;
- Defining the evolving future of civic engagement and economic development as well as the potential roles the organization may play in catalyzing inclusive and innovative approaches;
- Challenging assumptions and conventional wisdom with specific, data-driven and well-reasoned proposals, exhibiting a clear vision and the ability to deliver on a focused mission with measurable outcomes;
- Maintaining an awareness of the challenges and opportunities facing LCF and working with the Board and staff to adjust the organization's actions and approaches accordingly;
- Employing a forward-thinking business mindset which looks beyond the current strategy and leverages technology as LCF builds on the organization's momentum and promise to become a national organization.

Impact and Influence

In this highly visible role, the CEO will advance LCF's mission and advance the organization's objectives by:

- Actively engaging and developing trust with the Board, staff and external constituencies;
- Articulating LCF's mission and value proposition effectively while serving as an authentic, compelling and credible spokesperson;

- Developing collaborative, ongoing partnerships with other national and local organizations, enhancing the scope and impact of LCF's mission;
- Cultivating and building donor relationships, directly influencing sponsorship and inspiring enthusiastic support for the Latino Power Fund and beyond;
- Seeking new challenges and innovative, transformational opportunities which increase LCF's national impact and reach.

Leading People

The CEO will successfully harness the passion and commitment of the staff by serving as a unifier, team builder and motivator. This includes:

- Enlisting the top leadership team to reinforce the organization's purpose, culture and values;
- Developing an organizational infrastructure which provides support for team members, creating clear decision-making processes, and reinforcing transparent and open communication;
- Engaging, inspiring and empowering a diverse, motivated and high-performing team;
- Holding the organization accountable for its commitments, providing clarity, fairness and constructive feedback as well as bringing out each team member's personal best while modeling passion for the organization's mission;
- Fostering open communication and debate across functions, divisions and locations, resolving different objectives to achieve a common purpose.

KEY LEADERSHIP BEHAVIORS

- A leader who believes love, joy and hope are both a strategy and outcome.
- Sound judgment and unquestionable integrity.
- Authentic, sincere and empathetic with high emotional intelligence.
- Bold and kind; politely assertive while driving for results.
- Fearlessly questions the status quo.

THE SEARCH PROCESS

To express interest or to nominate a potential candidate for the LCF CEO position, please email LCFCEO@spencerstuart.com.

LCF is proud to be an Equal Opportunity Employer. Employment with LCF is based solely on qualifications and competence for a particular position, without regard to race, color, ethnic or national origin, age, religion, creed, gender, sexual orientation, disability, or marital or military status. We strongly encourage people of diverse backgrounds to apply.