



Search for the Vice President of Philanthropy  
The Miami Foundation  
Miami, Florida

The Miami Foundation seeks an entrepreneurial, relationship and values-driven leader to serve as the next Vice President of Philanthropy. This seasoned, enthusiastic executive will propel the philanthropic engine of The Foundation by developing a world-class fund and complex gifts management strategy, growing The Foundation's restricted and unrestricted assets, and designing an ambitious and thoughtful permanent endowment campaign. A joyful, accessible, and supportive advisor and team leader, they will leverage The Foundation's expertise and giving vehicles to inspire donors and community partners to get involved and generously support Greater Miami.

The Miami Foundation is a storied and nationally accredited community foundation operating in an extraordinarily dynamic and complex region. Today, with more than \$500 million in assets, The Foundation plays an increasingly prominent leadership role as a trusted resource and agent of change. By accelerating leadership, generosity, and a sense of belonging, they inspire people to become changemakers, and they create ways for donors, nonprofits, leaders, and locals to work together to build a Greater Miami where everyone can thrive.

Since 1967, The Foundation has invested \$700 million to strengthen the community with partnerships and contributions from more than 800 fundholders and 35,000 donors. At a time of significant wealth in the region and growing community needs, the Vice President will thoughtfully wield the power of thousands of philanthropic relationships to cultivate generosity that truly transforms the community. The Foundation is poised to deepen the engagement of individuals, families, corporations, and nonprofits across Greater Miami to solve the most pressing issues facing the future and set a bold vision for a stronger, more equitable, and more resilient region.

The Miami Foundation is open to candidates from a variety of backgrounds who have a deep appreciation and enthusiasm for the community foundation's competitive proficiency in wealth management and legacy planning. The Vice President should be a proven innovator with a record of successful growth in fund development. The Foundation welcomes applications from exceptional leaders with experience in similar urban communities who understand the role of impactful community philanthropy.

Isaacson, Miller, a national search firm, is assisting The Miami Foundation in this recruitment. All inquiries, nominations, and applications should be directed in strict confidence to the search firm as indicated at the end of this document.

## **THE MIAMI FOUNDATION**

For over 50 years, The Miami Foundation has remained a relevant and nimble leading organization in a rapidly changing and growing region. Currently, The Foundation plays a key role in helping the Miami-Dade community harness its strengths and address its challenges. The Foundation is committed to working with individuals, families, and corporations to deepen the impact they make through philanthropy. It does so by tracking key quality of life issues shaping Greater Miami's vitality and then educating and mobilizing donors and community leaders around this data with the aim of utilizing resources and holistically shaping a better city. In recent years, The Foundation has also developed an advocacy strategy on issues central to Miami's resilience, such as sea level rise, affordable housing, and enhanced public transit.

Based on assets, the Miami Foundation today ranks among the top 75 of the more than 800 community foundations across the United States. In 2023, The Foundation raised more than \$140 million and distributed approximately \$70 million in grants to the community.

### ***Programs and Initiatives***

The Miami Foundation is distinguished by its highly responsive approach to meeting community needs. As the region's largest community foundation, it is the primary convener and backbone for solving key issues, from arts access to racial equity. In the last couple of years, as natural disasters, public health disparities, and social and civic challenges have unfolded in the region, The Foundation has leveraged over 50 years of relationships and context to bring together nonprofits, elected officials, businesses, and philanthropic leaders to solve local issues and drive Greater Miami toward resilience and equity in ways that could not happen in silos. In this capacity, The Foundation serves as a model in leading with the community, loudly echoing a commitment to equity and a deep understanding of the complexities and richness of Greater Miami.

For more details on the current and historical initiatives of The Foundation, please visit <https://miamifoundation.org/>.

### ***Philanthropic Services and Fundraising***

The Philanthropy team at the Miami Foundation manages a diverse portfolio of charitable giving solutions. In close collaboration with their colleagues, they mobilize donors to support nonprofits and individuals where there is the greatest opportunity and need. Here are just two examples:

- As the COVID-19 pandemic made its way through the region, The Foundation partnered with local leaders to funnel \$16 million to help sustain over 600 nonprofits at risk of closing or halting critical

services for residents. Civic initiatives that elevate and shed light on some of the vast inequities throughout the greater Miami community are also developed at The Foundation.

- In 2020, The Foundation launched the Miami-Dade Counts collaborative campaign to allocate resources and share critical information and tools with nonprofits, local governments, businesses, and community members. The Foundation played a key role in working to ensure the census data accurately reflected the community, so everyone in Miami would receive their fair share of resources.

Donors to The Foundation may select one or more of the following fund options to meet their charitable goals:

Donor-Advised Funds. This group of funds is created by donors who want to participate actively in the grantmaking decisions and who draw upon the expertise of The Foundation's staff to varying degrees. Providing philanthropic guidance to these donors is a vital role of The Foundation, as is its effective stewardship of their investments. In 2023, The Foundation's 291 donor-advised funds accounted for more than \$25 million in grants to 581 organizations.

Field of Interest Funds. These funds allow donors to support a broad area of need, such as children and youth development, the arts, or education, without naming specific grantees. These dollars are pooled together and granted out through the community grants program.

Unrestricted Funds. These are established by donors who place no or few restrictions on how they are spent. Income from The Foundation's unrestricted funds is used to support the Community Grants Program as well as innovative programs and initiatives such as Give Miami Day, the Racial Equity Fund, and Music Access Miami. In 2023, Give Miami Day fueled more than \$34 million in unrestricted gifts to community nonprofits.

Designated Funds. These grants are made annually to specific non-profit organizations as designated when they were created. The Foundation raised \$5 million in designated grants in 2023.

Scholarship Funds. These funds support deserving students in pursuing training or educational opportunities. The Foundation awarded approximately \$2.2 million in 2023, including the College Assistance Program, a supporting organization that provides scholarships to Miami-Dade County Public High School graduates who have exhausted all avenues of financial assistance (federal, state, and institutional) but still have significant unmet needs to attend the college of their choice.

Supporting Organizations. These organizations are separate legal entities, with their own board and bylaws, established by an individual, family, or business that formally affiliates with The Foundation, thereby receiving its tax and regulatory status as a public charity.

Fiscal Sponsorships. These funds allow an individual, family, or institution to create a charitable program and solicit charitable donations under the umbrella of The Miami Foundation's 501(c)(3) nonprofit status.

Other fund types (such as Organizational Endowments and Organizational Reserve Funds) accounted for \$22 million in disbursements during 2023.

### ***Governance, Organization, and Finance***

The Foundation is governed by a Board of Trustees with at least 17 but no more than 23 members. Trustees serve up to six years in three consecutive terms of one, two, and three years. The Board is composed of a diverse and dynamic mix of leaders from business, government, and social and community service who bring a range of interests and viewpoints but share a deep commitment to The Foundation and its mission. The Board convenes four times a year and has an active committee structure.

The Foundation has 50 staff members who report to the President and CEO through an executive team, including the Vice President of Finance and Chief Financial Officer, Vice President of Philanthropy, Vice President of Strategic Communications, Vice President of Community Investments, and a Vice President of Collective Impact.

As of December 31, 2023, The Miami Foundation's assets totaled \$530 million. It received more than \$120 million in contributions in 2023 and made grants of more than \$5 million. Its 2024 operating expenses are anticipated to total \$6 million. With more than 800 fundholders, 35,000 donors, 11,000 annual transactions, over 2,500 grantees and partners, several community initiatives, and numerous other programs, ensuring careful compliance and sound financial and administrative management is significantly complicated, but The Foundation has deep knowledge and proficiency in designing, administering, and evaluating complex grant programs.

### **ROLE OF THE VICE PRESIDENT OF PHILANTHROPY**

The next Vice President of Philanthropy will drive The Foundation's philanthropic engine and subscribe to the highest standards of cultivation, stewardship, and team management. As a key member of the executive leadership team, reporting directly to the President and CEO, the Vice President will demonstrate exceptional judgment, leadership, and influence, stepping up to cross-support and skillfully engage the Board of Trustees and the public as needed. They will lead a team of six highly motivated and experienced professionals.

The broad objectives for the Vice President of Philanthropy are as follows:

***Develop a world-class fund and complex gifts management strategy.***

By 2026, The Miami Foundation will have mobilized its network to invest \$1 billion to strengthen the region and forge a pathway for resilience, equity, and opportunity for all who call Miami home. As the preeminent community foundation in the region with deep local knowledge and partnerships, the Vice President must develop a forward-looking vision and management strategy that promotes and stimulates philanthropy, deploying multiple strategic assets towards the goal. The President will expect a well-researched path forward that includes long-range strategic asset development with special attention to attracting illiquid gifts such as bequests, planned gifts, and real estate. They will implement best-in-class systems and serve as a dynamic advocate for the value proposition of donor investment through The Foundation, especially in the face of increased competition for such investments.

***Grow The Foundation's restricted and unrestricted assets.***

Building upon the current growth and moment, the new Vice President will be essential in The Miami Foundation's ability to awaken a spirit of shared responsibility, generosity, and civic health in Greater Miami to build a thriving epicenter for social change. It is imperative that the Vice President be a courageous and visible partner, mobilizing new and existing donors to be bold in their giving and adopting trust-based and equity-focused philanthropy models. As the largest community foundation in the region, The Foundation is aware of the many who can give back in Miami and have yet to be connected. It is The Foundation's priority to strengthen ties to corporations, family foundations, and professional advisors throughout the region, curating compelling engagement opportunities that build trust and mutually beneficial partnerships. Therefore, the Vice President will be an exceptional relationship builder with a strategic understanding of the different philanthropic vehicles available to help new and existing donors be connected where Greater Miami needs them most. The opportunistic leader will seize the moment and collaborate across The Foundation to activate and deliver progressive solutions for partners and funders alike.

***Design and successfully launch an ambitious and thoughtful permanent endowment campaign.***

At their best, community foundations pool and invest charitable funds together so that earnings provide a continuing resource for the community. Each year, The Miami Foundation assesses the greatest needs facing the community and leads fundraising campaigns to address those issues. However, the greatest opportunity for broad and deep impact is made possible by the endowed funds directed by The Foundation. Currently, The Foundation has over \$100 million in permanent endowed assets. Considering the \$1 billion investment goal, it is time that The Foundation meaningfully grows the endowment in proportion to the growth across other indicators in the last several years. As a key member of the team, the Vice President will set the stage to develop a historic endowment campaign that will have a monumental and lasting positive influence on generations of Miami residents to come.

***Serve as a joyful, accessible, and supportive advisor and team leader.***

Joy is the standard and leading team value at The Miami Foundation. Without exception, the Vice President will model steady, transparent, responsive, and joyful leadership that supports a high-performing work culture and outstanding results. They will serve as the resident expert on the power of philanthropy, matters of compliance, and opportunities to be nimble and innovative in the field.

Rooted in trusting relationships with colleagues and donors, the Vice President will step forward where needed to set a tone of sustainability and default to solutions. The Vice President will lean into failure and build room for thoughtful risks, shepherding their staff, executive peers, and President to stretch and grow.

**QUALIFICATIONS AND CHARACTERISTICS**

The ideal candidate will bring many of the following professional experiences and qualifications:

- Resonance with The Miami Foundation's mission, values, and legacy.
- The highest level of personal and professional integrity.
- Appreciation of the unique aspects of Miami-Dade County, including its unusually dynamic history, demographics, economy, culture, and challenges.
- 7+ years of executive experience with a history of providing strategic leadership and effective management of a complex organization of talented professionals in philanthropic services.
- Joy for and extensive experience raising funds from a variety of sources, particularly individuals.
- Familiarity with and understanding of a community foundation, wealth management, and/or legacy planning.
- Experience with or an excellent understanding of complicated organizational issues and finances, investments, and their legal administration.
- Enthusiasm for an intensive involvement in development and donor relations, including prospecting, cultivation, and making an ask.
- Excellent strategic and intellectual abilities, analytic skills, and a reputation for rigor.
- Aptitude for technology and understanding of its applications to foundation operations and philanthropic services.
- Demonstrated commitment to the values of diversity, equity, accessibility, inclusiveness, cultural sensitivity, and competence.
- Highly resourceful team player with the ability to work extremely effectively independently and be proactive with approaches to problem-solving with strong decision-making capability.
- An outgoing and optimistic personality, including strong interpersonal skills to work effectively with a global community.

## COMPENSATION AND LOCATION

The salary range for this position is \$160,000 to \$200,000. The President and CEO reserves the final determination of the selected candidate's actual pay considering their experience and qualifications for the role.

The Vice President of Philanthropy is a full-time role based in Miami, Florida. It is expected that this individual will be available to work outside of traditional business hours, to travel locally, and occasionally regionally and nationally.

## APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and resumes with cover letters should be sent via the Isaacson, Miller website for the search: <https://www.imsearch.com/open-searches/miami-foundation/vice-president-philanthropy>. Electronic submission of materials is strongly encouraged.

Karen Avery, Partner  
Berlinda Mojica, Senior Associate  
Isaacson, Miller

*Please reach out to the firm if you need any accommodation in applying.*

*The Miami Foundation does not discriminate based on race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include hiring and firing staff, selecting volunteers, selecting vendors, and providing services.*

*The Miami Foundation practices and champions inclusiveness. We honor the diverse strengths, needs, voices, and backgrounds of all members of our community. Candidates from traditionally marginalized communities are especially encouraged to apply.*