



For a greater Pittsburgh.

President and Chief Executive Officer
The Pittsburgh Foundation
Pittsburgh, Pennsylvania

SEARCH SUMMARY

The Pittsburgh Foundation seeks an inspirational, strategic, and collaborative leader to serve as its next President & CEO (President)—a rare opportunity to lead one of the nation’s largest and most respected community foundations at a pivotal moment of progress and possibility. The next President will join a foundation poised for greater impact, supported by a talented team, an engaged Board, loyal donors, and a new downtown headquarters designed for convening and collaboration.

This position carries full executive responsibility for a \$1.7 billion institution, overseeing thousands of donor-established funds, ensuring rigorous legal and fiduciary compliance, and sustaining operational excellence across finance, investments, and client services. In addition, a major technology modernization is underway, equipping the Foundation to deliver exceptional donor service, operational strength, and measurable results.

The opportunity ahead is to build on the Foundation’s considerable strengths and shape a bold, forward-looking vision. The new President will have the chance to develop a strategic plan that responds to today’s opportunities and challenges—setting direction, making critical choices, and aligning people, systems, and resources for maximum community benefit. With the ability to put their imprint on the organization, this leader will guide the Foundation into its next era of innovation and impact.

Visionary thinking and disciplined execution are essential, grounded in an understanding of the community foundation model and principles of long-term stewardship. Success depends on blending business acumen with community gravitas—growing assets as a critical priority while deepening donor relationships and strengthening the Foundation’s role as a trusted civic leader. Ensuring the integrity of a complex endowment-driven structure is essential for deploying resources strategically for lasting benefit.

Also critical is the ability to engage across sectors, convene diverse voices, and champion initiatives that address the region's most pressing challenges, while appreciating Pittsburgh's distinct civic and philanthropic landscape and demonstrating an eagerness to learn its partnership-driven approach to problem-solving.

The Foundation has retained Isaacson, Miller to assist with this important recruitment; inquiries, nominations, and applications will be held in strict confidence.

The Changing Landscape of Community Foundations

Community foundations are permanent philanthropic institutions established to benefit the residents of a defined geographic region. They fulfill their mission through community leadership, grantmaking, and by offering flexible vehicles for charitable giving. Donors may contribute through unrestricted, field-of-interest, designated, or donor-advised funds—each invested to generate long-term support for the community. These funds also offer significant tax advantages, a core feature of the community foundation model and an important driver of charitable giving through individuals and financial advisors.

As the market of philanthropic options grows, convenient online giving vehicles increasingly compete for donors' attention—for example, commercial charitable gift funds, digital platforms, and giving circles. Yet even in this expanded landscape, community foundations remain trusted stewards of charitable assets, distinguished by professional staff who understand local needs and help donors channel resources toward meaningful, community-centered impact.

Across the country, community foundations are embracing a broader civic leadership role—coordinating collective giving, managing crisis response funds, and mobilizing quickly when urgent needs arise. The Foundation is one of the leaders adapting staffing, service expectations, and operations to meet the growing demand for responsive communication, better data, and more hands-on partnership. This hybrid role—serving both donors and the broader community—positions community foundations as essential civic partners in regions navigating economic, demographic, and social change.

Within this national landscape, The Pittsburgh Foundation—founded in 1945—stands out as one of the country's most established community foundations, with a long record of adapting to meet the region's evolving needs.

THE PITTSBURGH FOUNDATION TODAY

The Pittsburgh Foundation is guided today by a clear vision to create a vibrant, equitable, and just Pittsburgh region that supports everyone—regardless of race, identity, or circumstance—to thrive and fulfill their potential. Its mission is to improve the quality of life in the region by evaluating and addressing community issues, promoting responsible philanthropy, and connecting donors to the critical needs of the community.

Together, these commitments anchor the Foundation's work and underscore its enduring role as a catalyst for progress, partnership, and community-driven change. Grounded in its core values—Accountability, Collaboration, Community, Racial and Economic Justice, and Trust—the Foundation approaches every effort with integrity and a deep sense of responsibility to those it serves.

With approximately \$1.7 billion in assets, nearly 2,800 donor-established funds, and \$1.4 billion in lifetime grantmaking, the Foundation combines financial strength with a forward-looking approach to solving complex issues and driving meaningful change.

Since merging with the Community Foundation of Westmoreland County (CFWC) in 2010, the Foundation has extended its reach beyond Allegheny County to serve communities across Westmoreland. CFWC retains its identity as a regional affiliate while benefiting from the Foundation's infrastructure and expertise. Today, it manages more than 220 donor-established funds, totaling approximately \$41 million, all of which are included in the Foundation's overall asset totals. This partnership strengthens local grantmaking and ensures community-driven priorities remain central.

The Foundation also maintains two supporting organizations, the Charles E. Kaufman Foundation and the Jack G. Buncher Charitable Fund. These entities align with the Foundation's mission and provide additional resources and flexibility to address regional needs, offering donors governance independence while leveraging the Foundation's investment and operational capabilities.

Over the last several years, the Foundation has delivered meaningful impact across the region. Recent examples include launching an Emergency Action Fund during the early weeks of the COVID-19 pandemic, which mobilized \$11 million in private and philanthropic contributions for frontline healthcare, and leading a statewide effort that increased funding for affordable housing by more than \$60 million. The Foundation is also exploring new opportunities to amplify its impact, including mission-aligned investment strategies designed to leverage capital for both social and financial returns.

In 2025, the Foundation opened its new headquarters at 912 Fort Duquesne Boulevard—a prominent riverfront location designed to expand convening capacity and strengthen collaboration. The space features flexible meeting rooms, natural light, and artwork by local artists, creating an environment that fosters openness, accessibility, and shared civic dialogue. In its first year, the headquarters hosted over 100 events, establishing it as a catalytic hub for civic engagement and partnership.

In 2025, the Foundation also awarded approximately \$68 million across more than 7,400 grants, supporting priorities that deliver broad community benefits—from access to essential services to improved social outcomes.

The current strategic plan—*From Surviving to Thriving* (2023–2027)—has guided the organization through a period of resilience and growth. As this plan nears completion, the next President will have the

opportunity to lead the development of a forward-looking strategy that builds on recent progress and positions the Foundation for even greater impact in the years ahead.

Critical Needs Alerts (#ONEDAY) is the Foundation's signature annual giving campaign—a one-day mobilization of donors to support nonprofits providing essential human services such as food, housing, and emergency assistance, with matching funds contributed by Foundation donors. In 2025, the campaign raised \$1.86 million, delivering rapid-response funding to organizations serving the region's most vulnerable residents and demonstrating the Foundation's ability to convene generosity and respond to urgent needs in real-time.

The Foundation enters 2026 with strong community trust, a disciplined operating budget, and momentum across donor engagement, program impact, and convening. A multi-year technology transition is underway, replacing legacy systems with a modern, integrated platform essential for donor service, grants management, financial operations, and long-term competitiveness. To sustain this progress, the organization continues to clarify roles, streamline decision-making processes, reduce silos, and reinforce accountability.

Governance, Leadership, Organization, and Finance

Governance

The Pittsburgh Foundation is governed by a Board authorized for up to 20 directors and chaired by John R. McGinley, Jr. The Board currently includes 16 members—leaders from business, government, academia, and the nonprofit and professional sectors—who bring deep regional knowledge and a strong commitment to the Foundation's mission. Standing committees include Audit, Finance, Investment, Governance, Program, Impact, and Development & Donor Services, with an Executive Committee providing overall coordination. The Board meets quarterly and partners closely with the President on strategy, stewardship, and long-range planning. Representation from the Community Foundation of Westmoreland County ensures alignment across the broader regional footprint.

Leadership

Under the leadership of outgoing President & CEO Lisa Schroeder, the Foundation strengthened its civic presence, deepened donor engagement, and began the modernization of essential systems and operations. During her tenure, assets grew by more than \$500 million, donor contributions and grantmaking reached record levels, and the Foundation advanced a more intentional approach to community partnerships, public policy, and operational excellence. She also initiated the design and opening of the new headquarters, positioning the Foundation as a more visible and accessible civic convener. Her leadership leaves the organization with significant momentum and a stronger operational foundation.

Organization

The Foundation is staffed by approximately 70 professionals, reflecting the scale and complexity of its work. The President leads the organization with nine direct reports, each responsible for a major functional area: finance and operations, human resources and culture, chief of staff, partnerships—including communications and community engagement, program and grantmaking, development and donor services, policy and community impact, and investments. This structure underscores the importance of clarity, collaboration, and coordinated execution—areas the next leader will strengthen as part of shaping the future strategy.

Finance

The Pittsburgh Foundation operates with a \$17 million operating budget for 2026, reflecting the scale and complexity of its work. Its financial stewardship encompasses a few thousand donor-established funds, multiple investment portfolios, supporting organizations, scholarship programs, and thousands of annual grants. This breadth requires rigorous fiscal discipline and compliance, transparent processes, and steady administrative oversight to ensure long-term sustainability and donor confidence.

The investment program is overseen by the Board's Investment Committee and supported by a dedicated internal team, guided by published policies that prioritize responsive, donor-aligned portfolio management. The Foundation's approach strikes a balance between prudent risk management and opportunities for impact, including mission-aligned investments that advance community priorities.

As of December 31, 2024 (audited), the Foundation reported approximately \$1.63 billion in total assets and \$1.59 billion in total net assets.

A Distinctive Endowment-Driven Model

The Pittsburgh Foundation's financial structure is distinguished by its unusually high proportion of permanently endowed funds. Like most community foundations, it manages a large number of donor-established funds; however, unlike many peers with significant non-endowed or pass-through donor-advised assets, the majority of the Foundation's resources are long-term endowments designed to exist in perpetuity.

This endowment-driven structure means that most of the Foundation's assets are permanently restricted, designed to exist in perpetuity and provide predictable annual distributions for grantmaking. As a result, grantmaking is highly diversified across categories and time horizons, but flexible dollars—those available for emerging needs—are more limited than at community foundations with less endowment-driven portfolios. Managing this model requires careful stewardship across thousands of donor restrictions and field-of-interest intentions. The next leader will balance long-term stability with strategies to secure flexible resources for emerging needs—an essential priority for the future.

OPPORTUNITIES AND CHALLENGES

This is a rare moment to leave a lasting imprint on the future of the Pittsburgh Foundation and the region it serves. The next leader will step into a role with extraordinary potential—to shape strategy, deepen impact, and strengthen the Foundation’s standing as a bold civic voice.

Partnering with an engaged Board and a talented, mission-driven staff, this leader will chart a powerful vision, set ambitious priorities, and guide the organization through complex and evolving challenges. They will have the opportunity to align people, systems, and resources in ways that unlock new possibilities for the Foundation and the communities it serves.

Success will require both imagination and discipline: a strategic mind, a steady hand, and a deep commitment to driving meaningful, measurable results. For a leader eager to shape the Foundation’s next chapter, this is a chance to inspire, innovate, and help guide a legacy of regional transformation.

Drive Organizational Clarity and Team Excellence

A high-performing team is central to the Foundation’s success—and sustaining that strength begins with clarity and trust. This role requires the ability to unify a complex organization, establish clear and timely decision-making structures, and foster collaboration across teams and functions. Investing in leadership development and reinforcing systems that support focus, growth, and cohesion will help create a culture where accountability, shared purpose, and effective communication drive performance.

Position the Foundation as the Premier Partner for Impact-Driven Philanthropy

The Foundation’s reputation as a trusted steward and community partner is a powerful asset—and the moment is right to sharpen its value proposition and elevate its narrative to reflect deep local knowledge and long-term commitment to regional vitality. This role will strengthen donor engagement, refresh messaging, and deepen relationships with advisors, donors, and emerging philanthropists. By combining personalized service with evidence of community impact, the Foundation can enhance its credibility, relevance, and competitive position in a changing philanthropic landscape.

Ensure Financial Resilience and Long-Term Sustainability

Financial strength is central to the Foundation’s ability to serve the region and sustaining that strength requires disciplined stewardship and a forward-looking strategy. As a permanent endowment institution, the Foundation carries a long-term obligation to preserve and grow its assets so that charitable resources remain available for generations. Evaluating how the business model must adapt—amid evolving donor expectations and shifting market conditions—is critical and must be grounded in absolute integrity, transparency, and adherence to the fiduciary responsibilities entrusted to the Foundation.

Secure Flexible Capital to Advance Civic Impact

Expanding access to flexible, catalytic capital is essential for advancing the Foundation's identified priorities and tackling complex regional challenges. This role calls for innovative thinking and cross-sector partnership-building to generate discretionary resources beyond traditional fund structures. Opportunities may include leading, facilitating, or co-creating mission-aligned investments that unlock capital for systemic change. Agility, trust-building, and the ability to activate partners with different perspectives and priorities will be vital to fueling sustained civic impact.

Advance Digital Transformation for Efficiency and Impact

The Foundation is entering a new era of technology modernization, creating an opportunity to build a more integrated, data-driven organization. This role will guide the modernization of systems and workflows, improve financial and grants-management processes, and embed technology into core operations. Effective implementation—including thoughtful pacing, strong change-management practices, and dedicated support for staff—will position the Foundation for adaptability, transparency, and sustained competitiveness.

Activate the New Headquarters as a Catalyst for Civic Leadership

The Foundation's new headquarters offers a powerful platform for convening and collaboration—an opportunity to bring together civic leaders, community partners, grantees, and donors in meaningful ways that advance shared goals. Strategic programming, visible leadership, and intentional convenings can transform the space into a hub for civic dialogue and shared problem-solving, helping spark solutions to the region's most pressing challenges and strengthening the Foundation's civic leadership role.

Engage in Sector-Wide Strategy and Advocacy to Strengthen Local and National Impact

The Pittsburgh Foundation's voice matters—locally and nationally—and active participation in networks such as the Larger Community Foundation cohort and CFLeads creates opportunities to share insights, shape best practices, and influence policy. Leveraging these platforms to elevate the Foundation's perspective, apply national learnings to local strategies, and strengthen its contribution to sector dialogue will reinforce the organization's leadership and benefit the wider field.

KEY CHARACTERISTICS AND EXPERIENCE

The ideal candidate will bring the leadership, experience, and personal qualities needed to guide a complex community foundation with clarity, integrity, and purpose. They will combine strategic acuity with operational discipline, model the values that sustain public trust, and inspire confidence across staff, Board, donors, and community partners.

Commitment to Mission and Values

- Aligned with the Foundation's mission and public-trust role, leads with humility and integrity.
- Transparent, values-driven decision-maker and responsible steward of resources.
- Models servant leadership—listens, empowers others, and acts decisively when needed.

Strategic and Organizational Leadership

- Demonstrated ability to lead a large, complex institution with clarity, discipline, and foresight.
- Proven success in shaping and executing strategies that sustain long-term financial health and deliver measurable community impact.
- Skilled at aligning people, systems, and resources to achieve operational excellence across core functions.
- Experienced in partnering with Boards to strengthen governance, manage risk, and advance strategic priorities.

Financial, Operational, and Investment Acumen

- Brings strong financial and operational leadership, with experience managing significant budgets and ensuring legal compliance while growing resources for long-term organizational health.
- Skilled at aligning financial strategy with mission priorities and program impact.
- Uses technology and data to strengthen decisions, operations, and sustainability.
- Brings credibility and steadiness in anticipating and navigating external pressures—economic, regulatory, and reputational.

Donor Service, Relationships, and Partnership Building

- Delivers an exceptional donor experience grounded in client-service principles and clearly communicates the Foundation's value proposition to attract and retain donors.
- Builds strong partnerships with business, philanthropy, civic leaders, grantees, and advisors to advance shared goals and community impact.

Policy and Sector Leadership

- Exercises sound, nonpartisan judgment and understands the civic, regulatory, and philanthropic landscape.
- Leverages community insight to inform policy engagement and advance best practices across the sector.

Management, Talent, and Culture

- Invests in people, builds trust and clarity, and strengthens managers and emerging leaders.
- Fosters a culture grounded in collaboration, accountability, and high performance.
- Willing to have difficult conversations when necessary to uphold standards and advance organizational goals.

Public Presence and Communication

- Clear and compelling communicator who effectively represents the Foundation across various sectors.
- Translates complex issues into accessible messages and maintains authentic regional visibility.
- Serves as a trusted civic leader with credibility and confidence in diverse settings.

Personal Attributes

- Authentic and emotionally intelligent, skilled at building trust across differences.
- Diplomatic and steady under pressure, resilient in navigating complexity and ambiguity while inspiring confidence.
- Combines business acumen with community gravitas; collaborative, courageous, and grounded.
- Appreciates—and is eager to learn—Pittsburgh’s distinct civic and philanthropic landscape and the region’s partnership-driven approach to community problem-solving.

COMPENSATION AND LOCATION

ABOUT PITTSBURGH

Pittsburgh boasts one of the nation’s most dynamic nonprofit sectors. The metro area is home to nearly 20,000 nonprofits employing over 300,000 people and generating more than \$60 billion annually, making mission-driven organizations a cornerstone of the region’s civic and economic life.

Its philanthropic community is equally formidable. More than 3,300 foundations and grant makers hold an estimated \$24 billion in assets, creating unparalleled opportunities for cross-sector collaboration and innovation. Pittsburgh consistently ranks among the top U.S. metros for foundation assets per capita and locally driven charitable giving.

The region’s cultural, academic, and health institutions further amplify its vitality. Arts and culture in Allegheny County generate \$1.3 billion in annual economic activity and support over 18,500 jobs. Leading universities, including Carnegie Mellon and the University of Pittsburgh, anchor research and innovation, while major health systems such as UPMC and Highmark Health/Allegheny Health Network serve as both economic engines and national leaders in care and discovery.

COMPENSATION

Salary for the President position will be commensurate with experience and qualifications. The Foundation offers a competitive benefits package, including health coverage, retirement plan contributions, and other incentives designed to support the well-being and success of its leadership team.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the search process is completed. Inquiries, nominations, referrals, and resumes, along with letters of interest (2–4 pages), should be submitted via the [Isaacson, Miller website](#).

Rebecca Swartz, Tatiana Oberkoetter, Jonathan Sanchez, and Harley Bartles
Isaacson, Miller

The Pittsburgh Foundation is committed to providing equal employment opportunity to all employees and applicants for employment in accordance with all applicable federal, state, and local laws. We actively welcome and encourage a diverse pool of candidates in this search.

REASONABLE ACCOMMODATION

If you require a reasonable accommodation to complete an application, participate in an interview, or otherwise participate in the candidate selection process, please submit an inquiry via the [Isaacson, Miller website](#), and a member of our team will follow up with you.

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