



A Jewish Response To Hunger

President and Chief Executive Officer
MAZON: A Jewish Response to Hunger
Los Angeles, California, or Washington, D.C.

SEARCH SUMMARY

MAZON: A Jewish Response to Hunger (MAZON) seeks a President and Chief Executive Officer (CEO) to lead the organization into its next chapter. For more than forty years, MAZON has advanced systemic solutions to hunger through public policy, strategic investment, and community engagement. In the United States, MAZON advances systemic change through policy advocacy, strategic grantmaking, legal advocacy, public education, research, and community engagement. In Israel, MAZON supports partner organizations working to advance food security through advocacy, coalition building, public education, research, grantmaking, and policy reform. Today, the organization enters this transition with a strong reputation, financial stability, an accomplished staff, a dedicated board, and deep credibility within the anti-hunger, policy, philanthropic, and Jewish communal sectors.

The next CEO will assume leadership at a pivotal moment for both MAZON and the broader anti-hunger movement. Programs that protect people from hunger are under extraordinary pressure. The federal policy landscape has become more challenging, states are playing an increasingly important role, and long-standing assumptions about bipartisan support for nutrition assistance can no longer be taken for granted. At the same time, many in the Jewish community are seeking meaningful ways to translate Jewish values into action.

Under the leadership of outgoing CEO Abby J. Leibman, MAZON has evolved into a sophisticated national advocacy organization with a strong presence in Washington, D.C., growing engagement in selected states, and deep relationships across the anti-hunger and Jewish communal sectors. The next CEO will inherit a highly capable organization with significant expertise and momentum and will help determine where MAZON can have its greatest influence and impact in the years ahead.

The successful leader will bring strategic judgment, strong relationship-building skills, and the ability to lead through complexity and change. They will understand how organizations drive change through advocacy, coalition building, and public policy and will be excited to lead one of the nation's most respected anti-hunger advocacy organizations. Direct experience in hunger policy is welcome but not required, given the substantial expertise already within the organization. More important is the ability to harness MAZON's strengths, deepen relationships across the Jewish community and beyond, expand philanthropic support, and build on MAZON's legacy as one of the nation's leading advocates for ending hunger.

ABOUT MAZON

MAZON is a national advocacy organization inspired by Jewish values and committed to ending hunger among people of all faiths and backgrounds in the United States and Israel. Its name means sustenance in Hebrew, but its purpose has always extended beyond meeting immediate need. Since its founding in 1985, MAZON has connected Jewish values and communal responsibility to the fight against hunger.

The organization's work is grounded in a simple but powerful belief: charity alone will not end hunger. Government nutrition programs provide the scale needed to reach millions of people, and public policy shapes who has access to those supports and how effectively they function. MAZON therefore focuses its resources and influence on advancing systemic solutions to hunger and food insecurity.

MAZON Today

Today, MAZON advances its mission through policy leadership, strategic grantmaking, legal advocacy, public education, community engagement, and research.

The organization invests in anti-hunger advocacy, supporting anti-hunger organizations, legal aid organizations, and statewide advocacy groups as they develop the capacity not only to provide services, but also to pursue policy change on hunger issues. Beginning in 2017, MAZON shifted a significant portion of its grantmaking toward larger, often multi-year investments in communities with high rates of food insecurity. Through its Emerging Advocacy Fund, it supports a trained and organized network of advocates across 19 states and Puerto Rico. The Quick Reaction Fund complements those longer-term investments by supporting unforeseen and time-sensitive advocacy and organizing opportunities.

Alongside its grantmaking, MAZON advances policy priorities at the federal, state, and local levels. Its Washington, D.C. team engages policymakers and federal agencies, while the organization simultaneously works in selected states through a combination of advocacy, grantmaking, local partnerships, and Jewish community engagement.

MAZON also focuses particular attention on people whose experiences of hunger are often overlooked, including military families and veterans, Indigenous communities, single mothers, college students, LGBTQ+ people, immigrants, rural communities, and residents of Puerto Rico.

Legal advocacy has become an increasingly important component of MAZON's work, engaging in the justice system to strengthen food-security programs, promote accountability in their implementation, and identify opportunities for improvement. Communications, public education, and research help deepen public understanding of hunger and strengthen the case for policy change. Public awareness initiatives such as *This Is Hunger* and *The Hunger Museum* have helped bring greater visibility to the realities of food insecurity and advance MAZON's efforts to engage broader audiences in the fight against hunger.

In Israel, MAZON supports partner organizations working to address food insecurity through grantmaking, public education, coalition building, and policy advocacy. While smaller than its U.S. portfolio, this work aims to strengthen public awareness of hunger and encourage a more effective and sustained governmental response to food insecurity in Israel.

MAZON's Next Chapter

Under the leadership of Abby J. Leibman, MAZON has undergone remarkable growth and evolution over the past 15 years. During this time, the organization has expanded its presence in Washington, D.C., strengthened its organizational capacity, increased its visibility within both the anti-hunger and Jewish communal sectors, deepened its identity as a Jewish values-driven advocacy organization, and broadened the ways it advances its mission. What was once known primarily for its grantmaking has evolved into a sophisticated and influential organization with a stronger national presence and a broader range of tools to advance change.

Today, MAZON stands on a stronger foundation than at any point in its history. The next CEO will inherit an organization with significant expertise, credibility, and momentum and will have the opportunity to help shape the future of MAZON's advocacy agenda and where the organization can have its greatest influence and impact in the years ahead.

That opportunity comes at a consequential moment for hunger policy. Recent federal actions have reduced nutrition assistance and placed greater responsibility on states, shifting the work of anti-hunger advocates from expanding programs to protecting access and rebuilding support. At the same time, relationships on Capitol Hill are changing as long-serving members depart and new policymakers emerge. This environment creates an urgent opening for MAZON to make the case for nutrition assistance, build new relationships, and strengthen its influence with policymakers and partners across the political spectrum.

The growing importance of state policy creates another significant opportunity. MAZON already invests in advocates in highly food-insecure states and has begun direct advocacy work in selected places where

relationships with the Board, staff, and the Jewish community can open doors. The next phase is to develop a focused national approach that combines state policy expertise, strong local partners, grantmaking, legal strategy, and Jewish community engagement while remaining grounded in the distinct conditions of each state.

MAZON is also well-positioned to play a larger role in American Jewish life. Hunger resonates across generations and viewpoints, offering a powerful way to connect Jewish values with action to advance dignity and food security for all. By strengthening relationships with Jewish institutions, leaders, and social justice partners, the next CEO can broaden MAZON's reach and invite more people into its mission.

Financial Overview

MAZON benefits from financial strength and a long history of support from individual donors, foundations, and Jewish communal partners. The organization's fiscal year 2027 budget, beginning July 1, 2026, is approximately \$12.6 million, with roughly three-quarters of revenue coming from individuals, estates, and endowments, reflecting a broad and loyal base of support. Of that total, \$4.6 million is dedicated to grants supporting anti-hunger work across the United States and Israel.

MAZON has approximately \$9.2 million in net assets, and more than 80 percent of expenses support programmatic work. This financial position has enabled the organization to invest in long-term solutions to hunger while remaining responsive to emerging challenges and opportunities.

While MAZON has built a durable base of individual support, there remains a substantial opportunity to deepen engagement with major donors, Jewish foundations, family philanthropies, law firms, corporate partners, and influential networks in Los Angeles, Washington, D.C., and other key markets. The next CEO will play an important role in helping MAZON translate its influence, expertise, and reputation into deeper philanthropic investment, broader partnership, and greater long-term impact.

Board and Governance

MAZON is governed by a national Board of Directors comprising approximately 17 members from across the United States. The Board includes leaders from business, law, philanthropy, healthcare, nonprofit leadership, and the rabbinate, reflecting a broad range of professional expertise and deep engagement in Jewish communal life.

The Board has supported MAZON through a period of significant growth and evolution and remains deeply committed to the organization's mission and long-term success. As MAZON has become increasingly sophisticated and staff-driven, Board members have benefited from the expertise and leadership of a strong professional team. Looking ahead, the next CEO will have an opportunity to further engage the Board as strategic thought partners, ambassadors, philanthropic champions, and connectors within Jewish communal life, building on the strong foundation of trust between the Board and staff.

Staff and Leadership Team

MAZON employs approximately 31 professionals, including approximately 18 staff based in Los Angeles, 6 staff based in Washington, D.C., 6 staff working remotely from elsewhere in the country, and one person in Israel. Many members of the senior leadership team have been with MAZON for more than a decade, and several have devoted much of their professional careers to the organization.

The organization operates in a hybrid work environment, with staff working both in person and remotely. While most employees are affiliated with either the Los Angeles or Washington, D.C. office, some staff members work fully remotely.

The next CEO will inherit a knowledgeable, mission-driven staff that has been central to MAZON's growth and impact. Many members of the team bring deep institutional knowledge and have played important roles in shaping the organization's evolution. Successfully leading this team will require a CEO who values collaboration, builds trust, listens, and welcomes diverse perspectives while also establishing a clear direction, setting priorities, and creating alignment around a shared vision for the future.

MAZON's non-management staff is represented by the Communications Workers of America (CWA), Local 9003. The organization has invested significantly in its people and organizational infrastructure in recent years, including hiring its first Director of Human Resources and strengthening systems and practices that support employees across the organization. The next CEO will have the opportunity to build on this progress by continuing to foster transparency, accountability, clear communication, and a workplace culture in which employees feel respected, supported, and connected to the mission. Leading a unionized workforce, the CEO will also be responsible for fostering a constructive partnership with CWA Local 9003. With the organization's collective bargaining agreement taking effect in September 2025, the next leader will play an important role in navigating the agreement's implementation, maintaining open communication with represented staff, and positioning the organization for future labor-management conversations.

KEY OPPORTUNITIES AND CHALLENGES FOR THE CEO

Define a Compelling Direction for MAZON's Next Era

The next CEO will build on MAZON's existing strategic direction with the Board and senior leadership team, sharpening priorities as the policy environment and organization continue to evolve. Working within the framework of MAZON's current five-year strategic plan, which extends through 2028, this leader will assess where MAZON is uniquely positioned to lead, how its strategies can reinforce one another, which emerging opportunities warrant investment, and where focus will be essential. They will also consider how MAZON's Los Angeles headquarters, Washington, D.C. presence, national network of partners, and relationships with supporters and Jewish communities across the country can best be leveraged to

advance the organization's mission. MAZON has long been willing to take principled risks and test new approaches; the next CEO will preserve that boldness while bringing discipline to decisions about where the organization can have the greatest impact.

Advance and Expand MAZON's Policy Influence

The CEO will ensure that MAZON remains a respected and effective voice in federal policy while helping the organization further develop a focused and impactful state strategy. Working closely with a highly experienced policy and advocacy team, the CEO will help set advocacy priorities, evaluate emerging opportunities, and ensure that MAZON's resources are directed where they can achieve the greatest policy impact. They do not need to be MAZON's chief technical expert on hunger policy, but they must understand how policy and systems change occur, draw effectively on internal and external expertise, make thoughtful choices among competing opportunities, and represent MAZON credibly with policymakers, funders, advocates, and partners. The CEO will strengthen relationships with longstanding allies and emerging leaders and position MAZON to help shape policy while protecting access to nutrition assistance programs.

Expand MAZON's Visibility, Partnerships, and Philanthropic Support

The next CEO will serve as MAZON's chief ambassador, articulating why hunger remains an urgent moral and public policy challenge, why advocacy matters in addressing its root causes, and why MAZON's voice matters. They will deepen relationships with anti-hunger peers, policymakers, Jewish communal leaders, rabbis, funders, journalists, business leaders, and partners across the country. Building on MAZON's loyal base of support, the CEO will cultivate major donors, foundations, family philanthropies, corporate partners, and new networks of supporters while strengthening the organization's presence within American Jewish life. Because MAZON works in both the United States and Israel and collaborates with partners whose views beyond hunger may differ from its own, the CEO will also need the judgment, Jewish communal fluency, and mission discipline to know when MAZON should lead, when it should join others, and when it should remain focused on its core work.

Build a Stronger Partnership with the Board

MAZON's Board is deeply committed to the mission and has considerable confidence in the organization's highly capable staff. The professionalization of the organization has served MAZON well while creating an opportunity to engage the Board more fully as a strategic partner. The next CEO will work with Board leadership to deepen strategic engagement and draw more fully on members' expertise, networks, visibility, and philanthropic leadership. This includes strengthening the Board's role as an ambassador for MAZON within Jewish communal life and beyond, extending the organization's reach and influence while sustaining the strong partnership between Board and staff.

Lead a Strong Team and Establish a New Leadership Partnership

The next CEO will succeed a highly respected and transformational leader and join a strong, long-tenured senior team accustomed to significant responsibility and influence. Building a successful new leadership partnership will require listening closely, inviting real dialogue, making clear decisions, and establishing trust with senior leaders. Across the broader, geographically distributed staff, the CEO will need to be accessible, transparent, respectful, and clear about how decisions are made. Success will depend as much on emotional intelligence, self-awareness, and management skills as on strategic vision.

QUALIFICATIONS AND CHARACTERISTICS

The strongest candidates will bring many of the following qualifications, experiences, and personal characteristics:

- Significant executive or senior leadership experience in a mission-driven organization, with responsibility for strategy, people, operations, and organizational performance.
- A strategic vision for the role of advocacy and public policy in advancing MAZON's mission and driving lasting systems change.
- Strong advocacy skills and experience developing or advancing policy agendas through coalition building, public affairs, and partnerships with policymakers, peer organizations, and community stakeholders.
- An appreciation for Jewish values and Jewish communal life and the ability to engage authentically with a broad range of Jewish institutions, communal leaders, philanthropists, and supporters.
- Success working with a governing board and building productive partnerships between board and staff.
- A demonstrated ability to lead, inspire, and align talented teams, particularly experienced professionals with deep subject-matter expertise.
- A successful track record of relationship building and resource development, or clear evidence of the capacity and inclination to become an effective fundraiser.
- Exceptional communication skills and the ability to serve as a persuasive spokesperson, advocate, educator, and ambassador.
- The ability to absorb complex information, draw on the expertise of others, and translate ideas into clear priorities and actionable decisions.
- Emotional intelligence, humility, self-awareness, and a collaborative leadership style that builds trust and accountability.
- A deep commitment to MAZON's mission, a strong belief in the power of advocacy to address hunger and its root causes, and the appetite to take thoughtful risks, test new ideas, and learn from experience.

LOCATION AND COMPENSATION

The CEO must live and work in, or be willing to relocate to, either the Los Angeles or Washington, D.C., metropolitan area. Los Angeles is MAZON's headquarters and home to much of its senior leadership, while Washington, D.C., is central to the organization's policy and advocacy work. Regardless of home base, the CEO will maintain a meaningful presence in both locations and will travel regularly for Board meetings, policy engagement, fundraising, conferences, and meetings with partners and donors.

MAZON anticipates a salary range of \$275,000 to \$315,000, commensurate with experience and qualifications, along with a competitive benefits package.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website [here](#). Electronic submission of materials is strongly encouraged. If you require a reasonable accommodation to complete an application, participate in an interview, or otherwise take part in the selection process, please contact Harley Bartles at hbartles@imsearch.com.

Rebecca Swartz, Berkley Braden, Harley Bartles
Isaacson, Miller

MAZON is an equal opportunity/affirmative action employer committed to diversity and inclusion, and encourages applications from all qualified individuals, including people of color, people with disabilities, people of all gender identities, people of all races and national origins, veterans and LGBTQIA individuals.

We strive for a diverse workforce, and we acknowledge that our diversity also comes from our experiences and perspectives. We want all staff and team members to be treated with respect and dignity. We are committed to ensuring that you can carry out your assigned mission in an environment that is free from discrimination and harassment.

This document has been prepared based on the information provided by MAZON. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by MAZON would supersede any conflicting information in this document.