



Executive Director
Weissberg Foundation
Virginia

THE SEARCH

The Weissberg Foundation seeks a relational, values-driven, and strategic leader to serve as its next Executive Director. A family foundation rooted in Virginia, the Weissberg Foundation has earned a reputation as a trusted partner and influential voice advancing racial equity and justice – known not only for what it funds and how it invests its endowment, but also for how it operates, prioritizing trust, learning, and long-term partnership with grantees and communities.

Founded by the late Marvin Weissberg, a lifelong champion of human rights, the Foundation has grown from approximately \$29 million in assets in 2020 to roughly \$235 million today, significantly expanding its capacity for long-term impact at a decisive moment for racial justice in Virginia. With a 2026 operating budget of \$14 million, a grantmaking budget of \$10 million, and a strong commitment to leveraging all of its assets for impact, the Foundation has moved into a new chapter.

This is an opportunity to help shape the Foundation's future, at a time when the pursuit of racial equity and racial justice is under threat. With a committed board, a highly mission-aligned team, and racially-focused grantmaking and investing, the next Executive Director will lead the development and implementation of the Foundation's strategic plan, strengthen relationships with grantee and community partners, deepen impact investing work, build organizational capacity, and translate the Foundation's aspirations into effective programs, systems, and results.

The Executive Director will provide strategic and organizational leadership while working closely with the Board of Directors, the staff, vendors and consultants, grantees, and community partners. The successful candidate will be a highly relational leader who builds trust across constituencies, works effectively both internally and externally, and brings the judgment to navigate a complex and evolving environment while remaining grounded in the Foundation's values. The next Executive Director must be energized by the opportunity to lead the Foundation through the current political climate, build on its strong reputation, deepen the Foundation's impact in Virginia, and contribute to broader conversations and more impactful actions in philanthropy.

The Weissberg Foundation has retained Isaacson, Miller, a national executive search firm, to assist in this search. All inquiries, nominations, and applications should be directed in strict confidence to the firm as indicated at the end of this document.

ABOUT THE WEISSBERG FOUNDATION

Founder and Origins

Marvin Weissberg launched a career in commercial real estate in 1953 and became one of the first developers to recognize Northern Virginia's economic potential. Deeply engaged in civic, cultural, and democratic life, he brought curiosity, empathy, and a commitment to justice to his philanthropy. In 1988, he established the Weissberg Foundation to expand his giving. Following Marvin's death in 2021, the Foundation was the primary beneficiary of his estate, and its assets grew significantly, transforming its grantmaking capacity. To learn more about the origins: <https://weissbergfoundation.org/our-origins/>.

Strategy, Grantmaking, and Impact Investing

The Foundation seeks to advance racial equity and justice by building the power of communities most impacted by structural racism. Because the Foundation's roots and assets originated in Virginia, it focuses much of its work on helping realize the promise of a more racially just Commonwealth. Its work is guided by three core commitments: centering Black and Indigenous Communities, while supporting all Communities of Color; funding power-building to transform systems that negatively impact Communities of Color; and prioritizing Virginia while supporting some regional and national efforts.

The Foundation deploys 100% of its assets in support of its mission through four interconnected strategies: innovative grantmaking, impact investing, internalizing racial equity, and influencing philanthropy. For nearly two decades, it has prioritized multi-year general operating support, which today represents more than 80% of its grantmaking.

Grant funding utilizes a racial justice lens and advocates for equity across a broad range of issue areas. The Foundation intentionally allocates capital by pursuing 100% mission alignment of the endowment and using a Racial Equity Investing and Responsible Investment lens.

Governance

The Foundation is governed by a ten-member Board of Directors evenly divided between family and independent trustees. Consistent with Marvin Weissberg's vision, governance combines family stewardship with perspectives from leaders deeply connected to the communities the Foundation serves. In 2025, the Board welcomed four new trustees as part of its effort to equalize independent and family voices. The Board conducts much of its work through three standing committees: the Executive Committee, Investment Committee, and Governance and Nominating Committee.

The Foundation in the Current Moment

The Weissberg Foundation hired its first professional Executive Director in 2016 and has since continued to professionalize and expand its organizational capacity. The Foundation's small team is known for a culture of trust, autonomy, learning, and care.

Approximately 70% of its grantmaking supports Virginia-based work, with the remainder supporting regional and national efforts. Staff engage deeply with organizers and community leaders across the Commonwealth, regularly adapting strategy and funding approaches based on what they learn.

Beyond grantmaking, the Foundation has also distinguished itself through its commitment to impact investing, pursuing mission alignment across its endowment and using its investments as another tool to advance racial equity and justice.

More information about the Weissberg Foundation can be found at <https://weissbergfoundation.org/>

ROLE OF THE EXECUTIVE DIRECTOR

The Executive Director reports directly to the Board of Directors, which is currently chaired by Courtney Morris, a family trustee. As the Foundation's chief executive officer and primary spokesperson, the Executive Director provides overall strategic, operational, and organizational leadership in partnership with the Board.

The Executive Director currently leads a staff of four full-time professionals, including the Senior Director of Operations and Finance, the Director of Organizing Power, the Director of Narrative Power, and the Grants and Operations Manager. The next Executive Director will have the opportunity to shape the Foundation's future organizational structure and capacity.

KEY OPPORTUNITIES AND CHALLENGES FOR THE EXECUTIVE DIRECTOR

The success of the Executive Director will be determined by how well they address the following leadership opportunities and challenges:

Advance the Foundation's vision and impact for racial equity and justice

The Weissberg Foundation enters its next phase from a position of strength, with a clear commitment to racial equity and justice, deep relationships with grantee partners in Virginia and nationwide, and expanded resources to support long-term change. With the current strategic plan in place through 2028, the next Executive Director will lead a collaborative process with the Board and staff to develop the Foundation's next strategic plan, building on the expertise, learning, relationships, and strategic leadership that exist throughout the organization.

While the Foundation's commitment to advancing racial justice in Virginia has enabled it to support a wide range of issues and movements, a central opportunity for the next leader will be identifying where greater

focus, prioritization, or deeper investment can generate the greatest impact. Working closely with board members, staff, grantees, and community leaders, the Executive Director will help translate the Foundation's vision into clear priorities, effective implementation, and continuing stewardship. Success will require balancing continuity with evolution while remaining responsive to emerging needs and opportunities.

Partner with the Board and Committees to strengthen governance and shape the Foundation's future

The Weissberg Foundation has been moving from a working board model toward one centered on governance, and that transition remains underway. The Governance and Nominating Committee is actively working to develop stronger governance practices, clarify roles, and fine-tune responsibilities, and is therefore seeking an Executive Director who can help advance that work. Success will require building trust across the Board with diverse perspectives, creating space for meaningful dialogue, and helping the Board operate as an effective strategic partner. A successful leader will help Weissberg evolve by beginning with curiosity, recognizing the value of what has already been built, and understanding that organizational change should be developed in partnership with staff, community, and the Board.

Engaging the next generation of the Weissberg family is another important priority. The Executive Director will play a meaningful role in helping to nurture the next generation's connection to the Foundation's mission and their sense of stewardship for its future. Success will require understanding not only the Foundation's strategy, but also the legacy, values, and shared commitments that shape its direction across generations.

Nurture a high-performing, care-centered team

The Weissberg Foundation is at an important point in its organizational development. It has grown from a two-person operation to a five-person team. The next leader will partner with staff to identify opportunities to strengthen organizational capacity, support continued staff leadership and development, and ensure that the Foundation's systems and structures enable the team to work effectively.

Deepen the Foundation's trusted community relationships and credibility

A defining strength of the Weissberg Foundation is the quality of its relationships with grantees and community partners. The next Executive Director will build on those partnerships while ensuring the Foundation remains grounded in the lived experiences and priorities of the communities it seeks to serve. This will require maintaining a visible presence across the diverse communities of Virginia, listening closely to partners, staying informed about emerging needs, and understanding how local realities connect to broader national trends and movements. The Executive Director will serve as an ambassador for the Foundation and its values across philanthropy, public policy, and community networks.

Leverage the Foundation's learning to advance philanthropic practice

The Foundation has become a respected voice within philanthropy through both its grantmaking and its willingness to share lessons learned. The next Executive Director will build on that reputation by strengthening how the Foundation communicates its work and impact to peer funders, grantee partners, trustees, and broader audiences.

The Executive Director will also have the opportunity to build on the Foundation's reputation as a practitioner of values-aligned, trust-based philanthropy.

QUALIFICATIONS AND CHARACTERISTICS

While no single candidate is expected to possess every quality listed below, the ideal candidate will embody many of the following characteristics:

- Demonstrated commitment to racial equity and justice and a deep understanding of structural racism, power building, and community-centered social change
- A highly emotionally intelligent leadership style characterized by empathy, humility, curiosity, strong communication skills, and the ability to build trust across diverse stakeholders
- Success in leading organizational growth, change management, and implementation, including building and developing teams, strengthening systems, and translating that into effective execution
- Experience partnering effectively with governing boards and navigating complex governance environments; experience with family foundations' governance is helpful but not required
- Experience engaging with investment, finance, or other board committees and an appreciation for the role of mission-aligned investing as a tool for advancing organizational impact
- Proven ability to navigate complexity, balancing continuity and adaptation while exercising sound judgment, resilience, and flexibility in evolving environments
- Deep commitment to building organizational cultures grounded in trust, accountability, learning, care, and respect for staff expertise
- Understanding of philanthropy's opportunities, limitations, and inherent tensions, including the relationship between power, values, accountability, and impact
- Ability to serve as an effective ambassador for the Foundation and build relationships across philanthropy, community organizations, policy, and civic leadership
- Familiarity with Virginia's civic, political, philanthropic, or nonprofit landscape is preferred
- High integrity, intellectual curiosity, and a reflective approach to leadership, learning, and decision-making

COMPENSATION AND LOCATION

The anticipated salary range for this position is \$250,000-\$300,000, commensurate with experience.

The Foundation operates in a hybrid work environment. This is a full-time role with in-office expectations to be determined based on the successful candidate's location. The Foundation offers a competitive

benefits package, including comprehensive health coverage, retirement benefits, generous paid leave, sabbatical eligibility, and additional wellness and family-supportive benefits.

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: <https://www.imsearch.com/open-searches/weissberg-foundation/executive-director>.

Karen Avery, Partner
Phuong Ta, Managing Associate
Caroline Corry, Senior Search Coordinator
Isaacson, Miller

Weissberg Foundation is committed to having a diverse staff and as such we strongly encourage applications from people of color, members of LGBTQIA+ and gender non-conforming communities, people with disabilities; and people with other diverse backgrounds and lived experiences to apply. Weissberg Foundation does not discriminate against any person or employee on the basis of actual or perceived ancestry, age, color, disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sex, sexual orientation, U.S. Veteran status, criminal record, or association with a person or group with one or more of these actual or perceived characteristics.

This document has been prepared based on the information provided by the Weissberg Foundation. 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 the Weissberg Foundation would supersede any conflicting information in this document.