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presents

Program Director-Quality of Life at Margaret A. Cargill Philanthropies

Ballinger | Leafblad is proud to present the following information on behalf of our client, **Margaret A. Cargill Philanthropies**, in its search for a **Program Director – Quality of Life**.



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To provide meaningful assistance and support to society, the arts, and the environment.

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Margaret A. Cargill Philanthropies

ORGANIZATIONAL OVERVIEW

Based in Eden Prairie, Minnesota, Margaret A. Cargill Philanthropic Services (MACPS) was established through the generosity of Margaret A. Cargill, a granddaughter of the co-founder of Cargill, Inc. MACPS encompasses two grantmaking entities, Margaret A. Cargill Foundation and Anne Ray Foundation, whose collective assets place it among the 10 largest philanthropies in the United States.



SERVICES PROVIDED

The organization's grantmaking supports work in seven domains: Animal Welfare, Arts & Cultures, Disaster Relief & Recovery, Environment, Quality of Life, Teachers, and Legacy & Opportunity.

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MISSION

To provide meaningful assistance and support to society, the arts, and the environment.



PHILOSOPHY OF GRANTMAKING

The organization's grantmaking reflects the values and Margaret Cargill's guiding principles and is always directed toward the mission and core purposes.

We expect our grantmaking across all three grantmaking entities to have these characteristics:

- We **lead with our values**, internally and externally.
- We **partner with capable organizations** that have demonstrated their ability to work successfully in our interest areas and in a manner consistent with our values. We look to our grantees as partners and co-learners.
- We provide **meaningful support to strategic grantees**.
- We support **work in and with communities** toward sustainable solutions.
- We pay special attention to **underserved** or **low-attention areas**, populations, or issues.

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- We value and affirm the **integration** of all functions of the Philanthropies in our grantmaking.
- We make **measurable impact** on focused goals.
- We **evaluate** our work, **reshape our approaches as we learn, share and apply** our learning to future grantmaking.

All this we do, not to bring recognition to ourselves, but to support our grantees in the work they do to provide meaningful assistance and support to society, the arts, and the environment, in a manner consistent with our founder's wishes and intent.

Done well, this will distinguish us.



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Values

Our Cultural Values inspire us to learn, create, and excel through strong relationships with one another, our partners, and our community.

MAKING A DIFFERENCE - *Working together to make lives better*

- Our collective efforts are focused on furthering our mission
- We engage with colleagues and partners to achieve meaningful shared goals
- Everyone's contributions count and even small actions have great value
- We encourage self-sufficiency

RESPECT - *We treat people well*

- We live full lives and appreciate one another's time.
- We listen to understand, and encourage candid, constructive dialog
- We welcome and value diverse perspectives and world views
- We actively support organizational decisions
- We show compassion to those in need

EXCELLENCE - *We set the bar high*

- We are committed to bringing our best, every day
- Our high-performing teams set and meet challenging goals
- We believe collaboration leads to better results
- We invest in expertise and bring the right resources to the table
- We are responsible stewards

LEARNING - *Always growing*

- We are committed to mentoring and developing our people
- We are willing to try new things
- We learn from our experiences, including our mistakes
- We embrace change as a means of growth

INTEGRITY - *Do the right thing, even when no one is watching*

- We take on commitments thoughtfully, and we deliver on what we promise
- We strive to earn and maintain trust
- We are committed to results without sacrificing our values
- We act and interact with honesty and authenticity

HUMILITY - *"It's not about us..."*

- We are grateful for the opportunity to be part of MACPS's work
- We focus recognition on those who do the good work
- We value expertise and honor what others contribute
- We are mindful of the power dynamic in philanthropy

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Culture

The cultural aspirations of MACPS are to be humble, compassionate, respectful, honest, professional, ethical and mindful of the importance of carrying out the philanthropic work as envisioned by Margaret A. Cargill. Staff members need to be comfortable in an organization that is still “young” with ongoing growth and development. This is a culture where teamwork is critical, learning is ongoing and decisions are made thoughtfully and reviewed thoroughly with the input of many voices.



presenting the position of

Program Director – Quality of Life

OVERVIEW OF POSITION

Reporting to the Managing Program Director, this role oversees the program team for the Quality of Life Domain.

The Margaret A. Cargill Philanthropies (MACP), which includes the Margaret A. Cargill Foundation and the Anne Ray Foundation, organizes most of its grantmaking activities into seven program domains with defined strategic boundaries. Quality of Life is one of the seven domains and within it are program areas focused on aging, families, and youth development with a focus on adolescents and post-high school age youth.



In collaboration with the Managing Program Director, the Program Director will work with Program Officers, other MACP staff, and Vice President, Programs in building, managing, and evaluating an effective grantmaking domain.

The Quality of Life domain has a broad goal of *supporting life's journey at vulnerable stages for children, young adults, families and the aging*. Strategy development for this domain was initiated in 2016 and is expected to conclude with initial program strategies for each area in 2018. Quality of Life program strategies are being developed and will be approved by the Foundation's leadership, and operated in a manner consistent with the philosophy of grantmaking that guides MACP.

Program strategies are being developed to narrow the focus of the Quality of Life domain and to make meaningful, measurable and sustainable differences. Strategies will include some mix of aging services, with a focus on supporting older adults to live their lives with autonomy and dignity in the communities of their choice; supporting early adolescents' development through specific outdoor enrichment experiences; stabilizing vulnerable families through crises; and supporting rural and Native American students succeed in post-high school educational opportunities.

The Quality of Life Domain anticipates working in geographic regions that include the Upper Midwest, the Pacific Northwest, the Southwest, and Central Appalachia. Additionally, the domain is expected to continue focused approaches on maternal and child health and family planning internationally in regions of countries of strategic importance to MACP.

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Program Director – Quality of Life

PRIMARY RESPONSIBILITIES

This role will direct the work of a small team of Program Officers and Program Associates.

Quality of Life: Manage program portfolios aligned with program strategies and translate those strategies, in collaboration with Program Officers, to develop proposals and implement grant agreements for the Margaret A. Cargill Foundation and the Anne Ray Foundation. Grantmaking assignments may change as the foundation grows.

- Manage distribution goals for the Quality of Life Domain.
- Provide effective leadership for staff including: training and staff development, assigning and directing work and appraising performance. The Program Director will work closely with staff, taking every opportunity to coach and mentor as they work through intricate grant development and implementation and progress towards program goals. In addition, this role will emphasize the importance of engaging in effective and respectful team work and demonstration of MACP values.
- Travel with Program Officers as needed to source new opportunities, develop and monitor grantee performance, and stay current with the field.
- Communicate with Managing Program Director on all aspects of grants planning, implementation and evaluation and to MACP Leadership as requested.
- In collaboration with Managing Program Director and Director of Evaluation and Learning, develop and oversee evaluation plans for programs within the Quality of Life Domain.
- In collaboration with Managing Program Director select and oversee outside consultants who may from time to time be engaged to help with domain and program planning, delivery or evaluation.
- In cooperation with legal, finance, grants management, and evaluation functions maintain accountability for due diligence on all grants within the portfolio.
- Evaluate opportunities to coordinate and collaborate with other funders to multiply overall impact within Quality of Life Domain strategies and focused goals.

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Program Director – Quality of Life

Leadership: Serve as a member of the MACP Program Leadership Team to support MACP-wide goals, coordinate MACP programs and operations, and model the values-based culture and content and philanthropic expertise the foundation represents to its employees and its grantees.

- Participate in domain budget development, program planning, learning leadership, organizational development, and team-building.
- Work in partnership with others to advance the overall philanthropic vision of Margaret A. Cargill.



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Program Director – Quality of Life

EDUCATION, EXPERIENCE AND OTHER QUALIFICATIONS

- Graduate level academic degree in a related business administration, social work, public administration, field or equivalent level of experience. Minimum requirement is an undergraduate degree with at least 15 years of direct experience working in a human services field as a grantmaker, administrator, or program director.
- Diverse and rich experience working with nonprofit human service organizations and knowledge of major public and private funding that support programs and services for older adults, families and youth.
- Extensive experience in strategic philanthropic grantmaking with a proven track record of overseeing an expansive annual grantmaking portfolio.
- Knowledge and experience in working in Native American and rural communities and in cross cultural contexts.
- Experience in at least one of the geographic areas of program focus is preferred.
- Understanding of and experience working with a wide range of scalable program models that support vulnerable populations, with an experienced capacity to advance program interests diplomatically with leaders of large and small scale nonprofit organizations including college/universities, health and human service organizations and the networks that support them.
- A solid understanding of non-profit financial and governance structures, business models and program design.
- Supervisory experience of a professional team, with demonstrated ability to develop strengths of individual team members and to build effective, values based teams.
- An understanding of the key issues in philanthropy, a detailed knowledge of grantmaking tools and types, and a broad perspective of program areas with deep experience in more than one field.
- Experience and understanding of program evaluation methodology.
- Demonstrated record of success working with a diverse portfolio of partners and stakeholders to achieve measurable programmatic outcomes that go beyond the individual partners' contributions.
- Independence of thought that allows for both support of grantees and staff while challenging programmatic assumptions and approaches.
- Demonstrated pragmatism in moving large issues into specific program delivery mechanisms.
- Strong detail orientation, with the ability to maintain perspective on the broader principles driving an organization's work.
- Strong project management skills.

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Program Director – Quality of Life

- Strong interpersonal and communications skills. Professional demeanor with proven ability to build collaborative relationships, operate in a team environment, and honor donor intent.
- Self-motivated and able to work independently.
- Ability to generate innovative ideas and practices.
- Perseverance, resilience, flexibility in the face of change. Experience leading teams through organizational change.
- Experience in a client service organization or reporting to a Program Leadership Team or Board. Demonstrated ability to translate the goals and strategies of the organization into actionable plans that align to the stylistic preferences of the organization.
- High capacity for balancing multiple priorities and tasks simultaneously.

TRAVEL

Up to 20%

PHYSICAL DEMANDS

- Required to sit for extended periods of time
- Moderate use of computer, keyboard and mouse
- Bend to file or retrieve documents
- Occasional light physical effort required
- Ability to lift and carry up to approximately 30 pounds

The above statements are not intended to encompass all functions and qualifications of the position; rather, they are intended to provide a general framework of the requirements of the position. Job incumbents may be required to perform other functions not specifically addressed in this description.



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Program Director – Quality of Life

THE COMPENSATION PACKAGE

The compensation package for this position is competitive and includes participation in the organization's benefits plan.

ADDITIONAL INFORMATION

For additional information and to apply for the position please contact:



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Twin Cities-Minneapolis and Saint Paul

Incorporated as a city in 1867, Minneapolis is named for the Dakota word “Minne” (meaning “of the waters”) and the Greek word “polis” (meaning “city”); fitting for a town that contains 22 lakes. Today, Minneapolis and its twin city, St. Paul, have over 3 million residents. Together they make up the 14th largest metropolitan area in the country.

The Twin Cities of Saint Paul and Minneapolis are a unique blend of small town and major cosmopolitan hub. Both urban cores boast a thriving business atmosphere. Saint Paul, as the state capital, is home to state government and has a more historical vibe. Minneapolis is the larger and more commercial of the two cities. Outside of the central downtowns, however, both cities have many distinct neighborhoods, and residents identify more with their individual neighborhood than with the larger city as a whole.



Both cities share a common root of being river towns - and the great outdoors are still a major attraction for residents and visitors alike. In addition to the mighty Mississippi River, there are more than 100 lakes (more than 900 when including the suburbs), more than 250 parks, and miles of biking and walking trails.

Nearly every weekend in the summer there are several outdoor active events for participants and spectators—triathlons, biking races, running races, boat races, water skiing competitions, golf tournaments, and more. Neighborhood events and family events round out a full schedule of opportunities.



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Twin Cities-Minneapolis and Saint Paul

The active lifestyle of Twin Cities' residents doesn't lie dormant during the winter either. There are miles of cross-country skiing trails, several downhill ski areas within an hour's drive, ice skating, snowmobile riding, sledding, and—of course—ice fishing.

For those who prefer activity of the spectator variety, the Twin Cities is home to several major sports teams: Minnesota Twins, Minnesota Vikings, Minnesota Wild, Minnesota Timberwolves, Minnesota Lynx, Minnesota United FC (soccer), and Minnesota Swarm (lacrosse).

There is also a minor league baseball team, the Saint Paul Saints. The areas have hosted the World Series, Super Bowl, NCAA Basketball Finals, the USGA U. S. Open, PGA Championships and the Special Olympics. In 2014, Target Field was the setting for baseball's All- star Game. In 2018, the Super Bowl will be played in a newly built state-of-the-art stadium.



But the Twin Cities have more to offer than participatory and spectator sporting events. There are countless arts and culture offerings here. The Grammy Award-winning Minnesota Orchestra has a reputation as one of the top orchestras in the world. The Saint Paul Chamber Orchestra is regarded as one of the finest chamber orchestras in the world.

Since the early 1960s, the Guthrie Theatre has staged A-plus shows from the classical to the contemporary. Popular national shows and performers also tour through the Twin Cities year round at stages in both Minneapolis and Saint Paul, and at the University. There are over 30 theatre venues, 10 dance companies, and 30 classical music groups in the cities of Saint Paul and Minneapolis alone.

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Twin Cities-Minneapolis and Saint Paul



For the museum-goer, there are more than 60 museums in the Twin Cities. The Science Museum of Minnesota and the Minnesota Children's Museum (both in Saint Paul) are highly interactive learning and fun experiences for the entire family. The Minnesota History Center is an interactive museum for all ages with permanent and changing exhibits, lectures and events.

The Minneapolis Institute of Arts has a collection of more than 100,000 pieces. The Walker Art Center has been called "possibly the best contemporary art museum in the U. S." by *Newsweek*, and has over 11,000 pieces. The University of Minnesota's Weisman Art Museum is also a contemporary art destination.

Beyond the outdoor, sports, entertainment, and culture, perhaps the biggest attraction for the Twin Cities is the lifestyle. *Forbes* hailed Saint Paul and Minneapolis as the nation's healthiest cities. *USA Today* named Saint Paul as North America's "Most Romantic City." The Twin Cities offer award-winning restaurants (several chefs have been regional James Beard Award winners). In addition to the popular Mall of America, there are plenty of unique shopping districts in both cities and in the suburbs.