



Margaret A. Cargill
PHILANTHROPIES

Vice President of Programs

Eden Prairie, Minnesota

EXECUTIVE SUMMARY

Inspired by the opportunity to partner for lasting community impact, Margaret A. Cargill Philanthropies (MACP) is seeking applications and nominations for the role of Vice President of Programs (VPP). The VPP provides leadership to the Philanthropies' grantmaking activities and to the alignment of program strategies across domains towards MACP's mission to provide meaningful assistance and support to society, the arts, and the environment. Reporting to the President and CEO, the VPP serves as a member of the Senior Leadership Team and contributes to the strategy and implementation of the organization's priorities. The VPP's scope ensures alignment with the Philanthropies' values, Philosophy of Grantmaking, donor intent, and is rooted in the organization's vision for diversity, equity, inclusion, and justice.

Through the leadership of Terry Meersman, MACP's program team has grown to a talented staff of over 50, overseeing on average more than 400 grants and totaling more than \$300 million. MACP is now poised to welcome a new VPP who will lead its programmatic work to meet the evolving needs of communities across the globe.

ABOUT MARGARET A. CARGILL PHILANTHROPIES (MACP)

Margaret A. Cargill Philanthropies refers collectively to two grantmaking entities, Margaret A. Cargill Foundation (MACF) and Anne Ray Foundation (ARF). The two foundations have separate, but overlapping boards and investment portfolios and share a common mission of providing meaningful assistance and support to society, the arts, and the environment.

- **Margaret A. Cargill Foundation** is a private foundation that came into existence upon Ms. Cargill's death in August 2006. MACF's assets are approximately \$3.5 billion.
- **Anne Ray Foundation** is a supporting organization, which may make grants only to beneficiary organizations specifically named by Ms. Cargill. ARF's assets are approximately \$5 billion.



MACP's well-developed [Philosophy of Grantmaking](#) underscores the values and guiding principles of Margaret A. Cargill by: using education and innovation as a means to achieve core purposes; empowering people to be self-sufficient; maintaining a low profile while meeting the needs of others; supporting programs that could have a broad impact, have socially redeeming values and standards, and that value life;

and relieving suffering in times of disaster. As a core element of its philosophy, MACP invests in long-term relationships with key grantee organizations in order to find solutions that are consistent with the values of both parties toward a goal of lasting community level impact. This is further reenforced in the MACP 2025 Strategic Vision and Goals, which is organized into three key goals:

- We are demonstrating lasting community impact and learning with our partners and from our program strategies.
- We are developing and utilizing diverse talents and knowledge.
- We have systems, processes, and practices that effectively support our collective work.

MACP began its formal diversity, equity, inclusion, and justice (DEIJ) journey with efforts to deepen learning, better understand core concepts, and develop intercultural competence. More recently, multiple crises have resulted in a sense of urgency around longstanding and systemic issues of racism and inequity, accelerating MACP's work on these issues across its organization. To advance this work, MACP developed, revised, and adopted its Vision Statement in December 2021 to provide a framework to guide its shared efforts. MACP's DEIJ work is owned by everyone at MACP, and all are part of a shared journey to be effective in our work and achieve the impact we seek.

As a key organizational leader, the VPP can expect to engage in the following opportunities and challenges:

Serve as a Primary Contributor to MACP Executive Leadership

- Carry forward MACP's DEIJ work in partnership with leadership, staff, and board.
- Partner with the CEO and cross-functional leaders to align donor intent for transformational philanthropic impact.
- Build and lead a high performing Program Team and Program Leadership Team, ensuring that roles are clear, resources are aligned, and teams work in support of the organization's mission and values.
- Provide visionary and inspirational leadership for the Program Team, including meaningful inclusion; appreciation of non-dominant culture perspectives; empowerment and accountability; training and development; and learning-based approaches to assigning, supporting, and reviewing performance.
- Lead talent planning efforts across the function, in partnership with Human Resources, and support program leaders in the successful recruitment, development, and retention of team members.
- Operationalize core strategies to ensure continuous improvement and shared learning across the grantmaking team.
- Provide leadership in advancing organization's streamlined grantmaking efforts.

Steward Effective Program Strategy and Team Culture

- Provide vision, energy, leadership, and accountability for the program strategies, operational plans, goals, and outcomes across 7 domains.
- Facilitate reflection and learning amongst and across the domains.

- Lead program teams in developing strategies addressing priority focus areas for each domain in alignment with donor intent and the assessment of impact of these strategies.
- Partner with program teams to ensure that a DEI lens is considered within and applied to all programmatic strategies.
- Ensure meaningful and productive relationships with strategic grantee partners as well as with the communities in which they work. Partner with program teams in identifying new grantee partners that align with domain strategies.
- Foster strong, collaborative relationships with other functional leaders and teams to ensure that all are working in synergy and towards shared purpose; drive Program Team collaboration with cross functional peers including those involved in grantmaking process such as Legal, Finance, Evaluation, and Strategic Planning.
- Support leadership of the Program Operations team to ensure grantmaking process, systems, and tools are in place, consistently applied, aligned with equity and inclusion principles, and efficiently operate on a risk-managed basis. Ensure staff and grantee feedback is incorporated into all aspects of grantmaking practices and program operations.

Partner with MACP Boards Toward the Achievement of Mission and Shared Purpose

- Facilitate reflection and learning with Boards on applying donor intent in a dynamic environment to ensure MACP’s relevancy and impact.
- Lead discussions with Boards on program strategy, execution, and progress towards desired impact.
- Ensure the delivery of annual and multi-year progress reports to the boards on each program strategy, with a view to gaining support, understanding and/or modifications of planned strategy.
- Ensure development of Board member collective learning within and across domains, including effective site visits.
- Partner with the Boards on conversations that support MACP in further realizing the work as articulated in the DEI vision statement.

Contribute to and Learn from Sector Networks and Relationships

- Cultivate authentic relationships with peers in philanthropy and social sector organizations to facilitate shared learning and, where appropriate, align efforts and resources.
- Participate in sector-wide discussions regarding industry trends and best practices with the goal of refining grantmaking practice towards community impact.

EDUCATION, EXPERIENCE, AND OTHER QUALIFICATIONS

While no one candidate will embody all the qualifications enumerated below, the ideal candidate will possess many of the following professional and personal abilities, attributes, and experiences:

- A minimum of 15 years related experience to include extensive experience in a complex management and leadership role with success building and motivating teams, leading internal change efforts, structuring, and aligning resources, and building and fostering a high-performance organization.

- Sophisticated management skills, with an understanding of the importance of setting priorities, instituting effective process and practice, working cross-functionally and instilling discipline in shaping sound, strategic decisions.
- Capacity to prioritize and implement a broad strategic plan that engages buy-in from all key constituencies.
- Demonstrated experience in grantmaking across a range of interests and in ways that leverage philanthropy's contribution with larger societal, governmental, or community objectives.
- Deep awareness of systemic racism and resulting inequities; ability to lead teams and organizations through the operationalization of equity, inclusion, and diversity into organizational programs, strategy, operations, and relationships.
- Ability to generate innovation, engagement, and empowerment by listening to staff and communities and reflecting their thinking in solutions and practices.
- Strong relational skillset and ability to work in partnership with President & CEO, Board, and senior staff, as well as in collaboration with cross-functional partners.
- Exceptional written and verbal communication skills paired with a relational style and ability to adapt messages and modes as called for in a dynamic environment.
- Graduate level academic degree in a human services field, non-profit leadership, or related field or equivalent level of experience preferred. Minimum requirement is an undergraduate degree with relevant experience in areas which could include non-profit management, human services, organizational development, community development, collective impact, or philanthropy.

Travel: Up to 30%, domestic and international

ABOUT OUR WORKPLACE

Our community of more than 100 employees brings expertise from a variety of professional and personal experiences. We are inspired by a common mission, shared values, and the difference we can make by working together.

We are proud to offer a welcoming workplace that supports our employees' careers, health, and overall wellbeing. We supplement that environment with activities throughout the year that promote collaboration, learning, and fun. Reflecting our investment in staff wellbeing, we have deepened our commitment to flexible work schedules and will be implementing an innovative new approach to work arrangements in 2022. All MACP staff have a reduced work week, with half-day Fridays, year-round, and upon our return to the office, the option of working remotely up to two days per week.



MACP's home in Eden Prairie, Minnesota is a foundational aspect of our identity, reflecting an organizational commitment to sustainability, balance, and collaboration. In spring 2016, MACP completed a major building expansion focused on sustainable design practices. The original building renovation earned LEED Gold certification, and for the expansion, MACP earned LEED Platinum certification from the U.S. Green Building Council.

Eden Prairie is part of the Twin Cities metro area including Minneapolis and St. Paul, which have over 3 million residents and together make up the 14th largest metropolitan area in the country. 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. Both cities share a common root of being river towns - and the great outdoors are still a major attraction for residents and visitors alike.

COMPENSATION AND BENEFITS

The compensation range for the VPP role is \$375,000 - 425,000. Actual starting salary of candidate will be commensurate with years, breadth, and depth of relevant experience, education, certifications, credentials, special skills, accomplishments, and other factors relevant to the position. Additionally, MACP provides a generous benefits package.

Given the unpredictability of the COVID-19 pandemic, MACP is currently assessing its return-to-work plans. When staff do return to the office, MACP policy currently requires staff to be fully vaccinated or to confirm a negative COVID-19 test result within the previous seven days. COVID-19 protocols continue to be reviewed.

COMMITMENT TO DIVERSITY, EQUITY, INCLUSION, EQUAL OPPORTUNITY, AND ACCESSIBILITY

We know that engaging, building trust, and making a difference relies on the collective wisdom and strength of a truly diverse organization. **With this in mind, and as an equal opportunity employer, we encourage and strongly welcome candidates of all identities, lived experiences, orientations, and communities to apply.**

TO APPLY

For more about **Margaret A. Cargill Philanthropies**, please visit: www.macphilanthropies.org

This search is being led by [Linh Nguyen](#), [Allison Kupfer Poteet](#), [Cara Pearsall](#), and [Britni Russell Bianchi](#) of [NPAG](#). Due to the pace of this search, candidates are strongly encouraged to apply as soon as possible. Candidates may submit their cover letter, outlining their interest and qualifications, along with their resume via NPAG's [website](#).