



THE 360 GROUP
— EXPECT THE UNEXPECTED —

Community Foundation of Louisville

Chief Executive Officer

Position Description & Candidate Profile

Chief Executive Officer

Location

Louisville, Kentucky (full-time, in office)

Reports to

Board of Directors

Our Client

Founded in 1984, the Community Foundation of Louisville (CFL) mobilizes people, networks, and capital to spark meaningful change in and beyond Louisville. With nearly \$1 billion in assets, over 2,200 charitable funds, and collaborations with local partners and fundholders, CFL connects real investments with relevant causes. CFL is dedicated to providing best-in-class services to fundholders and addressing a range of community issues. The key priorities of CFL's mission are to remove barriers to accessing capital and resources and to open opportunities for all. Working with neighbors, changemakers, and community investors, CFL inspires greater generosity to move all of Louisville forward.

Charitable giving through the Community Foundation of Louisville is intentional. CFL seeks to empower and inspire its fundholders to give in creative ways, enabling a broad array of local nonprofits and small businesses to dream big and be successful in ways that would not otherwise be possible, resulting in meaningful community impact. From supporting local startups, scholarship opportunities, impact investments through Invest Louisville, local grantmaking through the Fund for Louisville, an annual community-wide giving drive called Give for Good, and other initiatives, CFL offers funding for nonprofit organizations, community leaders, pioneering business ideas, and projects advancing social and financial benefit.

In 1984, the Community Foundation of Louisville had holdings of just over \$1 million, and distributed \$90,000 in grants to local charitable, educational, and civic organizations. In 2024, the Foundation was proud to share that \$1.2 billion in grants had been distributed since the organization's founding. With a dedicated board of 23 and a passionate staff of more than 30, CFL remains committed to strengthening the city of Louisville, its neighborhoods, organizations, businesses, and people.

Learn more about the Community Foundation of Louisville at <https://www.cflouisville.org>!

The Opportunity in Context

Louisville, the largest city in Kentucky, enjoys a fascinating history. Founded in 1778, Louisville is a historic city on the Ohio River with a diverse population, collectively contributing to a vibrant culture as well as challenging community issues that philanthropy

can help to address. The area has great wealth and a significant wealth diaspora – and also significant poverty, affordability and livability issues. CFL illustrates its deep commitment to its fundholders and tackling these issues through the Fund for Louisville, Invest Louisville, and Give for Good. These programs and investments, among others – in affordable housing and homelessness, family/baby wellness and education, and supporting the many other services provided by the nonprofit community – cement CFL as a key member of the charitable infrastructure of Metro Louisville.

The region is home to nationally renowned cultural and intellectual assets, with a thriving cultural and performing arts and food scene, numerous community celebrations, and a rich infrastructure of nonprofit organizations. In addition to hosting the Kentucky Derby, Louisville is a logistics and distribution hub with the UPS Worldport, a manufacturing and automotive hub with major Ford and GE plants, a leader in medical research, and, of course, a hugely popular bourbon industry. Like much of the nation, the region is changing as it reckons with health, social, racial, economic and technological inequities. Community dialogue and convenings are needed in order to meaningfully address emerging and pressing issues. CFL sits at the nexus of these circumstances and is well positioned to frame and advance the course of the region's future. With a focus on working families, those more vulnerable, strengthening the nonprofit sector, and leveraging partnerships – as well as continuing to support community vitality through many directed funds – Louisville presents an exciting opportunity for innovative community philanthropy and leadership.

Position Responsibilities

The Community Foundation of Louisville seeks an accomplished leader to serve as its next Chief Executive Officer. The new CEO will provide dynamic and innovative leadership to promote the Foundation's goals, implement the Board-identified policy directives, identify and steward existing and new fundholders, and enhance the role of CFL as a key convener in Metro Louisville. The CEO will serve as the key spokesperson and face of the Foundation to its fundholders, grantees, civic, community, business and state leaders. The CEO will support Board and staff to be visible in philanthropic activities throughout the communities in and around Louisville. The new CEO will have a broad mix of experiences to promote and market philanthropy and CFL's products throughout the region, attracting gifts to increase the size and impact of the Foundation, developing and deepening lasting partnerships, and continuing to advance CFL's role in community leadership. The CEO will further position the organization to listen to and lift the voices of a broad cross-section of Louisville's residents, engaging them in developing sustainable solutions for the community.

Specifically, the CEO's responsibilities will include:

Vision and Leadership

- With an emphasis on building a culture of community-engaged philanthropy,

strengthening existing and cultivating new relationships with CFL's key community stakeholders, including current and prospective fundholders, private funders, public sector leaders, nonprofit leaders, private sector partners, and other opinion and thought leaders from all of Louisville's neighborhoods and sectors

- Increasing the assets and endowment to support the implementation and greatest impact of a strategic plan for the sustainability of the Foundation and the benefit of the community using creative, contemporary tools and continuing to invest in a critical development function
- Serving as a visible leader in philanthropy in the Metro Louisville community, advancing CFL's overall purpose and specific agendas in public forums, and through building key partnerships, alliances and coalitions with fundholders and leaders in business, government, the nonprofit sector, and other arenas throughout the city
- Using an array of approaches – including convening community conversations – to assess and evaluate needs; using those assessments to develop and prioritize issues and measure impact
- Deepening CFL's relationships with the professional advisor community, to ensure that the high-net worth population is aware of CFL and its value proposition, philanthropic services and impact, relative to other options available to fundholders
- Working with the Board and staff to use CFL's tools – training, grants, impact investments, working with fundholders, programmatic initiatives, and policy advocacy – to their highest and best use, empowering CFL's team to enhance and deepen a body of work that responds to fundholder and community needs, shaping Metro Louisville's future

Board Relations

- Guiding implementation of the goals of CFL's Board, translating their work to execution plans that engage CFL's team in concerted effort; consistently assessing capacity and resources to ensure that CFL is well positioned to accomplish its objectives
- Working closely with the Board to provide leadership, information, and support that enhance the governance of the Foundation
- Working with Board Committees to ensure the effective stewardship of the organization

Marketing and Communications

- Provide and assure effective and clear communications on behalf of CFL, ensuring that the broader community is clear on what the Community Foundation of Louisville is and what it does – to solidify CFL's brand identity in the community
- Publicly highlighting opportunities in philanthropy and issues that affect Louisville and surrounding communities in CFL's areas of strategic focus, inspiring fundholders and genuinely collaborating with other funders to leverage additional resources for issues facing the Metro Louisville community

Operational Leadership

- Leading by example, championing CFL's values; ensuring that CFL's management sustains a strong performance-based culture through hiring, training, developing, motivating, mentoring and retaining talented staff; in effect, facilitating and supporting highly effective teams in a “best places to work” environment
- Overseeing and ensuring effective internal controls, budgeting and finance, resulting in inspiring donor and board confidence in effective management of resources
- Integrating technology into CFL's strategy and execution models to support efficiency and excellence in key areas, including ensuring high quality consistent service to current and potential fundholders
- Overseeing the annual operating budget in a pragmatic, cost-effective fashion, directing resources to CFL's priorities

Profile of the Successful Candidate

The Community Foundation of Louisville seeks a proven leader who can easily engage with a wide variety of people – from fundholders and political and business leaders to nonprofit and community leaders to staff members – and everyone in between. The successful candidate will truly enjoy getting to know a wide variety of Metro Louisville residents and will take great pleasure in advocating on their behalf – in short, being a visible, approachable, relatable leader and active member of the community. The Foundation's next CEO will have strong business development, people, process and change management, organizational, analytical, communication, financial and investment, and consensus-building skills. The successful candidate could come from a variety of leadership backgrounds; while the person may have experience in the social sector (either as staff or a board member), they may also come from other fields, such as the financial, public, or academic sectors.

More specifically, CFL seeks a seasoned professional who has:

- An energetic, entrepreneurial nature that combines intellectual curiosity with analytical skills and political savvy, and a strong interest in – and excitement about – the challenges and opportunities facing Metro Louisville
- Significant leadership and management experience, and a successful track record, in business development, wealth management, public, independent, or foundation sectors
- Successful experience working in a highly visible environment and serving as an ambassador for an organization
- Knowledge of philanthropic and financial tools and vehicles
- Successful track record in program development, board development, and staff management
- Experience with impact investing, particularly with regard to impact on community
- Demonstrated effective work in community relations, influencing political leaders

and convening key players

- Ability to foster a trusting work environment that results in efficient and effective organizational management and a healthy and positive workplace culture where all employees are enabled to grow through mentorship and professional development
- An affinity for anticipatory and innovative thinking and the development of strategy and vision for the future, with a bias toward innovation that brings new ideas to fruition and implementation
- The ability to forge pragmatic, collaborative solutions in environments characterized by ambiguity and complexity
- A communicative and collaborative interpersonal approach, demonstrated through strong written and oral skills as well as strong listening skills
- An inclusive, consensus-building leadership style both in and out of the public spotlight that simultaneously inspires Board members, staff, clients, fundholders, and partners in the community
- Strong business and financial management acumen, with a data-driven orientation in the deployment of financial resources and in making critical business decisions; a well-developed ability to distill legal, financial and business information to guide priorities; an understanding of the financial complexities and opportunities inherent in a community foundation
- Integrity and a commitment to professional excellence, combined with values that wear well over the long term
- A bachelor's degree

The selected candidate may also likely have:

- An advanced degree
- Exposure to the community foundation model and an appreciation for its potential to empower residents to advance community issues

Start Timeframe

We seek to have someone in place in Summer/Fall 2026.

Compensation

This position offers a competitive salary range of \$325,000 to \$400,000 per year depending on experience, and includes a comprehensive benefits package. We actively welcome all candidates from a wide range of backgrounds who have the skills to lead this dynamic philanthropic institution – regardless of compensation history.

To Apply or Nominate

All applications are held in strict confidence. Please submit your credentials and a letter of interest through our private applicant portal to The 360 Group at:

<https://the360group.us/portal/>

Applications should be directed to the attention of Vincent Robinson, Managing Partner or Melissa Ulum, Of Counsel. Applications will be reviewed on a rolling basis, though earlier applicants may receive priority consideration. To be considered, The 360 Group encourages all interested candidates to submit their applications promptly, via the confidential applicant portal linked above.

Nominations can be submitted to CFLNominations@the360group.us.

At The 360 Group, we know that a richly diverse mix of professionals makes organizations more effective. Using that principle as our “North Star,” we make diversity a hallmark of our firm, and all of our search engagements.

Learn more about The 360 Group at the360group.us.