

Position and Candidate Specification

B L A U S T E I N
P H I L A N T H R O P I C G R O U P



Executive Director

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January 2023
Assignment: 66069-001

The Blaustein Philanthropic Group [BPG] is a constellation of family foundations united by their roots in Jewish values, including a concern for social justice and equality of opportunity. Based in Baltimore, Maryland, BPG consists of six multi-generational foundations with grantmaking programs that span a range of issue areas including health and mental health, education, environment, social and racial justice, and human rights.

Each of the independently incorporated and governed foundations represents a different branch of the Blaustein family and has a unique identity, set of funding priorities and areas of geographic focus. The group is comprised of the:

- Jacob and Hilda Blaustein Foundation
- Morton K. and Jane Blaustein Foundation
- David and Barbara B. Hirschhorn Foundation
- Henry and Ruth Blaustein Rosenberg Foundation
- Dorothy L. and Henry A. Rosenberg, Jr. Foundation, and the
- Elizabeth B. and Arthur E. Roswell Foundation.

Collectively the foundations' assets total approximately \$300 million and annually support over \$19 million in grantmaking to organizations focused on some of the most critical challenges of our time. Last year, over half of those dollars supported groups working in metropolitan Baltimore and state-wide in Maryland; a third supported national efforts and local groups working in other U.S. cities; and the balance was invested internationally, primarily in shared society work in Israel.

While each foundation makes independent decisions based on its own programmatic and budgetary priorities, there are many areas of shared interest and complementary investment. In 2022, grantmaking across foundations reflected the following thematic areas:

- **Social Justice and Human Rights** was the largest area of common investment. Giving under this broad category, which includes domestic and international grantees, included grants to support racial justice, advancing democracy, criminal justice reform, immigrants and refugees, women's rights and initiatives to strengthen Israeli democracy and address the Israeli/Palestinian conflict. Grants totaled \$5.5 million (28%).
- **Jewish Life** was the second largest area, with grants for local and national Jewish initiatives involved in 'repairing the world', providing social services, education and cultural programming totaling \$3.3 million (17%).
- Support to sustain local, regional and national efforts to address **environmental issues** and **tackle climate change** totaled \$2.2 million (12%) in grants. Giving in this category included advancing climate and racial justice through organizing and advocacy, and working on policy change at the intersection of public health and environment.
- Funding for **Education**, including literacy programs for adults and children, youth development and improving public education, was the third largest area with grants totaling \$2.2 million (12%).

- **Human Service** grants covered a range of basic needs, workforce development and legal service programs. These totaled \$1.7 million (9%).
- **Intergroup Relations**, including innovative interfaith programs in the US and work on building shared society in Israel, totaled \$1.5 million (8%).
- Grants in **Health and Mental Health** totaled \$1.4 million (7%), providing direct services and advocating for policy change at local, state and national levels.
- **Arts and Culture**, including grants to support programming for youth, expanding and diversifying audiences, arts advocacy and support for Black-led arts organizations, totaled \$1.1 million (6%).

The foundations have distributed a total of \$90 million in grants over the last 5-year period (2018-2022). More information on BPG's history, values and priorities is available at <https://blaufund.org/>.

Working with Trustee leadership, the Executive Director is responsible for overseeing the day-to-day management of the six foundations that comprise the Blaustein Philanthropic Group. The Executive Director provides strategic guidance and leadership to the foundations' grantmaking, programming, governance, planning, administrative, investment and budgeting activities. The Executive Director supervises a current staff of five that includes three Senior Program Officers.

This position is located at BPG's headquarters in Baltimore, Maryland.

KEY RELATIONSHIPS

Reports Administratively to	President of the Jacob and Hilda Blaustein Foundation
Direct reports	Senior Program Officer (3) Data and Grants Manager Grants and Office Administrator
Other key relationships	Trustee leadership and trustees of the six foundations Non-Trustee, primarily next generation, family members Philanthropic peers in the region Grantees Family offices (2), which provide legal, investment, and tax and accounting services to the foundations that comprise BPG

KEY RESPONSIBILITIES

- **Strategic Direction** - Collaborating closely with the trustees of each foundation to facilitate ongoing discussion and decision-making on vision, core values and key strategies that guide each foundation in shaping and achieving its mission.
- **Board and Family Relations** - Advancing and coordinating the work of independent, multi-generational boards of trustees, shaping trustee and broader family education and engagement opportunities, including those aimed at next generation involvement and governance issues, including recruitment and succession.
- **Grantmaking** – Working with program staff to: plan and facilitate grantmaking to a variety of local, national and international programs; identify and evaluate funding and learning opportunities; assess grantee performance; and manage grant awards and payments.
- **Administration** – Overseeing human resource management and policies, including selecting and managing relationships with vendors for employee benefits, retirement plan, risk management and technology services.
- **Staff Leadership** - Fostering teamwork and on-mission performance among the staff team, including promoting a collegial workplace, identifying opportunities for collaboration across foundations, managing a partially remote team, and ensuring values and ethical practices are honored.
- **Budgeting and Finance** – Developing and monitoring budgets, interfacing with two family offices on financial and investment issues, including serving as a mission-oriented voice on investment committees to reflect the desire for investments to align with the foundations' values.
- **Nonprofit and Funder Community Relations** – Representing BPG and its interests in advancing collaborative philanthropic and community agendas and relationships.

The next Executive Director of the Blaustein Philanthropic Group will be a people-oriented leader who can steward and facilitate engagement across multiple generations of family members and capably balance the priorities, interests, and personalities within the foundations that comprise BPG. This leader will get energy from empowering and enabling others to achieve impact and create social change. The ideal candidate will be flexible, confident, self-aware, unflappable, and a strong communicator who will foster community within the staff, within the foundations, and across the group more broadly.

IDEAL EXPERIENCE

Senior executive management leadership experience; has successfully built and overseen teams, strategies, programs, and initiatives within complex organizations.

Experience within one or more of BPG's priority areas, along with a demonstrated interest in a broader range of issues related to BPG's portfolio of work.

Appreciation for, and/or experience with, grantmaking and the non-profit sector.

Experience working with a Board of Directors.

Familiarity with and appreciation for Jewish values honoring human dignity, justice, and equality.

Ideally, existing relationships and networks in Maryland and the Baltimore area.

CRITICAL LEADERSHIP CAPABILITIES

Strategic Leadership

- Maintains an awareness of the challenges and opportunities for the foundations, their grantees and the philanthropic sector; leads efforts to address, adjust, and direct prioritization and decision-making as appropriate.
- Engages evolving trends in philanthropy, introducing innovative approaches to grantmaking to foundations for consideration when appropriate.
- Encourages the foundations to conceptualize and pursue new initiatives and approaches to accelerate impact against their goals and priorities.
- Ensures mission alignment within the investment portfolio, in partnership with foundation investment committees.
- Provides guidance to board leadership on effective family foundation governance and operations.
- Models and drives excellence, innovation, and growth in service of the foundations' missions.
- Demonstrates intellectual dexterity and curiosity; strong capability for critical and creative thinking and problem solving.

Collaborating and Influencing

- Operates as a natural connector and thought partner who leverages relationships, common values, and aligned aspirations to build community and engagement with stakeholders of each foundation.
- Partners closely with trustees of the foundations, non-trustee family members, and other key stakeholders on strategic issues and decision-making; is viewed by all as an honest broker and trusted partner.
- Fosters cross-pollination, learning, and collaboration, where relevant, across foundations' grantmaking.
- Builds collaborative, ongoing partnerships with related philanthropic entities and non-profit organizations, enhancing the scope and impact of the foundations.
- Remains approachable and accessible to all stakeholders.

Leading People

- Builds and sustains – between and among staff and trustees – a strong and healthy culture of teamwork, collegiality, respect, and trust that reflects BPG's culture and values.
- Retains, develops, and motivates a cohesive, sophisticated team; focuses on the team's growth and development as a group and as individuals.
- Empowers individuals in the organization and thoughtfully delegates accountability to deliver on objectives.
- Encourages open communication and welcomes constructive input.

OTHER PERSONAL CHARACTERISTICS

- Enthusiasm for engaging with family members across generations, from 20s to 90s
- High emotional intelligence
- Warmth, curiosity, and gentleness
- Sense of humor
- Pragmatism
- High degree of discretion
- Flexibility

COMPENSATION

- The estimated annual base salary range for this position is \$275,000 - \$350,000.
- Actual base salary will be dependent on the individuals' skills, experience, and qualifications.

APPLICATIONS AND NOMINATIONS

If you wish to submit application materials or nominate someone to serve as the next Executive Director of the Blaustein Philanthropic Group, please email: BPGED@SpencerStuart.com.