

INDEPENDENT TRUSTEE SEARCH

Position	Independent Trustee
Location	Remote with Occasional Travel
Term	Two Years + Potential Three-Year Term Renewal
Start	First Quarter of 2027
Benefits	NCF has programs to recognize board members' time, expertise, and service to the institution. More information will be discussed during the interview process.

The Opportunity:

Nathan Cummings Foundation (NCF) invites nominations and applications for two Independent Trustees, who will join the Board as full voting members in the first quarter of 2027 during a pivotal moment in the Foundation's evolution. The Board seeks leaders whose experience, perspectives, and values can help guide and govern the Foundation into its next chapter.

About the Foundation:

Nathan Cummings Foundation is a multigenerational family foundation, rooted in the Jewish tradition of social justice. NCF is working to help create a more just, vibrant, sustainable, and democratic society. NCF envisions a future where all people, in body and spirit, breathe freely, care for each other, and flourish in just, regenerative, and loving communities. They are guided by their core values of justice and equity, interdependence, learning and listening, courageous transformation, and integrity as they partner with social movements and organizations that offer creative, catalytic solutions to NCF's interconnected goals of racial, economic, and environmental justice. NCF is governed by a Board of third- and fourth-generation Cummings family members alongside independent trustees, which includes President and CEO, Rey Ramsey, and has a staff of 22.

With board members and staff located across the United States and Israel-Palestine and headquarters in New York City, NCF holds approximately \$500 million in assets. NCF is an international philanthropic institution that funds and invests throughout the United States, with two place-based initiatives: the U.S. South and Israel-Palestine. More information about Nathan Cummings Foundation can be found at nathancummings.org/place-based-initiatives/

NCF's Approach:

NCF embraces a Totality of Assets approach, aligning all available resources to advance racial, economic, and environmental justice. Beyond grantmaking, the Foundation deploys its endowment, relationships, influence, knowledge, leadership, and voice in support of systemic change. Its endowment is fully mission-aligned and includes impact investing strategies, mission-related

investments, program-related investments, and shareholder engagement. NCF combines long-term partnerships, learning, strategic communications, and catalytic investments to help advance solutions led by the communities most affected by inequity and climate change. By leveraging every tool at their disposal, NCF seeks to support transformative change led by those most proximate to the challenges. NCF is currently in year four of its current strategic plan and is on track to adopt an updated plan by the end of 2027. The Board plays a central governance role across these interconnected assets and strategies.

Why Now:

In late 2027, the Foundation will adopt a new five-year strategy, providing trustees with the opportunity to continue to steward the alignment of NCF's governance, investment strategy, learning, partnerships, communications, and grantmaking around a shared mission. As the Foundation prepares for its next strategic chapter, trustees will have a meaningful opportunity to influence how NCF deploys its resources, learns from its impact, and contributes to broader conversations shaping the future of philanthropy and REEJ.

About the Position of Independent Trustee:

NCF is seeking trustees who bring diverse perspectives, lived experience, and a proven record of leadership and impact. The strongest candidates will understand systemic change, appreciate the role philanthropy can play in advancing justice, and be energized by the opportunity to help steward an institution that aligns all its assets with mission.

Time and Participation

- Attend and prepare for all Board meetings and sit on at least one committee. In 2027, the Board will meet quarterly, including a spring retreat. Two Board meetings each year are held virtually, and one to two are held in person. Committee meetings are held virtually three to four times a year.
- Plan to commit time for Board meetings, committee work, and preparation, which includes six days of in-person meetings/gatherings (two, three-day meetings) and 25 hours of virtual committee and board meetings per year.
- Take part in the 2027 strategic planning process.
- Engage between meetings. This Board is active, and trustees regularly connect with staff and the President & CEO outside of formal meetings.
- Many meetings are held by Zoom, with some in-person time and domestic travel.

Responsibilities

- Duty of Care: Be prepared, participate fully, and make informed decisions on behalf of the Foundation.
- Duty of Loyalty: Disclose potential and actual conflicts, sign an annual conflict of interest disclosure, and never use Board service for personal gain.
- Duty of Obedience: Understand NCF's mission and values, and follow its policies and the laws that govern private foundations.
- Stewardship of all assets: Share fiduciary oversight of the endowment and approve how the annual payout is spent. Every trustee carries this responsibility as an investor, whatever their professional background.

Your Contributions:

- Contribute to a Board whose governance, perspectives, and decisions are stronger because you served on it.
- Build lasting trust with family board members across generations, becoming a bridge between the Foundation's history and its next chapter.
- Take on greater leadership as your service grows, such as chairing a committee or leading a Board initiative.
- Serve as a thoughtful steward of the Foundation's resources, including its grantmaking and its mission-aligned investments.
- Help shape and steward the Foundation's strategy, including the next five-year plan.
- Bring new voices, relationships, and ideas into the Foundation's work, especially from communities and networks it has not yet reached.
- Help welcome and support the independent trustees who come after you, strengthening the pipeline of future Board leadership.
- Model the candor, curiosity, and commitment to showing up that make a Board effective.

The Ideal Candidate:

NCF is seeking trustees who bring diverse perspectives, lived experience, and a proven record of leadership and impact. The strongest candidates will understand systemic change, appreciate the role philanthropy can play in advancing justice, and be energized by the opportunity to help steward an institution that aligns all of its assets with mission.

Temperament and Values

- A genuine, lived commitment to racial, economic, and environmental justice.
- The ability to hold complexity: to sit with hard questions, stay curious, and engage with approaches that differ from their own theory of change.
- Emotional intelligence, humility, and good judgment, with the confidence to offer a candid view and the openness to change their mind.
- Respect for the history of a family foundation and an interest in building trust across generations, board members, and staff.
- A command of, or a commitment to, mastering, governance, fiduciary duty, and the board's role in strategy.

Experience:

- The Board welcomes candidates from the private, public, philanthropic, and nonprofit sectors. It is especially interested in those with experience in one or more of these areas:
 - Roots in, or professional history with, communities in the U.S. South.
 - Frontline or proximate work with communities affected by injustice, such as social work, community organizing, direct service, movement building, or founding and growing an organization.
 - Impact investing, community development finance (CDFIs), or mission-related and program-related investing.
 - Systemic change, innovation, and how technology is reshaping the social sector.
 - Education and racial justice work, including international contexts relevant to NCF's impact.

Note: NCF is not seeking investment advisors, but knowledge of markets and investing is a valuable asset. Every trustee carries fiduciary responsibility as an investor.

Your Benefits:

- NCF has programs to recognize board members' time, expertise, and service to the institution. More information will be shared during the interview process.
- A structured onboarding experience, including a formal orientation, briefings on governance, grantmaking, and investments, and one-on-one conversations with trustees and staff leadership.
- Direct support from the Board Liaison for scheduling, materials, and logistics.
- Ongoing learning aimed at furthering your understanding of the Foundation's work.
- Reimbursement of Foundation-related travel and expenses.
- A Board culture that values candor, curiosity, and respect, and a staff that views trustees as partners and advisors.

How to Apply:

Please apply online at nonprofit-leadership.com/ncf and provide:

- Your resume.
- A brief statement sharing how your values align with Nathan Cummings Foundation in a tangible way. Tell us about specific work, decisions, or experiences that show those values in action.

Nominations and referrals are also welcome at the same address. All inquiries will be held in confidence.

Nathan Cummings Foundation strongly encourages applications from people of color, people with disabilities, women, LGBTQ+ people, and others from communities underrepresented in philanthropic leadership.

Search Timeline:

Conversations with candidates will take place through the fall and early winter of 2026. The Independent Trustee Search Committee will interview a small group of finalists, with the goal of welcoming the new trustees to the Board in the first quarter of 2027. The committee is prioritizing the right fit over speed, and the timeline may adjust to allow for that.

ABOUT NONPROFIT LEADERSHIP LLC

Nonprofit Leadership LLC is conducting this search on behalf of the Nathan Cummings Foundation. Founded in 2022 and based in Nashville, Tennessee, the firm partners with nonprofits and foundations on executive search, board and governance work, and capacity building.

Our work is rooted in a few core beliefs. We believe in building capacity in people, not only filling seats. We run open, transparent searches, because the best candidates are often people a board does not already know. We lead with relationships and gratitude, treating every candidate conversation as a chance to learn what someone cares about and how they could contribute.

www.nonprofit-leadership.com