



*Leadership Profile*  
**President & CEO**  
September 2025



## Executive Summary

Arkansas Community Foundation invites a visionary, community-centered leader to become its next President & Chief Executive Officer. This is a rare chance to guide one of the South's largest public foundations and magnify its power to engage people, connect resources, and inspire solutions in every corner of Arkansas. Rooted in nearly five decades of hometown philanthropy and statewide collaboration, the Foundation is poised for its next chapter of bold, transforming impact.

Founded in 1976, the Community Foundation now stewards more than \$896 million in assets and, in FY 2025 alone, deployed \$66.9 million in grants to nonprofits addressing education, health, community vitality, and family well-being. Gifts topped \$136.9 million last year, underscoring donors' trust in the Foundation's financial stewardship and strategic leadership.

Operating through a network of 29 affiliate offices, the Foundation pairs local insight with statewide scale. Affiliates, each with their own advisory board, serve as on-the-ground catalysts, connecting fundholders, donors, nonprofits, and partners to pressing local needs while drawing on shared resources such as Aspire Arkansas, the Foundation's data-rich platform for community indicators.

The President & CEO serves as the chief executive of the Foundation, reporting directly to the Board of Directors. The CEO holds ultimate responsibility for the Foundation's strategic leadership, operational performance, financial stewardship, staff development, and overall impact in communities across Arkansas. In partnership with the Board, the CEO sets a vision for the future while ensuring the Foundation delivers on its mission: to engage people, connect resources, and inspire solutions that build strong communities.

Working in close collaboration with the affiliate network and the Foundation's executive leadership team, including the Chief Financial Officer, Chief Development Officer, Chief Program Officer, and Chief Communications Officer, the CEO leads strategic planning, organizational development, stakeholder engagement and has fiscal responsibility for resources. The ideal candidate will be an experienced and inspirational leader with a commitment to community engagement, donor stewardship, and sustainable growth.

The next CEO of Arkansas Community Foundation will champion its affiliate model with a bold, community-centered vision that advances prosperity across both rural and urban communities. With deep roots in Arkansas and a genuine understanding of its people and places, this leader will deepen philanthropic partnerships across sectors and grow assets to expand impact. With a commitment to transparency, inclusion, and trusted leadership, the CEO will cultivate a high-performing, statewide team and a culture grounded in continuous learning.

Ideal candidates will bring a strong record of executive or senior leadership, with success in growing philanthropic resources, building trust across lines of difference, and leading complex organizations with clarity and care. They will pair strategic and financial insight with emotional intelligence and authenticity, fostering collaboration and momentum among board, staff, fund holders, affiliates, and community partners.

## Key Responsibilities

### **Visionary Leadership**

Lead the Foundation with integrity, clarity, and a strong alignment to mission. Inspire and empower a high-performing staff, an engaged Board of Directors, and a statewide network of affiliates.

### **Strategic Relationships**

Cultivate meaningful relationships with Fundholders, Professional Advisors, Nonprofit Leaders, Community Members, and civic and private sector partners. Serve as a trusted and visible ambassador for the Foundation across Arkansas.

### **Financial Stewardship**

Ensure long-term sustainability through sound fiscal management and a proactive approach to financial strategy. Partner with the CFO and Finance Committee to align budgeting, investments, and philanthropic growth.

### **Community Impact**

Champion effective grantmaking and place-based strategies that deliver measurable outcomes. Ensure grant making programs reflect community needs and advance the Foundation's inclusive-centered vision.

### **Brand and Visibility**

Elevate the Foundation's public presence, voice, and credibility as a thought leader and convener in community philanthropy.

### **Collaborative Partnerships**

Foster cross-sector collaboration and statewide coalitions that amplify the Foundation's impact and reach.

### **Affiliate Engagement**

Lead the Foundation's robust affiliate network of more than 400 local board members, ensuring local voices are honored while statewide alignment and infrastructure support mutual success.

### **Donor Stewardship and Growth**

Continued commitment to donor trust, strengthening relationships through transparency and shared impact, while also expanding the Foundation's reach by attracting new partners committed to Arkansas's future.

## Candidate Profile

We seek a leader who brings authenticity, wisdom and warmth to the role. The ideal candidate will be:

- Optimistic and enthusiastic, with deep belief in the potential of Arkansas communities
- Warm, inclusive, and transparent, fostering collaboration and valuing all points of view
- Visible and composed, with a calm and confident professional presence
- Intuitive and fair, making principled decisions with sound and informed judgment
- Humble and adaptable, capable of leading through complexity and change
- Ethical and grounded, with integrity and a strong personal commitment to public trust
- Emotionally intelligent, self-aware, and attuned to team and community needs
- Strategic and systems-aware, capable of transforming vision into action
- Adaptable and flexible in creating, fostering and stewarding relationships across diverse backgrounds and socio economic environments.

## Principal Responsibilities

**Schedule:** Monday through Friday, standard business hours

**Location:** Based on-site in Little Rock, Arkansas

### Board Governance

- Partner with the Board Chair to ensure effective governance, agenda setting, and engagement
- Keep the Board fully informed on operations, finances, and external landscape
- Guide Board involvement in financial oversight, including budgeting, performance analysis, and long-term planning
- Engage and activate Board members to serve as ambassadors, advisors, and advocates
- Recommend and administer procedures in alignment with the Foundation's mission and values

### Personnel

- Directly supervise all senior staff, legal counsel, and consultants
- Design and evolve a staffing structure that supports strategic priorities and operational execution
- Promote a culture of inclusion, development, stewardship, and continuous learning across the organization
- Recruit, retain, and motivate top talent committed to mission and excellence

### Programs and Development

- Guide the design, implementation, and evaluation of community-led grantmaking programs
- Ensure that all philanthropic efforts and resources are deployed for maximum impact
- In partnership with the Board and Development staff, ensure donor prospecting, cultivation, acquisition, and stewardship
- Sustain and grow the affiliate network with a strong, viable structure that empowers local leadership
- Serve as chief spokesperson and public face of the Foundation and its trusted brand, representing the Foundation with credibility, confidence and connection

## Experience and Qualifications

The successful candidate will be a mission-aligned executive with the following qualifications:

- Demonstrated cultural competence, deep understanding of and inclusive leadership in community-based work in Arkansas.
- Exceptional communication and interpersonal skills; a relationship-first mindset
- Proven organizational leadership, including team-building, and cross-functional management
- High business acumen and strategic oversight capacity in complex, evolving nonprofit environments
- Entrepreneurial, curious, and growth-oriented in mindset and practice
- Skilled at influencing systems change and building partnerships across diverse constituencies and cultures
- Understand nonprofit culture both internal and externally with a commitment to supporting staff and affiliates through change management.
- Strong Arkansas roots and demonstrated knowledge of the state
- Relationship-driven leadership with a compelling presence
- Business-minded with foundational financial literacy
- Experience with rural communities and understanding of cultural dynamics in Arkansas
- Humble, empowering leadership style with a talent for building strong teams and organizational culture
- Ability to build bridges across socio-economic divides
- A steady hand and inclusive approach that keeps politics out of the Foundation's mission

## Compensation and Benefits

**Salary Range:** \$250,000 to \$300,000, based on experience and demonstrated success

### **Benefits Include:**

- Employer-sponsored health, dental and vision insurance
- 401(k) retirement plan with employer match
- 457b
- Life and disability insurance
- Equipment provided: Phone/Service, Computer, and iPad
- Flexible spending account (FSA) for healthcare and dependent care



## Our Work Culture

- **Relationships are our priority:** We lead with empathy, respect, and appreciation
- **Stewardship is our duty:** We act with care on behalf of donors and communities
- **Joy is our intention:** We approach our work with gratitude, flexibility, and a sense of purpose

### MISSION

To engage people, connect resources, and inspire solutions to build community.

### VALUES

The Community Foundation is guided by these core values:

#### **We are LOCAL.**

We support local decisions to meet local challenges.

#### **We are INCLUSIVE.**

We seek broad community involvement and all points of view.

#### **We are STEWARDS.**

We take seriously the public's trust.

#### **We are STRATEGIC.**

We strive to achieve long term positive results.

# We're in the Business of Building Better Communities

## About Arkansas Community Foundation

Founded in 1976, Arkansas Community Foundation is a mission-driven, statewide philanthropy focused on engaging people, connecting resources, and inspiring solutions to build stronger communities and a more equitable Arkansas. The Foundation's enduring purpose is to serve as a trusted bridge between donors, nonprofits, civic leaders, and communities, facilitating local action and stewarding charitable investments with integrity and transparency.

From its inception to its current position as a statewide institution with over **\$896 million in assets**, the Foundation has steadily expanded its influence and infrastructure, becoming the largest public foundation in Arkansas. With **29 local affiliate offices** and thousands of individual and institutional donors, the Foundation operates as both a convener and catalyst, helping people across all corners of the state identify and respond to their most pressing needs.

The Foundation's core strategies are rooted in the belief that:

- Communities know best how to define and address their own challenges.
- Data empowers change when it is locally owned, accessible, and actionable.
- Equity and opportunity must guide every philanthropic decision and partnership.

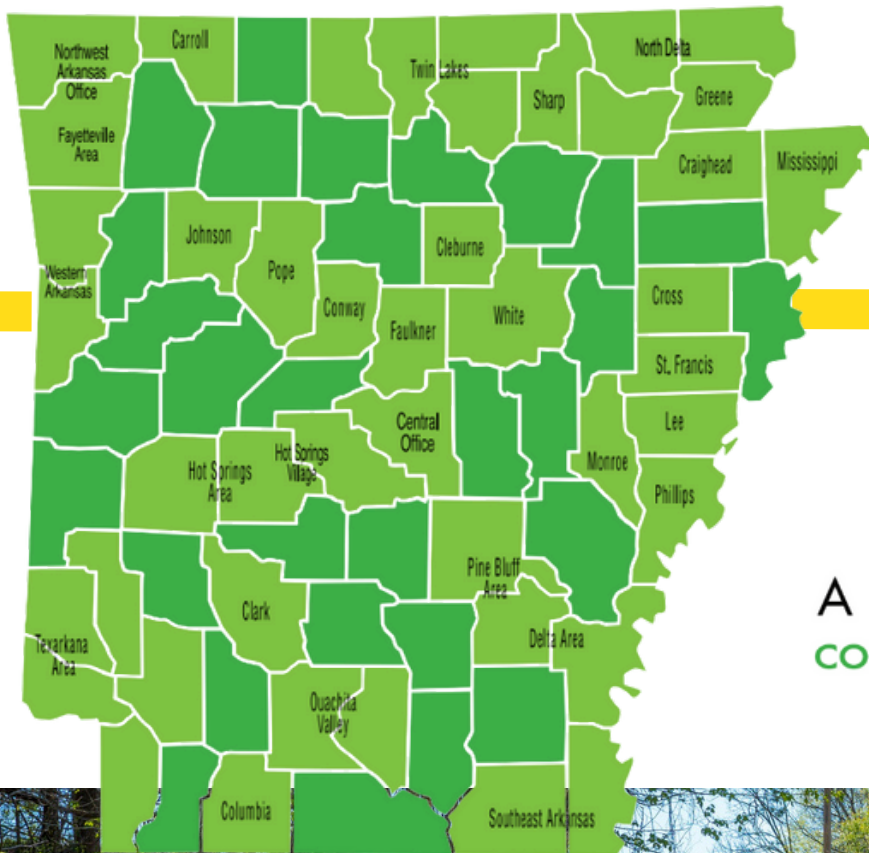
In FY 2025, the Foundation distributed nearly **\$66.9 million in grants** to nonprofits and community-based organizations working in the areas of education, health, economic mobility, civic engagement, and local vitality. With **\$136.9 million in new gifts received** that same year, the Foundation continues to see significant growth in philanthropic investment and donor engagement.

A critical tool for the Foundation is its **Aspire Arkansas**, a platform that uses county-level data to drive community conversations, policy development, and funding priorities. Aspire is a cornerstone of the Foundation's learning agenda, providing nonprofits, government agencies, and donors with the tools to understand needs and measure progress statewide.

The Foundation's work is further amplified by its place-based affiliate network, which provides volunteers, advisory boards, and local leaders with the infrastructure and support to drive lasting, locally led impact. These affiliates embody the Foundation's belief that statewide strength comes from grassroots action.

As the Foundation nears its 50th anniversary, it is poised to build on its legacy of service, partnership, and innovation. The next CEO will lead the Foundation through a period of strategic evolution, championing bold investments in Arkansas's future while preserving the trusted relationships and grounded humility that define its past.





ARKANSAS  
community foundation



For nearly 50 years, Arkansas Community Foundation has stood at the intersection of generosity and possibility, where local wisdom meets statewide vision. As it enters a pivotal moment of growth and impact, the Foundation seeks a leader who can carry forward its legacy while forging new paths of innovation, equity, and belonging.

**If you are inspired by the power of community and the promise of philanthropy, we encourage you to consider this opportunity to lead one of the nation's most respected and relationally rooted community foundations.**

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Arkansas Community Foundation is an equal opportunity employer and strictly prohibits any form of unlawful discrimination. The Community Foundation does not discriminate with regard to hiring, assignment, promotion, development, training or other conditions of staff employment due to race, religion, national origin, political affiliation, age, sex, military status, sexual orientation or disability not pertinent to the job to be performed. Arkansas Community Foundation's policy is to provide equal opportunity for all and to maintain employment practices that conform to the spirit and letter of the laws regarding equal employment opportunity.



## Procedure for Candidacy

Candidates are invited to express interest as soon as possible. Applications will be reviewed on a rolling basis, with priority given to those received by **October 7, 2025**.

### To apply, please submit:

- A thoughtful cover letter that outlines your interest in the role and alignment with the Foundation's mission and values.
- A current resume that highlights relevant leadership experience, community engagement, and organizational impact.
- In addition, as part of the application process, candidates will be asked to respond to a brief set of strategic questions that reflect the Foundation's values and priorities; these responses will help the search committee understand your perspective, alignment, and approach to leadership.

All materials should be submitted through the confidential candidate form:

[Application Link](#)

Nominations and inquiries are also welcome and may be directed to:

[info@cjnconsultinggroup.com](mailto:info@cjnconsultinggroup.com)

## About the Search Consultant

*Cindy Jones-Nyland is the CEO and founder of CJN Consulting Group. She is a seasoned professional executive coach and search consultant with more than 20 years of experience guiding leaders, organizations, and boards through pivotal transitions. Drawing on a unique blend of expertise across executive leadership, nonprofit strategy, and social impact, she brings both a sharp strategic lens and a deep commitment to human-centered leadership. Cindy has successfully partnered with foundations, mission-driven organizations, and fast-growing companies to identify and support values-aligned executive leadership.*