



Princeton Area
**COMMUNITY
FOUNDATION**

Thriving Philanthropy, Thriving Communities

LEADERSHIP PROFILE

**President & Chief Executive Officer
Princeton Area Community Foundation
Princeton, NJ**

“Promoting philanthropy to advance the well-being of our communities forever”

The Opportunity

The [Princeton Area Community Foundation](#) (PACF) is a vital force dedicated to improving the quality of life in the heart of central New Jersey and Bucks County, PA through philanthropy, education, strategic grantmaking, and community leadership.

With \$260 million in assets, PACF has built a robust network of donors, advisors, and nonprofit organizations. The foundation provides direct grants and empowers individuals, families, businesses, and organizations to establish lasting donor-advised funds that address critical needs, build sustainable solutions, and enrich the community.

In early 2024, PACF experienced the loss of its esteemed President & CEO, Jeffrey M. Vega, who served with dedication for nine years. Under his leadership, the foundation made significant strides in fulfilling its mission.

PACF now seeks a visionary and dynamic leader to guide the organization into a future of expanded impact and growth. The next CEO will collaborate closely with the Board of Trustees, staff, donors, and community partners to advance the foundation's mission, broaden its influence, and ensure long-term sustainability.

The Organization

Since its founding in 1991, the Princeton Area Community Foundation has grown from \$300,000 in assets to over \$250 million, distributing \$209 million in grants over more than 30 years, including \$15.5 million in 2023 alone. As stewards of generosity, PACF goes beyond mere administration, actively investing in its community and channeling funds into impactful grants and scholarships. PACF offers services, guidance, and genuine collaboration as a trusted community partner, hosting approximately [450 funds](#), including donor advised funds and PACF endowment funds, among others.

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In 2022, PACF embarked on an exciting strategic planning journey, culminating in a comprehensive three-year (2023-2025) strategic framework designed to amplify the foundation's impact through a more inclusive approach to philanthropy.



At PACF, a dedicated team of 18 staff members, many of whom have been with the foundation for years, form the organization's backbone. Guided by a committed Board of Trustees comprising 17 individuals, PACF navigates the philanthropic landscape with passion and purpose. The trustees bring diverse perspectives and represent civic, business, academic and philanthropic leadership from across the region. With an annual operating budget of \$3.2 million, the foundation pursues its mission with vigor.

Key initiatives of PACF include:

[All Kids Thrive](#) launched in 2018 and focuses on supporting children and adolescents living in poverty by addressing chronic absenteeism and strengthening the educational continuum. After 5 years of success, the program is exploring the role of community schools to improve educational outcomes.

[Community Impact Grants](#) focus on food security, homelessness, education & workforce development, mental health and community capacity building. Another impactful grant program is the foundation's [Summer Initiative Grants](#) which supports youth development and nonprofits focused on youth.

The community foundation is home to two long-standing giving groups: [The Fund for Women and Girls](#), and the [NextGen Giving Circle](#). Recently a giving group supported by the foundation has become a separate 501(c)(3). The Arts and Culture Renewal Fund (originally called the [New Jersey Arts and Culture Recovery Fund](#)) will operate autonomously starting in 2025.

The foundation's role in capacity building and support for regional nonprofits has been funded through the [Bunbury Fund](#), which awarded more than \$1 million in grants in 2023.

PACF also plays a central role as convener through its [Forums for Action](#), which brings thought leaders and community stakeholders together to share ideas and work towards impactful solutions.



The Mandate

The President and CEO plays a crucial role in fostering trust and collaboration among the foundation's current and future stakeholders. The CEO will spearhead initiatives to advance the foundation's strategic objectives, working closely with fundholders, community leaders, staff, and the Board of Trustees.

The CEO will:

Provide Strategic Leadership

- Develop and implement the foundation's strategic vision and goals in alignment with its mission and values.
- Lead strategic planning to adapt to emerging community needs and opportunities.
- Foster innovation and technology and drive initiatives that enhance the foundation's effectiveness.
- Steward the foundation's investments through attentive planning and best practices.
- Listen to diverse opinions, offer radical candor, and move the foundation forward with collaborative and decisive actions.
- Clearly translate philanthropic vision into innovative grantmaking programs.

Lead and Inspire Operational Excellence

- Maintain the foundation's reputation for integrity, service, and operational excellence.
- Oversee the day-to-day operations of the foundation, including financial management, program development, and staff supervision.



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The CEO will increase the visibility and awareness of the foundation in the community.



- Supervise the foundation's grant administration and implement policies and procedures that promote compliance with legal and ethical standards.
- Supervise budgeting, investment management, financial audits, tax filings, and record maintenance.

Inspire and Drive Growth and New Resources

- Cultivate and strengthen relationships with individual donors, funders, professional advisors, community leaders, corporations, and grant-making entities to secure financial support and foster long-term partnerships and collaborations.
- Develop and execute comprehensive fundraising strategies to strengthen, diversify and increase revenue streams.
- Represent PACF in key fundraising activities, community events, and public engagements.
- Inspire and excite a new generation of donors to join the foundation's mission and impact.

Convene, Connect and Engage

- Increase the visibility and awareness of the foundation in the community.
- Invite and inspire others into action on the most pressing needs of the community.
- Act as the primary spokesperson and public face for the foundation by effectively communicating its mission, vision, value, and achievements to diverse audiences.
- Build strong relationships with community leaders, partner organizations, policymakers and other stakeholders to advance collaborative efforts.

- Advocate for the foundation’s priorities and the needs of the community through public speaking, media appearances, and other platforms.

Cultivate and Engage Board Governance

- Work closely with the Board of Trustees and Board Chair to provide strategic guidance, ensure effective governance, and support Board development and engagement.
- Efficiently and effectively present and share information about organizational performance, strategic progress, and key issues.
- Support the board in fulfilling its governance responsibilities and facilitate decision-making processes.

The Candidate

The ideal candidate is a person of high energy and integrity. They are financially literate, intellectually astute, culturally attuned and have hands-on experience in community building. They are comfortable working with strong trustees who share an abiding passion for the community and the work of the foundation.

A superior ambassador for the mission, the CEO is an executive who balances a long view of success with a sense of urgency about the work at hand.

They will bring relevant experience in philanthropy to tap into the community, working collaboratively with others (both within the foundation and beyond) to drive sustainable change with dexterity and respect. They will have a track record of attracting resources and expanding investors.



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"The Princeton Area Community Foundation encourages generosity across Central New Jersey. We are building resources to support the health and well-being of our communities forever. We are working to help the region's nonprofits do their best work, and to help donors build a legacy and achieve their charitable goals. We are a learning organization happy to share what we know."



Key Assets

- Proven track record of successful leadership in a nonprofit or philanthropic setting, with significant experience in executive roles.
- Strong strategic thinking and problem-solving skills, with the ability to navigate complex challenges and drive organizational growth.
- Excellent financial acumen, including experience with investments, budget management, fundraising, and financial planning.
- Exceptional communication and interpersonal skills, with the ability to engage and inspire diverse stakeholders.
- Deep commitment to community service and a strong understanding of the region and its needs.

Personal Attributes

- Charismatic civic leader and consensus builder.
- Collaborative, inclusive, and relational, with a track record of achieving goals and driving positive change.
- Empathetic, approachable and trusted. Someone who builds rapport easily and attracts interest and investment from others.
- Humility and a willingness to listen and learn.
- A thought partner for grantees and donors, with the ability to connect authentically at multiple levels.
- A fearless fundraiser with a nuanced approach to donor relations.
- Strong understanding of equity and ability to lead efforts toward creating a more equitable region.

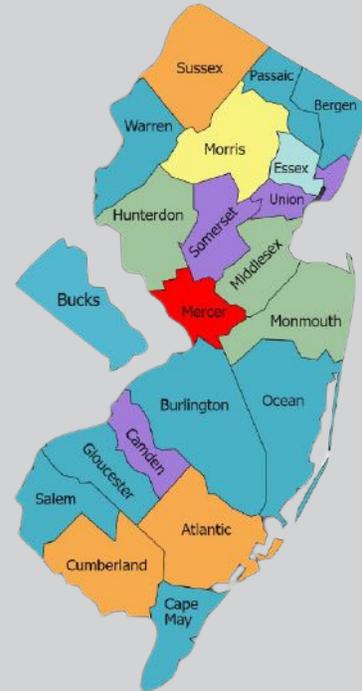
The Relationships

<p>PACF CEO reports to:</p>	<ul style="list-style-type: none"> • Board of Trustees
<p>And manages a staff of 18 through 4 direct reports:</p>	<ul style="list-style-type: none"> • Chief Financial Officer & Chief Operating Officer (CFO/COO) • Chief Philanthropy Officer • Vice President, Grants & Programs • Vice President, Communications
<p>While stewarding other important relationships:</p>	<ul style="list-style-type: none"> • Current and potential fundholders and supporters • Grantees and program partners • Regional leadership across corporate, academic, governmental, philanthropic, and nonprofit sectors • Peer foundations, local and national

The Location

The Princeton Area Community Foundation is based in Mercer County, which features diverse communities with cultural amenities, strong economic development, and convenient access to major urban centers. Learn more about the area: <https://www.visitprinceton.org/>

PACF Grantmaking Footprint



The Compensation

A competitive compensation package of salary and full benefits will be offered to attract an outstanding candidate. The anticipated salary range is \$250,000-\$300,000.

For potential consideration or to suggest a prospect, please email PACFCEO@BoardWalkConsulting.com

or call Michelle Hall, Kathy Bremer or Terri Kohan at 404-BoardWalk (404-262-7392).