



Madison

COMMUNITY FOUNDATION

President & CEO · Madison Community Foundation

Position Guide · April 2026

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President & CEO
Madison Community Foundation

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Position	President & CEO
Reports to	Board of Governors
Location	Madison, Wisconsin



MISSION

Madison Community Foundation (MCF) will engage Greater Madison in philanthropy to advance a more vibrant and equitable community.

VISION

MCF will serve as a trusted philanthropic leader, enhancing the quality of life in Greater Madison, and fostering a community where fairness, inclusion, and respect thrive.

VALUES

- **Integrity:** We create trust by acting with transparency.
- **Generosity:** We inspire giving to improve our world.
- **Effectiveness:** We identify opportunities, align actions, and produce results.
- **Sustainability:** We build endowments to create a legacy for the future.
- **Equity:** We advance fairness, inclusion, and respect.

ABOUT MADISON COMMUNITY FOUNDATION



MCF is a trusted community institution that has been in existence for over 80 years. It brings people together through philanthropy to build a more vibrant and equitable community. It is the community's foundation – funded by donors, governed by a volunteer board of community leaders, and focused on strengthening impactful nonprofits in Greater Madison.

MCF achieves this by:

- Promoting integrity, generosity, effectiveness, sustainability, and equity
- Advancing philanthropy in the community
- Building a permanent community endowment
- Supporting individuals in their giving goals now and through their estate plans
- Helping professional advisors meet their clients' charitable goals
- Facilitating dedicated nonprofit endowments that provide reliable annual funding
- Investing MCF assets responsibly and strategically for long-term community benefit
- Awarding grants to fund innovative and effective nonprofit initiatives
- Sharing research, connections, and best practices to achieve progress on community issues

With core assets of \$400 million across 1,300 funds, MCF combines financial strength with deep local knowledge and long-standing trust.

DONOR ENGAGEMENT

MCF helps donors achieve meaningful, local impact while building permanent community resources. MCF's staff has a deep understanding of current philanthropic techniques and tax law and puts that expertise to work by creating plans for giving that meet donors' unique needs. MCF's staff have earned their [Chartered Advisor in Philanthropy® \(CAP\)](#) credentials, providing a deep understanding of how to better integrate charitable gift planning into financial and estate plans.

Community members have the power to create change, based on their interests. Donors can:

- [Start a donor-advised or designated fund](#) to simplify their giving during their lifetime.
- Contribute to the [Community Impact Fund](#) or one of MCF's [Field of Interest Funds](#) to support local initiatives.
- [Establish a named endowment](#) to leave a permanent legacy through their estate.
- [Partner with MCF on legacy giving](#) to ensure long-term support for important causes.
- [Create an endowment for a chosen nonprofit](#) to provide a consistent stream of income.

COMMUNITY IMPACT

Madison Community Foundation plays a vital role in local philanthropy, working to have a meaningful impact on the community. MCF uses its deep knowledge of the community, its opportunities and challenges, and the organizations working in Madison to help create a more vibrant and equitable community.

Every year, MCF distributes approximately \$20 million throughout Dane County through three main channels: grants directed by MCF fundholders from their donor advised funds, grants distributed to nonprofit organizations from their endowments, and grants from the Community Impact fund or one of the 70 Field of Interest funds MCF stewards.

Over time, MCF has evolved how it approaches impact to involve five strategies:

- **Grantmaking:** Support nonprofits in Dane County, offering programming in MCF focus areas, with financial resources.
- **Research:** Conduct, gather, and synthesize data and information to guide MCF and the nonprofits it supports in creating greater positive impact.
- **Advocacy:** Support advocacy to change policy in ways that align with MCF values and focus areas.

- **Impact Investing:** Make recoverable grants to trusted lending intermediaries and pooled impact investing funds.
- **Nonprofit Capacity Building:** Provide objective information, professional development, and convening opportunities to help nonprofits leverage their resources for greater impact.

Examples of these strategies in action:

Grants From the Community Impact Fund: MCF's Community Impact grants are awarded through an annual competitive grant round. They are made to organizations in Dane County having an impact in five focus areas: Arts & Culture, Community Development, the Environment, Learning, and Nonprofit Capacity Building. [Explore recent Community Impact Grants.](#)

Field of Interest Grants: Field of Interest (FOI) Funds support specific areas of interest. FOI Funds are designed to provide one-time, smaller grants to organizations through an open application process, with funding decisions made quarterly throughout the year. [Explore recent FOI Grants.](#)

Goodman Nonprofit Center: A significant recent milestone in MCF's evolution is the creation of the Irwin A. and Robert D. Goodman Nonprofit Center. Developed in response to longstanding needs within the nonprofit community and supported by a dedicated endowment, the Center focuses on strengthening nonprofit leadership and organizational effectiveness through professional development, peer learning, and shared resources. [Learn more about the Goodman Nonprofit Center.](#)

THE OPPORTUNITY

This is an opportunity to lead and grow a respected community foundation with deep credibility and strong momentum. MCF brings strong fundamentals, an engaged donor community, a talented team, and a Board that is committed to values-driven leadership. The next President & CEO will step into the role at a time when MCF is well positioned to build on a long legacy of trusted stewardship as “the community’s foundation”.

This role offers a rare balance of continuity and possibility. The next President & CEO will work with an experienced, committed staff and an engaged Board that values collaboration and integrity. There is strong organizational pride coupled with openness to reflection and growth. The President & CEO will have the space to focus on big picture strategy, relationships, and community presence, while relying on a capable leadership team to manage day to day operations.

The incoming President & CEO will inherit an organization that is widely admired for its values, relationships, and professionalism. At the same time, in MCF’s strategic plan, the Board has expanded MCF’s tools for community impact, not only as a grant maker and steward of charitable assets, but also as a convener, thought partner, and capacity builder. The next President & CEO will advance this evolution in ways that are authentic to the local environment and aligned with MCF’s values.

The President & CEO will play a central role in shaping how MCF responds to evolving donor expectations, generational shifts in giving, increased attention to equity and community voice, and the growing need for nonprofit sustainability and collaboration. The opportunity is not to radically reinvent the Foundation, but to enable MCF to remain trusted and relevant, while carving out space for learning and creativity as philanthropy and community expectations continue to evolve.

The continued development of the Goodman Nonprofit Center represents a meaningful opportunity for the next President & CEO. This initiative is designed to help nonprofits thrive through leadership development, learning, and practical tools. The President & CEO will guide the Center’s growth while ensuring strong alignment with MCF’s broader strategy and relationships across the nonprofit community.

THE OPPORTUNITY, *continued*

For the right leader, this position offers the chance to be deeply embedded in a dynamic and civically engaged community, to steward significant philanthropic resources, and to influence how generosity translates into lasting community benefit. The next President & CEO will lead an organization that is already strong, values-driven, and respected, and will help guide MCF into its next era of service and impact.



POSITION SUMMARY

Reporting to a 13-member Board of Governors, the President & CEO serves as the chief executive and public ambassador of MCF, stewarding more than \$400 million in core philanthropic assets and leading a highly skilled staff of approximately 20 professionals. The President & CEO provides strategic leadership that aligns with the mission, vision, values, and priorities approved by the Board, and is the link between the MCF Board and the operations of the Foundation.

The President & CEO works with the Board to develop long-term strategies, hire staff, foster donor relationships, guide community impact (grantmaking, nonprofit capacity building, research, advocacy, and impact investing), ensure excellent investment stewardship and financial sustainability, and represent MCF in the community.

Externally, the President & CEO represents MCF as a trusted convener and relationship builder within a complex and highly engaged community. The role requires deep engagement with donors, nonprofit leaders, civic partners, and other stakeholders, as well as the ability to articulate MCF's role and value with clarity and credibility. Internally, the President & CEO fosters a healthy and inclusive organizational culture that supports staff development and collaborative input, while guiding MCF and its staff team with steadiness and reliability.

The next President & CEO of Madison Community Foundation will be a values-driven, experienced executive who brings strategic perspective and strong management capability, along with a genuine commitment to community. This leader will combine credibility and humility with the confidence to guide a highly trusted institution through its next chapter, building on a strong foundation while thoughtfully advancing MCF's role as a philanthropic leader, convener, and capacity builder.

Values-Driven Leadership and Integrity

MCF seeks a CEO whose leadership is grounded in strong personal values and unquestioned integrity. The successful candidate will lead with sound judgment and ethical clarity, earning trust through consistent actions rather than position alone. This leader understands that credibility is built over time and that how decisions are made is as important as the outcomes they produce.

Proven Business Acumen and Organizational Management Capability

The next President & CEO will bring executive-level experience leading organizations with complex responsibilities across people, finances, and governance. This individual will ensure MCF is well managed and financially sound, with systems in place that enable staff to work effectively. The role calls for someone who can balance strategic leadership with the practical realities of running a high-performing organization. Community foundation experience is preferred.

Strategic and Systems-Level Thinking

MCF seeks a President & CEO who thinks beyond individual programs to the broader systems shaping community well-being. The ideal candidate will be comfortable navigating ambiguity and interpreting trends, guiding the organization to adapt thoughtfully within an evolving philanthropic landscape. This leader will guide long-term strategy while remaining attentive to the evolving needs of the community.

Trusted Community Convener and Relationship Builder

The President & CEO will serve as a visible and trusted presence across the community, building meaningful relationships with donors, nonprofit leaders, civic partners, and residents. This role requires someone who is comfortable in varied settings, listens well, and brings people together around shared purpose. The successful candidate will have demonstrated ability to align interests in service of the common good and to advance positive community impact.

Deep Respect for Community Voice and Equity

MCF seeks a leader who demonstrates a genuine commitment to listening and inclusion. The next President & CEO will value lived experience and seek input from across the community, ensuring that decision-making reflects community realities while balancing donor interests with MCF's public purpose.

Confident, Articulate Public Ambassador

As the public face of MCF, the President & CEO must be a clear and compelling communicator. The successful candidate will represent MCF with confidence and authenticity, articulating its role, impact, and aspirations in ways that resonate with varied audiences.

Fundraising and Philanthropic Acumen

The next President & CEO will bring a strong understanding of philanthropy and experience building lasting donor relationships. This leader will inspire confidence and steward generosity with care. Additionally, the next leader will approach fundraising in a collaborative manner that supports the broader nonprofit ecosystem.

Emotionally Intelligent, Collaborative Leadership Style

MCF seeks a President & CEO who leads with empathy and emotional intelligence, grounded in strong self-awareness. The ideal candidate will be approachable and decisive, team-focused, and committed to empowering others, while guiding MCF through change with steadiness and respect. Candidates must be skilled in working collaboratively with a board.



MCF offers a competitive salary and benefits package.

Candidates will have a minimum of five to ten years of proven executive-level experience, preferably in philanthropy, nonprofit management, or a related field. A Bachelor's degree is required, and an advanced degree in a related field is preferred. Total compensation for this position is anticipated to be between \$250,000 and \$300,000 on an annual basis and will be commensurate with experience. The comprehensive benefits package includes health, dental, vision, group disability & life insurance, a 403(b) plan including employer match, a Flexible Spending Account, and parking benefits. The Madison Community Foundation observes 8 Paid Holidays, 2 Floating Holidays each year, and flexible Earned Time Off.

The Board is committed to offering a competitive and thoughtfully structured compensation package. In addition to base salary and annual benefits, the President & CEO will be eligible for a long-term deferred compensation benefit designed to support retention and sustained leadership, subject to board approval and plan terms.

How to apply

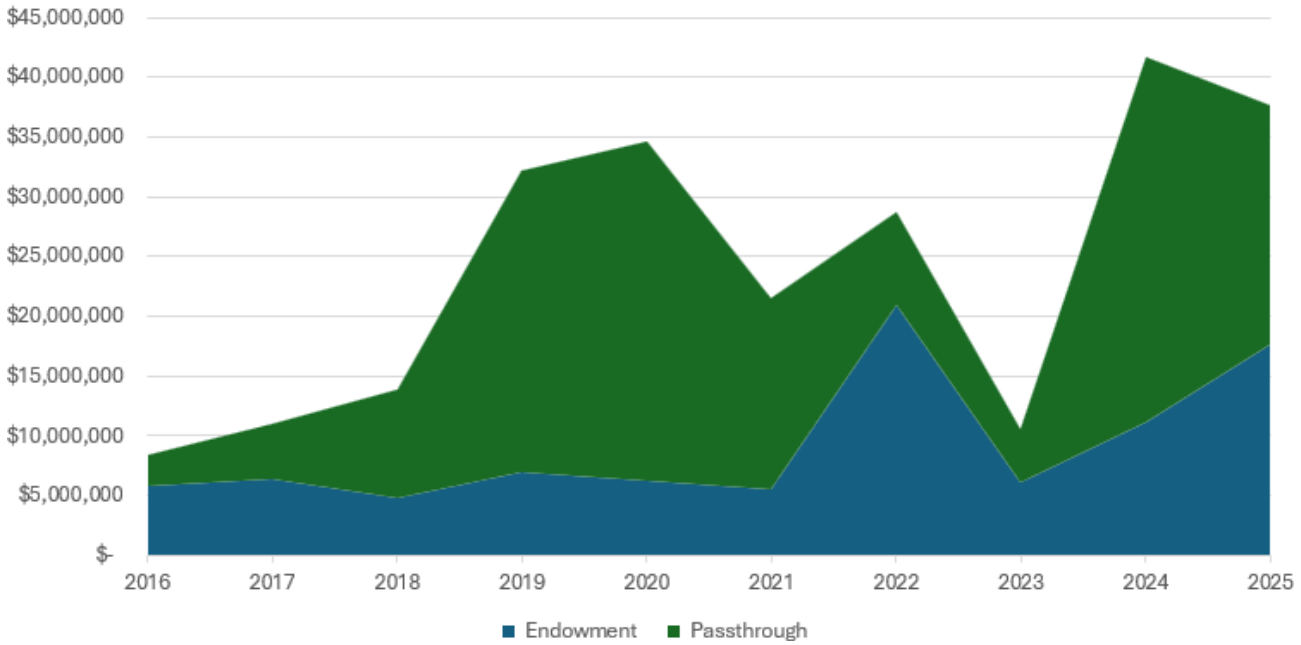
To apply, please submit a current resume and letter of introduction, as soon as possible, to Kittleman & Associates, LLC. For best consideration, kindly apply before Friday, May 29, 2026.

→ [SUBMIT YOUR APPLICATION TO KITTLEMAN ONLINE](#)
[\(CLICK THE APPLY BUTTON AT THE BOTTOM OF THE PAGE\)](#)

→ [CLICK HERE FOR MORE INFORMATION ABOUT MCF](#)

ILLUSTRATION OF DONOR GIFTS AND MCF GRANTS

10-Year Gift History



2025 - Grants Distributed to the Community

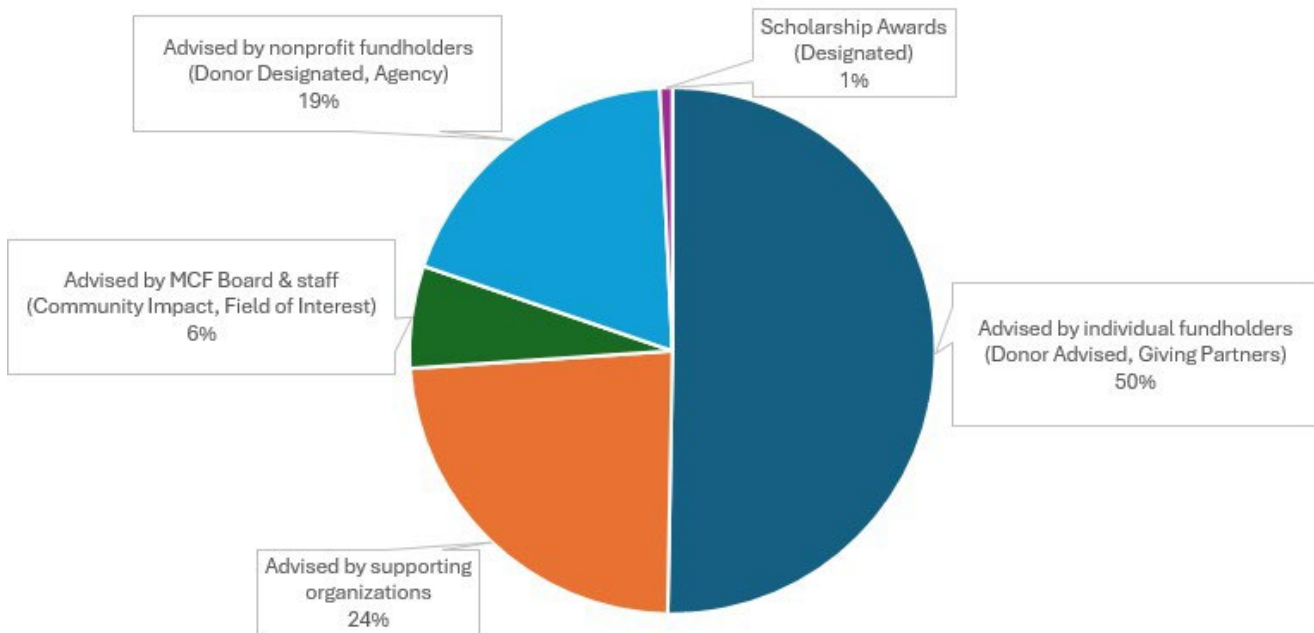
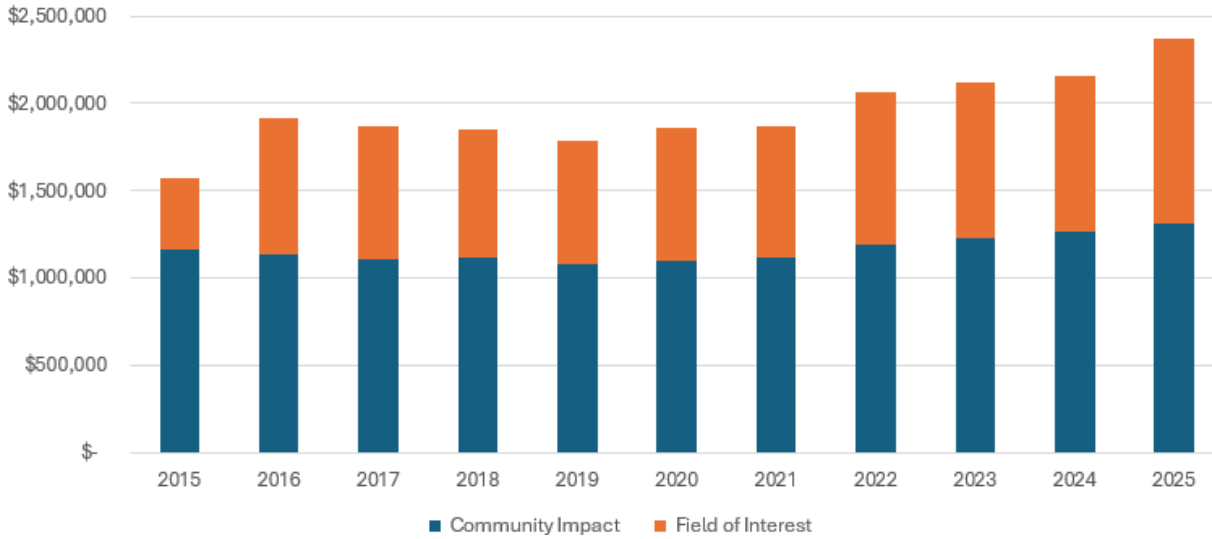


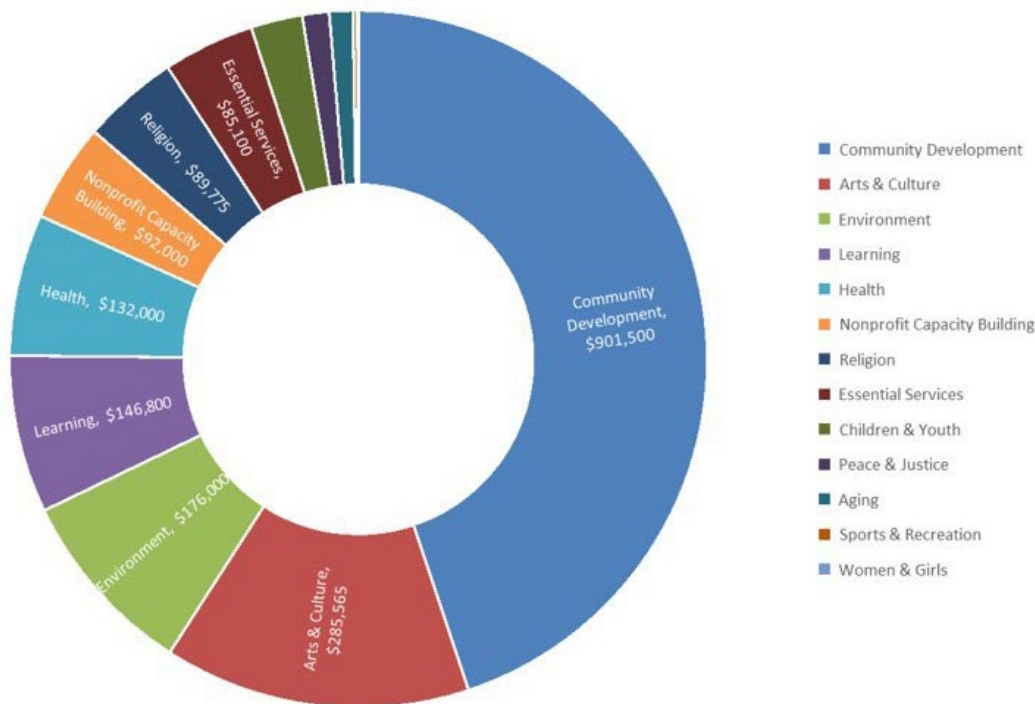
ILLUSTRATION OF DONOR GIFTS AND MCF GRANTS, *continued*

MCF Directed Grant Dollars Available 10-Year History



Grants directed by MCF Board and staff have increased annually, with the exception of a one-time 2017 change in calculation of funds available.

Community Impact & Field of Interest Grants Awarded 2025



EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

MCF is proud to be an equal opportunity employer. We are committed to equal opportunities for all employees and applicants and a work environment in which everyone is treated with respect and dignity. It is our policy to be inclusive, to seek and employ the most qualified personnel in all positions, to provide equal opportunity for advancement to all employees, including with regard to recruitment, hiring, compensation, benefits, promotion, training, discipline, and termination, and to administer these activities in a manner that will not discriminate against or give preference to any person because of their actual or perceived race, color, religion, age, sex, national origin, disability, or any other discriminatory basis prohibited by applicable local, state, and federal law.

MCF will not retaliate against any employee or applicant, and we expressly prohibit any form of discipline, reprisal, or retaliation against any individual based on their actual or perceived inclusion in a protected class.

All qualified candidates are strongly encouraged to apply.

ABOUT MADISON, WISCONSIN

Located between two scenic lakes, Madison offers an exceptional quality of life that combines natural beauty, cultural vibrancy, and everyday livability. As the home of University of Wisconsin–Madison, the city benefits from a dynamic intellectual and cultural environment, with access to world-class research, arts, dining, and public programming.

Madison is widely recognized for its strong sense of community, a welcoming and community-oriented environment, and commitment to sustainability. Residents enjoy an active lifestyle supported by an extensive network of parks, lakeside paths, and year-round outdoor recreation. The city’s thriving food scene, celebrated farmers’ markets, and local businesses contribute to a distinctive and welcoming character.

In addition to its cultural and environmental assets, Madison offers a more accessible cost of living and a manageable pace of life compared to larger metropolitan areas such as Chicago. With short commute times and a strong regional economy, Madison provides an ideal setting for both personal and professional growth.

→ [CLICK HERE FOR MORE INFORMATION ABOUT MADISON](#)