

LEADERSHIP

The Leon Levine Foundation believes an organization must have highly effective leadership at the Board and staff levels. Leadership is the single most important determinant of success for any nonprofit; an organization's impact and culture are determined by its leadership.

STAFF

The Board, executive leadership, and staff maintain productive, synthesized relationships that reflect the organization's commitment to the mission and continued improvement.

Executive Director

- Qualified/Passionate** – Demonstrates a strong connection and draw to the sector, along with a deep understanding of how the organization can fulfill its mission in a measurable way.
- Business-Minded** – Balances a passion for the organization's mission with best business practices to help the organization achieve long-term success. Thoughtfully develops and sizes staff to meet current and planned growth.
- Strategic/Visionary** – Maintains and uses a current strategic plan that outlines how the organization can maximize impact within the sector it serves. He/she must oversee day-to-day operations and communicate the organization's vision to key stakeholders.
- Fundraising-Focused** – Values the necessity of fundraising and places an emphasis on donor stewardship and retention. Works diligently to build relationships with the major donor community and encourages a culture of Board giving.

Director of Development

- Strategic Fundraiser** – Develops formal short- and long-term fundraising strategies based on programming needs and sustainability goals.
- Utilizes ED and Board** – Uses the strengths of executive leadership to the organization's advantage and works collaboratively with leaders for whom fundraising is not a strength.
- Knowledgeable of Donors/Donor Retention** – Researches the giving capacity of the organization's existing and potential donors. Understands how each donor's values and giving strategies align with the goals of the organization. Strengthens donor retention and capitalizes on donor giving capacity. Diversifies donors to reduce reliance on any one donor or donor type.
- Collaborative** – Invests in relationships with organizations and leaders in similar sectors to ensure resources and best practices are shared effectively.

BOARD

Board members champion the organization and its mission by investing their 1) Time: members attend an appropriate number of meetings and organization events per year, 2) Talent: members use their varied skill sets to the organization's benefit, and 3) Treasure: members understand that financial contributions, no matter how small, show support and buy-in to the mission.

Board Structure

- Right-Sized** – The board is appropriately sized to meet the needs of the organization and is not so large that any one member can disengage.
- Subject to Tenure** – The board operates on a set of laddered terms and enforces maximum service limits to ensure differentiation of insight.
- Diversified** – The board recruits members from a variety of fields. Ideally, the board aggregates professionals with experience in the legal, accounting, investment, management, operational, and HR sectors. A proportionate number of members should be subject matter experts who can assist with programmatic evaluation and development.

Board Chair

- Well-informed** – Demonstrates a deep understanding of the mission, vision, and strategic plan of the organization; he/she can articulate the goals, opportunities, and risks of the organization and the high-level plan for addressing each.
- Experienced in Leadership Roles** – Has successfully overseen people from a leadership position and/or has demonstrated strength in project and organization management.
- Manages Board and ED** – Understands the strengths and capabilities of the Board and ED and has a strategy for addressing any weaknesses or gaps. Maintains a solid working relationship with the ED and executive staff.

Board Members

- Engaged** – Have keen enthusiasm for and belief in the organization and its mission.
- Strategic** – Conduct a formal strategic planning process periodically and review organization performance relative to the strategic plan at least annually.
- Qualified** – Draw on professional expertise to evaluate financial and operational sustainability, key leadership performance, and mission progress.
- Committed Financially** – Deem the organization a financial priority; this is made evident by participation in fundraising efforts, event attendance, and donor stewardship, along with a commitment to personal giving.