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President & Chief Executive Officer

President & Chief Executive Officer of Tiwahe Foundation

ORGANIZATIONAL OVERVIEW

“Tiwahe” is a Dakota word for Family. “Ti” means dwelling, “wa” means snow, sacred or purity, and “he” means stands. Tiwahe is a sacred dwelling and represents the value of family.

With family values and lasting ties.

Where mutual support and giving add up to self-sufficiency and sustainability.

Where relationships – among people and even all living things – are supreme.

Minneapolis-based Tiwahe Foundation is a place for giving - and giving back - that benefits the well-being of American Indian people and communities in Minnesota. Tiwahe is a community foundation of friends and supporters — Indian and non-Indian — who have resources, time and talents to share.

The Foundation evolved from origins as a culturally responsive grantmaking initiative of three Minnesota family foundations known as the American Indian Family Empowerment Program (AIFEP). Launched in 1993 initially by the Marbrook Foundation, AIFEP was the inspiration of Markell Brooks. It operated as a donor-designated fund with monies from a collaborative of the Marbrook, Westcliff and Grotto Foundations. In 2009, AIFEP transformed into a new entity, the Tiwahe Foundation. While Tiwahe Foundation is an independent community foundation with its own board of directors, the original Family Empowerment Program remains part of the ongoing work.

For the last twenty years, the Tiwahe Foundation has been on a mission to be a resource for giving and to strengthen the lives of American Indian individuals and their families in pursuit of professional, educational, or cultural opportunities through the distribution of micro-grants in the range of \$500 to \$2,500.

In 2017, the Foundation successfully completed its first ever Endowment Campaign and secured a nearly \$6 million AIFEP (American Indian Family Empowerment Program) Endowment Fund. The Fund will ensure Tiwahe’s ongoing commitment to American Indian individuals and families in the Metro area.

In recent years, Tiwahe has expanded its impact into building capacity through the Oyate leadership network by connecting and supporting American Indian leadership across urban, tribal and rural communities to move from isolation to transformation, collaboration, action and change.

Leading for the Future

Tiwahe’s updated mission, vision, values and purpose reflect the history and evolution of the organization, growth opportunities and new strategic goals.

<p>OUR LENS <i>How do we frame our work?</i></p>	<p>We frame our work through an Indigenous worldview. Tiwahe Foundation understands, honors and is guided by traditions, spirituality, relationships, language and connection to the natural world.</p>
<p>PURPOSE <i>Why do we exist?</i></p>	<p>Tiwahe is a community foundation guided by Native leaders. We exist to serve as a philanthropic resource and community leader to address the needs of American Indian people and promote change.</p>
<p>VISION <i>What do we aim to achieve?</i></p>	<p>Equity* for American Indian people. <i>*Equity as defined by Indigenous worldview and Tiwahe’s own Theory of Change vs. Western worldview.</i></p>
<p>MISSION <i>How do we aim to achieve our vision?</i></p>	<p>Provide resources to American Indian people to live culturally-centered, economically independent, and healthy lives — grounded in sovereignty and indigenous worldview.</p>
<p>VALUES <i>What we stand for and how we behave as an organization</i></p>	<p>Family Acknowledge that families, tribal nations and communities are interconnected.</p> <p>Respect Respect is central to our cultural identity and the guiding principle to all our relationship.</p> <p>Trust Committed to developing partnerships based on trust, mutual respect, transparency, and collaboration.</p> <p>Generosity Believe that a culture of generosity, both offering and accepting, should be sustained across multiple generations.</p>

*Tiwahe Foundation defines equity as: Access to opportunity, resources, leadership, networks, healing and support for American Indian people to live culturally centered, economically independent, and healthy lives-grounded in sovereignty and indigenous worldview.

PROGRAMS AND SERVICES

Tiwahe Foundation's programs are based on Key Impact Areas focused in Education, Culture, Economic Independence, Health & Wellness and American Indian Leadership.

The work in 2018 concentrated in two areas:

AIFEP American Indian Family Empowerment Program

Provides up to 30 individual micro-grants per year in three key areas:

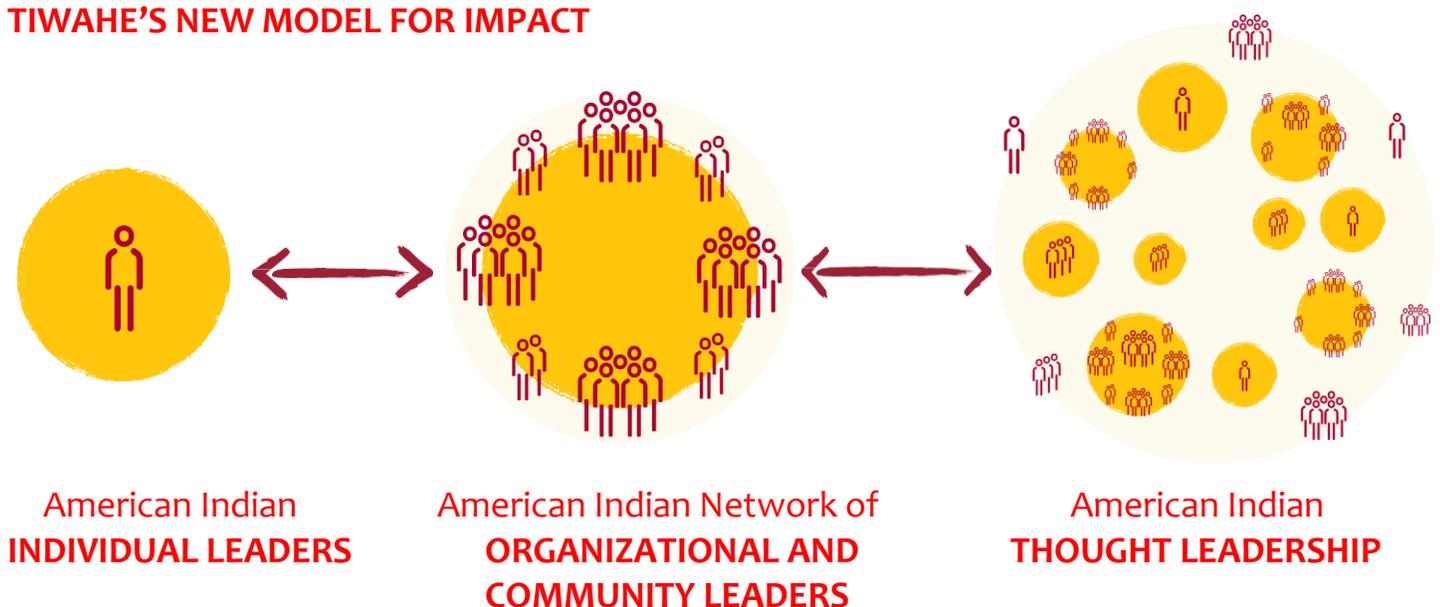
- Preserve and Renew Native Cultural Connections (up to \$1,500)
- Educational Achievement (up to \$2,500)
- Economic Self-Sufficiency (up to \$2,500)

Oyate Network

Funds community projects such as:

- Support leaders through experiential learning, peer sharing, and networking grounded in Native culture.
- Connect leaders across the state using technology and face-to-face strategies.
- Foster sustainability by building relationships, increasing cultural practice, and nurturing a circle of mutual support.
- Provide a space to build connections between and among participants in the network.
- Move participants toward a grant-focused action plan.
- Engage in leadership activities in tribal communities that lead toward equity and a greater social and economic stability.

TIWAHE'S NEW MODEL FOR IMPACT



In the next three years, Tiwahe Foundation seeks to grow as a philanthropic leader and increase impact on the lives of American Indian individuals, families and communities by:

- Strengthen existing and grow new resources for giving**
- Develop strong networks of influence, collaboration and leadership**
- Change narratives and provide American Indian philanthropic thought leadership**

ORGANIZATIONAL CULTURE

The culture at the Tiwahe Foundation can be described as supportive, innovative, collaborative and humble. There is a spirit of generosity and a preference for trusting, meaningful relationships. As a small organization, there is a culture of equality. And, like a family, every person matters.



Members of Oyate Leadership Network

THE POSITION...

President & Chief Executive Officer of Tiwahe Foundation

The Tiwahe Foundation is seeking a visionary, dynamic and enthusiastic leader, with a background in philanthropy, nonprofit, or community leadership. The President and CEO will lead Tiwahe Foundation and will be responsible for fundraising, financial oversight and overall management of the Foundation. This leader will be responsible for maintaining excellence in services, building and maintaining relationships with donors. The President & CEO will be responsible for further developing and advancing a network approach to the organization’s work in community and grant making.

Importantly, the President & Chief Executive Officer will oversee the accomplishment of the foundation’s **2019 - 2021 STRATEGIC GOALS**

1. Enhance business model, infrastructure and ensure sustainability.
2. Grow funding, increase capacity and guide expansion of outreach and services.
3. Strengthen positioning and raise visibility.
4. Innovate and establish thought leadership, evaluate effectiveness and measure impact.

2019 – 2021 STRATEGIC PLAN FLOW



Each Year: EVALUATE > IMPLEMENT > MEASURE > EDIT > IMPLEMENT > MEASURE > ENVISION

Essential Responsibilities:

- Provide exceptional leadership to a small and growing community foundation, including managing a current staff, occasional contract staff, and continually assessing the capacity of the organization;
- Serve as the primary development and fundraising officer for the foundation, responsible for major donor cultivation, corporate and business sponsorships, and growing the donor base within the community;
- Manage all financial aspects of the foundation, including programming and administrative budgets, annual external audits and tax filings;
- Ensure the stability and growth of the grants programs and other initiatives;
- Serve as the public face, champion and ambassador of Tiwahe Foundation, representing the foundation at local, regional and national convening's, meetings, and key stakeholder gatherings;
- Enhance and grow the visibility of the foundation;
- Cultivate strategic partnerships to advance the mission of the foundation;
- Maintain positive relationships and open communications with the board of directors.
- Plan for board meeting presentations and keep the board informed about issues and opportunities for the foundation.

Management Responsibilities

The President and CEO reports to the Board of Directors which is made up of individuals from the nonprofit, corporate and education sectors. The position oversees two committed staff members. Roles reporting to the President and CEO are: Program Director and Foundation Administrator.

QUALIFICATIONS

The President and CEO will be a dynamic leader who is focused on increased visibility and viability of the foundation, as well as collaboration and positive long-term relationships with stakeholders. They will possess:

- Leadership experience with experience successfully executing strategies in partnership with the stakeholders, funders, and donors;
- An understanding of philanthropic leadership in the regional and national American Indian community and the role of community foundations within that landscape;
- A visionary style and approach that enhances the standing of the foundation among many stakeholder groups;
- Ability to work cooperatively with stakeholders to develop new programs consistent with the strategy, goals and direction of the Foundation.
- Strong problem solving, analytical, and organizational skills, with the ability to

- prioritize issues in a rapidly changing environment;
- Solid evaluation skills, including the ability to create measures of evaluation for programs and program outcomes;
 - Demonstrated understanding and ability to articulate the nature and purpose of the Foundation within the philanthropy landscape;
 - Strong interpersonal and intercultural skills with a demonstrated record of establishing effective working relationships with diverse populations and functions, both internal and external to the organization;
 - Bring a passion and experience in fundraising and advancement including having met and exceeded fundraising goals;
 - Experience creating and successfully executing a development plan or fundraising campaign;
 - A proven ability to build lasting relationships with individual and institutional donors;
 - Experience with managing, hiring, and effectively structuring staff and staff positions;
 - A commitment to on-going development of staff skills and abilities;
 - Experience managing successful strategic initiatives in public, nonprofit and/or philanthropic sectors;
 - Demonstrate excellent communication and interpersonal skills with experience in public speaking and communicating the foundation's values;
 - Demonstrate knowledge or be willing to become knowledgeable about the American Indian communities in which the organization works.
 - Educational background includes a Bachelor's degree in a related topic or comparable community or certificate education with a Master's degree preferred.

COMPENSATION AND BENEFITS

The compensation package for this position is competitive and includes participation in the organization's benefits plan.

**BALLINGER | LEAFBLAD WELCOMES YOU TO CONTACT US
FOR MORE INFORMATION:**



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