



**Request for Proposal
Executive Recruitment for Fund Leadership**

Deadline for Submission: Wednesday, October 27, 2021

Purpose

The purpose of this Request for Proposal (RFP) is to solicit proposals from organizations or consultants experienced in nonprofit executive recruitment to identify candidates for leadership of our organization.

Organization Background and Current State

The Fund for Women and Girls (The Fund) leads and unites the community through philanthropy, education and advocacy to ensure that women and girls have resources and opportunities to thrive.

Our vision is that women and girls will have equality and security, making our communities stronger and more vibrant for everyone. The Fund is seen as a vital partner and leader, known for its grantmaking, boldness, connectivity, and creativity as it brings together and supports individuals and organizations around a shared commitment to the well-being and self-determination of women and girls in Chester County.

Through grantmaking, advocacy, and education, the Fund has significantly impacted our community. Since 1997, we have awarded \$3.5 million in grants to over 80 non-profit agencies throughout Chester County to strategically address women and girls' persisting health, economic, physical, and emotional needs. Our girls' programs, including Girl Gov and our nationally recognized girls' grantmaking program, the Girls Advisory Board, provides local high school girls with an opportunity to learn firsthand about community action, philanthropy, civics, government, advocacy, policy and leadership. Our Blueprint Report is the first and only comprehensive needs assessment of women and girls in Chester County, and is used by policy-makers, community organizations, philanthropists and government to direct effective change to the long-term health, safety, and financial security of women and girls in Chester County.

Our work is driven by our guiding principles of equality, security, community, knowledge, equity, inclusion, integrity, and strength.

The Fund completed a three-year strategic plan in June 2021. The Strategic Plan was developed using the organization's strong grantmaking program as the base of the work while striving to engage more of the community and invest in the strength of the Fund. It focused on goals in four different areas: 1) Strategic Communications; 2) Lead and Unite the Community; 3) Long-term Sustainability; and 4) Grantmaking.

Over the last three years, the Fund has executed the plan entirely, which has resulted in significant advancements in these areas. For example:

- The Fund launched a new name, logo, and brand to clarify and strengthen the brand identity (March 2021).
- The Fund grew our girls program offerings, launching GirlGov Chester County (August 2019) and the annual Girls in Action Summit (March 2019)
- The Fund further developed the framework for our advocacy (May 2019) and established several new partnerships (e.g. Chester County Women's Commission on the #ChescoKnows initiative 2019).
- Compass Pro-Bono Consulting selected the Fund to work with a team of consultants on a funding strategy project. In May 2021, the Compass team completed the project and provided recommendations for a multi-year fundraising strategy, diversifying funding sources, and staffing.
- The Fund shifted the Core Grants program to multi-year funding as a proven way to improve grantees' effectiveness, impact, and growth (January 2020).
- An updated Blueprint Report will be released in the Fall of 2021, including data related to the impact of COVID-19 on women and girls.
- The Fund is beginning to embark on the next Strategic Plan working with a consultant. Our new organizational leader will be critical to the development and execution of this new Strategic Plan and the future of the Fund.

Further, from the start of our Strategic Plan in 2018 to the current, our world and community look significantly different. Many of the issues and gender disparities that our organization was founded to address have been laid bare and exacerbated by COVID-19. In addition, the national conversation around race and gender that intensified with recent racial and political unrest has challenged us to approach our work with a deeper intersectional lens and with even more urgency. This climate clearly presents both challenges as well as opportunities for the Fund and for our new leader.

Scope of Work:

- Refine and revise the leadership profile and position description for the leadership of The Fund;
- Provide strategic advice on the recruitment process to reflect market trends/industry standards in similar non-profits.
- Project manage search including timelines, updates, and managing candidates;
- Conduct outreach to build comprehensive, diverse pool for hiring;
- Ensure diversity of candidates and commitment to equity in recruiting;
- Schedule/coordinate interviews and guidance with candidate assessments;
- Presentation of 5 fully vetted candidates meeting the criteria of the role.

Out of Scope:

- The Fund and Search Committee can conduct final background and reference checks of all finalists;
- The Fund and Search Committee can facilitate offer/acceptance and onboarding plans.

Proposal Requirements

No more than three (3) pages to include the following:

- Brief description of the firm and individuals who would be involved in the project and a summary of their qualifications. Please indicate the name, address, telephone number, and email of the primary contact person;
- Relevant experience, recent engagements and references; list similar searches that you have worked on, including the role, the organization, the hired candidate, the lead search person, and the date closed;
- Identify what your expectations are of the Fund search committee, staff, and those involved in the search process;
- Indicate a proposed timeline and details of the recruitment process to finalist candidates;
- Explain how your firm/you has advanced the values of equity, diversity, and inclusion in your work. Please detail how you have reflected this within your firm/practice, including how or where diversity is reflected in the leadership and ownership of the firm, and how you advance race equity within the search process and candidate recruitment;
- References: Three past clients that the Fund may reach out to as references, your role, and their contact information;
- Replacement: Please indicate of the last 2 years of placements, what has been the Replacement Guarantee that has been executed, and under what terms;
- Fee/Costs: Indicate fee/rate for the Leadership search.

No Obligation to Contract

This request for proposal does not obligate The Fund for Women and Girls to contract for services specified.

Send proposals, by COB Wednesday Oct. 27, 2021 to Judi Bell, Chair Search Committee, judib@people20.com

Questions: email judib@people20.com or 719 231-8167