



CHIEF EXECUTIVE OFFICER

“We put the potential of philanthropy in the hands of community leaders. We support early-stage, community-rooted organizations with funds, knowledge, and access to not just decision makers but decision making. Forging funding partnerships with donors who share our values and goals, we create innovative philanthropic strategies for institutions and individuals.”

OUR QUEST

Celebrating 40 years of transformative impact, The New York Women’s Foundation is seeking an inspirational, passionate, strategic, and creative leader to build upon its rich legacy and envision its next opportunity for impact.

WHO WE ARE

The New York Women’s Foundation (“NYWF”) is a powerful, cross-cultural alliance of women that focuses on creating an equitable and just future for women, girls, and their families by investing in bold, community-led solutions to ignite action for gender, economic, disability, gender-expansive, and racial justice.

On the eve of its 40th anniversary, NYWF has evolved from exclusively supporting small grassroots projects to crafting multiplayer partnerships that accelerate the broad-based changes that are needed for true progress. The Foundation:

- Has funded almost 520 community partners.
- Has raised and granted more than \$140 million.
- Has launched and helped develop hundreds of new nonprofits, many of which have become powerhouses in their own right.

Challenging the traditional top-down philanthropic approach, the Foundation was among the first to practice trust-based philanthropy that many have now embraced, including multiyear unrestricted grantmaking, donor transparency, donor proactivity, and a true partnership founded on mutual trust.



The New York Women's Foundation

Chief Executive Officer

Page 2.

These achievements place NYWF among the largest women-led grantmaking organizations in the world.

Now in 2026, NYWF is poised to take its next quantum leap in radical generosity and catalytic power. Occupying a place at major private, public, and philanthropic decision-making tables nationally, the Foundation has become a model that has inspired efforts across the country. It has influenced the way that major private, philanthropic, and public stakeholders view and support the low-income women and families of the city and country.

NYWF currently has a full-time staff of 14. The 2026 organizational operating budget is approximately \$15.2 million, and grantmaking was in the \$8.5 million to \$10 million range. With offices located in Manhattan and a hybrid work mode, NYWF is supported by a 26-member board of directors from a wide range of backgrounds and experiences.

OUR CRITICAL HISTORY

The NYWF of today exists in its uniqueness because in 1986, an unprecedented era of social movements and campaigns, a diverse group of women gathered to lay the groundwork for a radically different approach to philanthropy. The Foundation would be:

- Run by, supported by, and dedicated to the progress of women.
- Focused on expanding women's access to three core components of advancement and well-being – economic security, freedom from violence and exploitation, and access to reproductive health and choice.
- Active within primarily low-income communities of color – where access to those assets had historically been most limited.

The founders realized that to be successful they had to build an alliance of women that went far beyond their own networks. They had to include women of all backgrounds and means, from all across the city and beyond. Most importantly, this alliance would include grassroots women leaders who work with communities as the true experts in the field. They would be full partners in all Foundation efforts to support bold and powerful advocacy solutions, not just service solutions, to challenges that no one else was addressing. This became NYWF's signature contribution and the bedrock of its trust-based grantmaking.

WHAT WE NEED

The CEO will be a credible and passionate advocate, thought leader, and spokesperson who values the transformative power of community leadership and who will amplify the voices of



PHILLIPS OPPENHEIM

The New York Women's Foundation

Chief Executive Officer

Page 3.

those most impacted by systemic barriers. The CEO will be an inspirational and motivational leader.

The new leader will understand and appreciate the unique and groundbreaking importance of NYWF's roots and build on the power of the founders' and subsequent leaders' work.

This chief executive will provide the necessary management, strategic direction, and fundraising expertise to enhance NYWF's impact, programs, and initiatives while ensuring that the organization is fiscally sound, operationally efficient, and aligned with its equity-focused mission.

RESPONSIBILITIES AND PRIORITIES

The CEO will thoroughly understand NYWF – its history, mission, constituencies, partners, structure, and the value of its work.

LEADERSHIP

Lead with an equity-centered, strategic vision that fully embraces and advances NYWF's mission while keeping a keen eye on the day-to-day operations, programs, and activities. Approach leadership with empathy and respect, ensuring that all voices are heard and valued, and with an understanding of the importance of "followership." Be decisive as necessary but always inclusive, relying on a decision-making model that fosters trust and collective ownership. Lead with the awareness of the culture in which grantee partners and other stakeholders live and work.

STRATEGIC PLANNING

In concert with the Board, staff, and community partners, as appropriate, review and continue to refine an implementation plan that includes short- and long-term goals and objectives, options to address the shifting external environment, and donor cultivation and stewardship to support the Foundation's efforts. Work with the Board and staff to develop metrics and other measures to assess progress and adjust as necessary.

RESOURCE DEVELOPMENT

Creatively and effectively build upon the current funding models and strategies to broaden and increase the funding base. Anticipate funding trends and remain ahead of the curve. Understand and leverage the mindset and approaches of new generations of philanthropists. Lead as a dedicated advocate and fundraiser, with an ability to forge alliances with current and new donors and other partners.

DEVELOPMENT AND FINANCE INFRASTRUCTURE AND OPERATIONS

Ensure that tools, systems, and staffing will be able to support the strengthened and broadened outreach, branding, visibility, and fundraising that will enhance and increase the Foundation's



The New York Women's Foundation

Chief Executive Officer

Page 4.

impact locally as well as nationally. Review and upgrade organizational technology, including setting policies for AI use.

Understand the elements of NYWF's funding and finances. Establish budget and planning strategies and set priorities. Work with the Board to develop long-term and short-range financial policy for both expenses and income and develop plans for implementation. Set realistic and attainable financial projections and ensure financial agility through increased general operating funds.

STAFF

Lead a highly motivated, dedicated, and diverse team that is united by a shared vision, shared values, and a commitment to equity. Foster a work environment where staff from all backgrounds feel empowered, supported, and valued. Manage and evaluate staff with clear benchmarks and accountability while providing professional development opportunities. Promote cross-departmental collaboration through inclusive decision-making processes.

BOARD

Forge strong, transparent, inclusive, and trusting relationships with individual Board members. Work with the Board leadership to create opportunities for meaningful collaboration to strengthen relationships among Board members that reflect NYWF's mission and values. Understand members' strengths and capabilities. Engage them and bring forth their best ideas, efforts, resources, and contacts. Foster relationships for Board and major donor recruitment.

PUBLIC ROLE AND RELATIONSHIP BUILDING

Leveraging digital as well as traditional channels, serve as a highly visible spokesperson and ambassador. Engage stakeholders, coalescing around the mission. Be a presence at the table.

EVALUATION AND PROGRAMS

Evaluate grantmaking and programs with an eye toward balancing fiscal realities with the organizational mission. Sustain and further partnerships and continue NYWF's principle of work being driven by community input and priorities.

EXPERIENCE AND QUALIFICATIONS

The CEO should have the following experience and qualifications:

MISSION DRIVEN

A deeply committed advocate for social justice with evidenced effective leadership in addressing issues of racial, social, and economic inequities, including in communities that include a diverse spectrum of gender identities and expressions.



The New York Women's Foundation

Chief Executive Officer

Page 5.

A leader who has worked in the community and has a personal understanding of and appreciation for the power of community-driven partnership.

CULTURAL COMPETENCY AND COMMITMENT TO JUSTICE

Evidence of cultural humility and the capacity to foster and sustain NYWF's culture through a lens of equity, inclusion, and belonging. Unwavering commitment to social justice. Skilled at creating spaces that empower community.

FUNDRAISING AND RESOURCE DEVELOPMENT

A track record of success in outreach to traditional and non-traditional streams of fundraising, overseeing and raising a minimum of \$6 million annually. The CEO will build authentic relationships with foundations, corporate partners, and individual donors who are aligned with NYWF's mission.

COLLABORATIVE GOVERNANCE AND RELATIONSHIP BUILDING

Proven ability to effectively partner with a diverse and dedicated board, and cultivate strong, trusting relationships with board members.

DEMONSTRATED EXPERTISE IN MANAGEMENT, PROBLEM SOLVING, AND STRATEGIC AND FINANCIAL PLANNING

Proven commensurate fiscal experience with a significant operating budget. A keen understanding of financial and management systems and related technological tools.

A strategic thinker with the ability to analyze complex issues through an equity lens and devise innovative approaches and solutions. A skilled negotiator capable of building consensus across diverse stakeholders while also being bold and decisive when the moment calls for courageous leadership.

An individual with a collaborative and inclusive management style. A manager with the ability to attract and nurture high-performing talent and build strong teams.

EXTERNAL RELATIONS

A history of communicating effectively in writing and orally, including excellent public speaking skills for formal and extemporaneous presentations.

Deep knowledge of the existing social and political conditions with the ability to use strategy, perspectives, and judgment in external, as well as internal, leadership.

Able to represent NYWF to a range of audiences.



The New York Women's Foundation

Chief Executive Officer

Page 6.

PERSONAL CHARACTERISTICS

The successful candidate should have or be:

- An ethical, confident, compassionate, visionary, and passionate activist at heart; an advocate for equity and social justice who loves the work and is ambitious for the cause, and who leads with integrity and a strong moral compass.
- A deeply committed leader with a demonstrated track record of advancing gender, racial, social, disability, and economic justice in underrepresented communities.
- An entrepreneurial spirit with a “Yes, we can” attitude and passion. A dedicated, inspiring, and engaging communicator.
- A high level of emotional intelligence. A flexible, adaptable leader with a strong capacity for curiosity, empathy, active and intentional listening, and relationship building. Must be open to and embrace the voices and ideas of all, including emerging leaders, recognizing the value of intergenerational collaboration. A high level of energy and desire for engagement. A courageous individual who will speak truth to power. The capacity to mentor internally and externally.

COMPENSATION

The estimated salary for this position is \$375,000 to \$425,000. Benefits are competitive.

EQUITY-IN-HIRING STATEMENT

The New York Women's Foundation ensures that no applicant for employment or employee of the organization is denied equal opportunity because of race, color, religion, sex, gender identity, sexual orientation, pregnancy, status as a parent, national origin, age, disability, family medical history or genetic information, political affiliation, military service, or other non-merit-based factors. These protections extend to all management practices including recruitment and hiring practices, appraisal systems, promotions, training, and career development programs.

Applications, including cover letters and resumes, and nominations should be sent to the attention of G. Angela Henry, Addie Jones, and Jane Donaldson at NYWF@PhillipsOppenheim.com.

[Click for further information about the New York Women's Foundation.](#)

The New York Women's Foundation
May 2026



PHILLIPS OPPENHEIM