



# President & CEO

## Proteus Fund



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## Executive Summary

[Proteus Fund](#) partners with foundations, individual donors, activists, and other allies to work strategically towards racial, gender, queer, and disability justice and an inclusive, fully representative democracy. The Fund partners with philanthropic and community leaders to identify critical opportunities, gaps, and challenges facing movement organizations and mobilizes donor support and a range of non-grant tools to strengthen and sustain their work.

Proteus Fund donor collaboratives have become a best-in-class model for bridging responsible and responsive philanthropy with cutting-edge social justice movements to generate and fuel deep, durable impact. Through fiscal sponsorship, Proteus Fund partners with emerging initiatives and innovative movement leaders, enabling them to focus on growing their work and influence with the support of a trusted operational partner. To date, Proteus Fund and its affiliated 501(c)(4) organization, the Proteus Action League (PAL), have distributed over \$350 million in grants and provided essential tools to support and strengthen activists, advocates, networks, coalitions, and issue-specific campaigns at the local, state, and national level.

The work of Proteus Fund is deeply rooted in a set of core values that are aligned with its vision and mission:

**Diversity, equity, and inclusion;**  
**Integrity and professionalism;**  
**Transparency and accountability; and**  
**Respect and humility.**

Proteus Fund is moving into a new chapter at a moment of significant change and heightened challenge for social justice movements and the communities they serve. As political, cultural, and philanthropic landscapes continue to shift, the need for nimble, values-driven philanthropic intermediaries that can move resources strategically and stand in deep partnership with movements has never been greater. **Proteus Fund is seeking a President & CEO who will lead the organization in this context with renewed clarity of purpose, deep resolve, and bold stewardship that builds on Proteus Fund's strong foundation and momentum, while evolving to meet the urgency, complexity, and opportunities of the moment and realizing a vision for amplified, enduring impact.**

## About Proteus Fund

Proteus Fund was founded in 1994 by Meg Gage to refine and expand a collaborative funding model that would leverage shared resources and align strategy among multiple funders to drive significant social change and, in the process, transform the philanthropic sector. Over the last thirty years, Proteus Fund has evolved to become a \$60 million



progressive philanthropic organization with a diverse and talented staff of ninety who support twenty-three donor collaboratives, donor advised funds, and fiscally sponsored projects. Proteus Fund also provides critical programmatic support and capacity for partners on the frontlines of the fight for social justice. Current funds include:

- The [Piper Fund](#), which supports grassroots civic engagement and inclusive democracy work;
- The [Rights, Faith & Democracy Collaborative](#), focused on the intersections of religious freedom, queer justice, and gender equity;
- The [RISE Together Fund](#), dedicated to advancing civil rights, inclusion, and equity for Black, African, Arab, Middle Eastern, Muslim, and South Asian (BAMEMSA) communities; and
- The [Solidarity Collaborative](#), which mobilizes philanthropic support for cross-movement racial justice and solidarity efforts.

Over the course of its history, Proteus Fund has managed additional funds that have had transformational impact, including the **Civil Marriage Collaborative**, which played a key role in securing the freedom to marry nationwide, culminating in the 2015 Supreme Court decision affirming this federal constitutional right. Proteus Fund hosts a robust array of **fiscally sponsored projects** and donor-advised funds that align with its mission of advancing justice, equity, and ensuring a fully representative democracy. The organization advances key learning and insights and advocates for **effective philanthropic strategies**, tactics, and practices with the goal of making the sector a more nimble, innovative, and responsive social justice movement partner.

The President & CEO oversees the work of two legally distinct but mission-aligned organizations - the 501(c)(3) Proteus Fund and the 501(c)(4) Proteus Action League (“PAL”). Each entity uses the tools available to it to tackle a broad range of funder

and movement needs in service of social justice goals, while navigating complex compliance, governance, and risk considerations and always in accordance with the federal tax and other laws applicable to each entity. Each entity has its own programmatic priorities, regulatory requirements and compliance mechanisms, and each is governed by its own board of directors.

The President & CEO serves as the enterprise leader for both organizations, with responsibility for the overall vision, strategy, culture, and sustainability of both Proteus Fund and PAL to help ensure mission alignment, and requiring careful time and resource allocation, accounting, and management to maintain the legal and operational separateness of both entities.

Working closely with both boards, staff, funder partners, and community collaborators, the President & CEO must steward a sophisticated dual-entity structure; lead in partnership with highly engaged governance bodies; and ensure strong alignment across mission, operations, compliance, and risk management.

Proteus Fund operates from offices in New York City and the Boston metropolitan area, supported by a talented and diverse staff located throughout the United States. Onsite team members are in the office 2-3 days each week, and the full team is committed to fostering collaboration, camaraderie, and a vibrant, values-driven culture to drive inspiration and impact.

## The Current Moment

Current threats to social justice movements and fundamental building blocks of our democracy are arguably more acute now than they have been at any other point in Proteus Fund's 30-year history. Social justice movement foundations, philanthropic intermediaries, and community leaders are grappling with myriad, overlapping challenges, amplifying the need for strategic collaboration, exceptional coordination, and steadfast mutual support.

It is in this context that Paul Di Donato is now ending his remarkable 10-year tenure as the organization's President & CEO. Under his leadership, Proteus Fund has experienced unprecedented strategic growth, significantly increasing its grantmaking size and impact, while adding many



non-grantmaking tools and approaches to its portfolio. While the stakes are undeniably high, Proteus Fund is poised to meet the demands of this moment. Building on a foundation of strong financial management, a deeply collaborative and inclusive staff culture, a highly engaged board of directors, and a wealth of content expertise, the next President & CEO will be tasked with building on both Proteus Fund and PAL's legacies of success, providing calm and steady leadership in a tumultuous political and cultural context, working alongside the board, staff, other funders, and community collaborators and partners to protect hard-won gains and carve a clear, values-driven path to achieve a shared vision for a better future.

## The Opportunity



The next President & CEO of Proteus Fund will be an experienced, principled, values-driven, and highly resilient leader who is passionate about advancing social justice and transforming philanthropy. They will guide the organization through a time of uncertainty and challenge in our world, building on the considerable legacy and momentum Proteus Fund has achieved to date.

**This is an exceptional opportunity for the right person to step in and lead an organization that plays an essential role in the philanthropic and larger social justice ecosystem at a critical time.** Opportunities for impact in this role are myriad and include the following:

### **Lead at a Pivotal Moment for the Social Justice Ecosystem**

The next Proteus Fund President & CEO has a distinct opportunity to amplify Proteus Fund's role as a steadfast and bold leader among intermediaries advancing social justice at a critical juncture. The current moment calls for a leader who can thoughtfully identify, manage, and mitigate risk and sustain programmatic clarity and a clear stance amid emerging challenges, while remaining firmly anchored in Proteus Fund's core values. The incoming President & CEO will chart a path forward that deepens Proteus Fund's impact and influence, strengthening its position as a model for peer institutions navigating similarly complex and turbulent terrain.

### **Steward and Strengthen a Culture of Excellence and Collaboration**

Proteus Fund has cultivated a deeply committed, engaged, and collaborative staff culture that is central to its effectiveness as an intermediary delivering high-quality, tailored work. The incoming President & CEO will build on this strong foundation by inspiring approximately 50 core staff and approximately 50 fiscally sponsored project staff to work collaboratively, investing in their ongoing strength and cohesion and creating the conditions for people to do their best work and thrive.

### **Deepen Partnerships and Steward Complex Funder Relationships**

Proteus has experienced significant strategic growth in recent years, including revenue expansion and deepened relationships with major funders. The next President & CEO will be expected to develop and oversee successful execution of a robust fundraising strategy designed to meet the moment, cultivating and stewarding complex funder partnerships and positioning Proteus Fund and PAL for continued impact and resilience in a rapidly evolving environment.

Beyond traditional fundraising, the President & CEO will advance Proteus Fund's distinctive practice of "partner-raising," cultivating deep, strategic relationships with other funders as true collaborators in the work. This role calls for a leader who can inspire sustained investment while navigating increasingly complex funder dynamics shaped by heightened sensitivity to the risks and competing demands of the current political environment. The President & CEO will strengthen and expand Proteus Fund's community of committed partners by clearly articulating the organization's unique philanthropic intermediary value, demonstrating impact with rigor and clarity, and building durable trust amid uncertainty.

### **Advance Financial Stewardship and Strategic Clarity**

The President & CEO will join an organization with a strong financial foundation, shaped by the leadership of the Chief Financial Officer and finance team. Building on this base, the President & CEO will bring additional financial perspective to support sound decision-making, deepen shared understanding of risk, and guide thoughtful, strategic choices about resource allocation in service of the mission.

## **Cultivate a Strong Partnership with the Board of Directors**

The President & CEO will steward strong and engaged, independent Proteus Fund and PAL Boards of Directors, each of which is comprised of exceptional philanthropic and community leaders and grounded in mutual trust, transparency, and clear communication. They will facilitate effective governance, strategic focus, and rigorous, mission-centered dialogue and debate.

## **Harness and Expand the Power and Potential of the Proteus Action League (PAL)**

A central priority for the incoming President & CEO will be to chart a bold and innovative course for a multi-entity model that includes Proteus Fund's 501(c)(4) affiliate PAL, articulating and advancing a transformative strategy for its future impact in the social justice and advocacy arena. This moment presents a rare opportunity to amplify the role of an intermediary in the c4 space by advancing a compelling value proposition that engages funders and partners alike, setting a new standard for strategic leadership in this critical domain.

The President & CEO serves as a critical bridge and steward of Proteus Fund's relationship with its sister c4 organization, PAL, ensuring close alignment and effective collaboration between the two entities.

## **Desired Qualifications**

While no one candidate will embody all of the qualifications enumerated below, the ideal candidate will possess many of the following professional and personal abilities, attributes, and experiences:

### **Professional Experience and Education**

- 10-15 years of progressive, senior/executive leadership experience in philanthropic or nonprofit management. A demonstrated track record of increasing responsibility and successful oversight of complex initiatives is required. Candidates without prior CEO/ED experience should demonstrate readiness to lead a \$20M+ organization with substantial staff oversight and board partnership
- Prior experience leading foundation or philanthropic intermediary/infrastructure organizations is preferred

- While deep technical expertise in c4 operations is not required, the President & CEO must bring a strong grasp of the landscape, along with the creativity and credibility to diversify revenue
- No specific degree is required for this role. Relevant experience and demonstrated leadership are more important than formal credentials

### **Visionary Leadership**

- Proven ability to anchor strategic organizational decision-making in core values, especially in complex or uncertain environments
- Demonstrated ability to navigate immediate demands while advancing long-term organizational goals
- Experience identifying and managing risk strategically and effectively
- History of leading with composure, clarity, and confidence while navigating external scrutiny or constraints

### **Exceptional People and Culture Stewardship**

- Proven record of building and sustaining cohesive, collaborative organizational cultures with high levels of staff engagement
- Ability to balance decisiveness with inclusivity, ensuring staff feel heard while maintaining directional clarity
- Track record of retaining and developing high-performing staff and creating environments where diverse talents thrive
- Experience managing boards effectively, fostering strong governance, and building trust

### **Intermediary, Fundraising and Partnership Building Expertise**

- Knowledge of how philanthropic intermediaries work and the distinct role they play in the social justice ecosystem
- Experience navigating multi-faceted funder relationships
- Well-developed approach to partnership building that cultivates deep, sustainable, and values-aligned relationships

- Proven ability to diversify revenue. Experience with c4 fundraising strongly preferred



### Public-Facing Leadership and Credibility

- Experience and comfort serving as a public advocate, spokesperson, and coalition builder
- Track record as a strong connector in the field with a proven ability to identify and build partnerships that serve the field as a whole
- Established reputation/credibility and relationships in both philanthropy and progressive movements

### Communication and Crisis Management

- Demonstrated excellence in communication, with the capacity to manage messaging proactively and strategically, anticipate challenges, and address issues before they escalate
- Ability to build trust and alignment with clarity, transparency, and authenticity among diverse audiences and stakeholders

### Commitment to Justice, Equity, and Movement Building

- Demonstrated commitment to racial, economic, and social justice
- Track record of building diverse teams and creating inclusive organizational cultures that facilitate equity and belonging
- Experience working across lines of difference to advance shared goals
- Understanding of how identity, power, and privilege operate within philanthropic and movement ecosystems

### Vision and Strategy for Multi-Entity Engagement

- Demonstrated understanding of the c3 and c4 landscape, including regulatory considerations and the strategic opportunities to advance mission impact
- Demonstrated ability to collaborate effectively with c4 partners and integrate c4 strategies into a broader theory of change

- Familiarity with political and advocacy dynamics at the federal, state, and local levels, with the capacity to leverage this knowledge to inform strategic decisions

## **Location**

Proteus Fund and PAL headquarters are located in New York City, with offices in the Boston metropolitan area and a talented and diverse staff located throughout the United States. While this is a hybrid role and residency in the New York metropolitan area is not required, the President & CEO will maintain regular on-site presence in the New York office. Occasional travel for meetings, conferences, etc. will be required.

## **Compensation**

The base compensation for this role is \$325,000-\$375,000. This range is based on a variety of factors that include the current market, relevant skill sets and expertise, years of previous/applicable experience, and Proteus Fund's commitment to ensuring pay equity within the organization.

## **Benefits**

Proteus Fund is committed to ensuring that its employees are supported holistically via competitive compensation and benefits and a collaborative, values-aligned work environment and culture. Proteus Fund offers a comprehensive and market-leading benefits package, including a sector-leading retirement plan. Highlights include:

- Medical and dental coverage for employees and eligible dependents, effective on the first day of employment
- Retirement savings plan (401(k)) with an organizational contribution of 10% of annual base compensation
- Three weeks of vacation in the first year and four weeks in subsequent years
- Fifteen sick days and three personal days annually
- Fifteen paid holidays
- Professional development support and growth opportunities
- Life insurance
- Paid family leave, short-term disability, and long-term disability coverage

## Equity at Proteus Fund

*An Equal-Opportunity Employer Committed to Justice, Equity, Diversity, and Inclusion.*

Proteus Fund is steadfast in its commitment to diversity, equity, and inclusion. Proteus Fund does not discriminate against anyone on the basis of race, color, religion or creed, national origin, ancestry, alienage, or citizenship status, genetic information, gender identity or expression, age, marital status, domestic partnership status, caregiver status, familial status, sexual orientation, veteran or military status, disability, neurodiversity, medical condition, height, weight, sex or gender (including pregnancy, childbirth, lactation, and related medical conditions), sexual and reproductive health decisions or decision making (of covered persons or their dependents), domestic violence, sexual violence, or stalking victim status, pre-employment arrest record, or any other characteristic protected by law.

Throughout this document, use of the pronoun “they” is intended to be inclusive of humans who identify as non-binary as well as those of gender expansive identities and experiences.

## Accessibility

Proteus Fund is committed to the full inclusion of all qualified individuals. As part of this commitment, Proteus Fund will ensure that people with disabilities are provided reasonable accommodations. If reasonable accommodation is needed to participate in the job application or interview process, to perform essential job functions, and/or to receive other benefits and privileges of employment, please contact NPAG using the contact information provided below.

## To Apply

More information about the Proteus Fund can be found at: <https://www.proteusfund.org/>.

This search is being led by Ellen LaPointe, Ebony Breaux-Liang, and Andres Marcuse-Gonzalez of [NPAG](#). We invite applications with a resume and cover letter outlining your interest and qualifications via the portal on [NPAG's website](#). Should you have questions, candidate nominations, or if you need assistance or accommodations in the application process, please contact Andres at [Andres@npag.com](mailto:Andres@npag.com).