

Position Profile

***On behalf of our client, The Food Group,
CohenTaylor Executive Search Services
is conducting a retained executive search for its***

Executive Director





Mission:
FIGHTING HUNGER.
NOURISHING OUR COMMUNITY.

FAST FACTS

- Founded in 1976 as the Emergency Foodshelf Network
- Works at the intersection of food access, equity, and nutrition issues related to food and hunger
- In 32 counties in Minnesota and Wisconsin
- Partners with 170 food shelves and meal programs
- Annually, volunteers give over 30,000 hours of their time to the mission of The Food Group
- In 2018, distributed 5.2 million meals to families in need
- The Food Group's farmer education program works with more than 40 farmers each year
- Food is distributed through a network of over 230 partners annually

For more information, visit:
<https://thefoodgroupmn.org/>

The Organization

For more than 40 years, The Food Group has worked to provide good food to those who need it most in the community. They focus on local food access, equity, and nutrition issues related to food and hunger in more than 32 counties in Minnesota and Wisconsin. Their programs include food shelf and meal program support, a healthy and affordable grocery sales program, and a farmer education program for farmers historically underrepresented in farm ownership learning to operate organic farm businesses.

The Food Group works on both ends of the food system from production to distribution. Working towards building a stronger and healthier community for everyone, The Food Group focuses on breaking down barriers to growing good food locally and breaking down barriers to getting good food to those who need it most.

No one person—nor single organization—can address the hunger needs in our communities, so they partner with food shelves, meal programs and other emergency food providers to connect with people in need.

They also seek out innovative ways to provide food where it helps most, in culturally sensitive and nutritionally wholesome ways.

Programs

FOOD SHELF & MEAL PROGRAM SUPPORT

The Food Group partners with 170 food shelves and meal programs to offer distribution of donated food, bulk purchasing, government commodities distribution, nutrition education and resources, capacity building support, and culturally equitable food and resources.



SUPERSHELF is a collaborative project that supports food shelf transformations to provide a welcoming and respectful environment to access healthy food. The Food Group is one of the founding partners of SuperShelf and part of the leadership team. For more information, visit www.supershelfmn.org.



FARE FOR ALL

The Food Group operates a traveling nutritious grocery store, which makes monthly stops at 37 distribution sites across the Twin Cities and greater MN to offer fresh produce and quality meats. This program breaks down barriers for families seeking to stretch their food purchasing power and achieve self-sufficiency by offering discounts up to 30 percent off retail prices.



BIG RIVER FARMS

The Food Group's newest program offers organic and sustainable agriculture education for farmers who have historically been underrepresented in farm ownership, including immigrants, people of color, and refugees. Farmers learn to provide food for themselves and their communities. The program also create market opportunities for the participating farmers, provide educational programming on sustainable agriculture to youth and community members, and host the annual Emerging Farmers Conference.

Core Values

EQUITY

Equity is fundamental to The Food Group's mission to fight hunger and nourish our community. Since 2005, The Food Group has offered food shelf and hunger relief partners culturally specific foods and capacity building resources on cultural competency. With the recognition that ending hunger requires more than providing healthy, culturally appropriate foods, The Food Group's board approved an *Equity Value Statement*, which defines their commitment to address race and class inequities. For the past several years the team of staff has been developing an equity framework and implementing strategies to advance equity both internal and external to the organization.

NUTRITION

The Food Group believes that food, especially nutritious and fresh food, is an essential right. Healthy foods are an important part of a diet that reduces the risk of chronic disease. Individuals on limited budgets tend to have higher rates of diet-related health problems and limited access to healthy foods, especially quality fresh fruits and vegetables. For many people, healthy foods are one of the first items cut when their budgets are tight. To address this issue, The Food Group has a strong focus on nutrition as a core value and all of their programs work to make healthy foods accessible. The Food Group has healthy food guidelines for what foods they will accept and distribute. Their focus on fresh produce includes buying, gleaning, growing, and processing through many partnerships in the community.

THE FOOD GROUP'S WORK IS GUIDED BY THESE VALUES:

1. Food is a basic right for all individuals.
2. Everyone deserves access to healthy food, where they live, that they can get to.
3. Everyone deserves access to foods that are familiar to them and fit their cultural and dietary needs.
4. Working collaboratively with other community organizations drives our mutual success.
5. Operating in a way that supports equity, sustainability and fairness to all builds stronger communities.

The Role

As the leader of an important regional hunger relief program, The Food Group's Executive Director has an incredible opportunity to continue to expand The Food Group's innovative and unique programming to help those most in need. Working with the Board of Directors, the Executive Director provides vision and leadership for the organization, guiding the organization toward new and innovative service models.

The Executive Director is charged with ensuring the organization's vibrancy, growth, innovative achievement, and financial health within a constantly changing environment. The Executive Director will be a visionary leader, setting a clear shared future vision for The Food Group and charting the path forward across all programs.

The new Executive Director will evaluate and advance the three goals of the strategic plan adopted by The Food Group board in 2018. The goals include:

1. Engage in equity and systems-change work to improve the local food system.
2. Strengthen organizational capacity.
3. Boost visibility of the organization's value and impact.

The Executive Director is ultimately responsible for management of 42 current The Food Group employees and will report directly to the board chair, who is part of the 15-member board of directors. There are three direct reports to this position, including:

- Director of Development and Marketing
- Director of Programs and Operations
- HR & Accounting Manager

KEY ACCOUNTABILITIES

The Executive Director of The Food Group is responsible for strategic leadership with both internal and external stakeholders. Specific responsibilities include:

Outreach and External Relations:

- Acts as the voice and face of The Food Group, passionately speaking on behalf of The Food Group's vision, mission, and goals.
- Responsible for identifying, developing, and maintaining strong partnerships with member agencies, policy makers, and public and private sector funders.
- Keeps the board of directors fully informed on the financial health of The Food Group and important factors influencing its programs, staff, and the communities it serves.
- Attracts interest and raises visibility by creatively marketing the activities of The Food Group, its programs, and goals.

Leadership and Staff Development:

- Models leadership behaviors that lead to a collaborative and inclusive workplace culture in an environment respectful of personal well-being and cultural diversity.
- Mentors and encourages staff development and education and assists program staff in relating their specialized work to the total program of the agency.
- Maintains a climate that attracts, keeps, and motivates a diverse staff of top-quality people that also provides opportunities for advancement.

Fundraising and Revenue Development:

- Leads the creation and implementation of program development that will generate additional revenue streams to reinvest in ongoing programs and to reduce the dependence on government grants.
- Develop a comprehensive fundraising strategy that will enable the future growth of the organization.
- Assists in building fundraising networks comprised of key individuals, corporations, and foundations that are interested in supporting TFG's mission and programming.



Administration and Program Development:

- Provide thought leadership, strategic vision, and clarity around The Food Group's future role in solving food insecurity through an equity lens.
- Responsible for shaping an organization that attracts and retains a diverse and highly engaged board of directors.
- Assures that the organization has short and long-range strategies that achieve its mission with consistent and timely progress.
- Provides leadership in developing programs, organizational, and financial plans with the board of directors and staff. Carries out the plans and policies authorized by the board.
- Promotes active and broad participation by staff in all areas of the agency's work.
- Maintains a working knowledge of significant developments and trends in hunger relief programs.

Budget and Finance:

- Ensures the fiscal vitality of the organization through monitoring of budgets, grants, expenses, and capital assets.
- Works with the staff, finance committee, and the board in preparing the annual budget. Reports results against the budget monthly.
- Ensures that adequate funds are available to permit the organization to carry out its work.



Equity Value Statement

Equity is fundamental to our mission to fight hunger and nourish our community. Where we live, how much money we make, or the color of our skin currently influences access to healthy and culturally-appropriate foods. We must address the roots of these inequities so everyone in our community has the opportunity to live their best life. We believe in working with our community and organizations to improve food access and make systemic changes in hunger relief. To do so, we must include equity in all aspects of our work. We invite individuals from different abilities, ethnicities, genders, races, religions, sexual orientations, and socioeconomic backgrounds to take part in and shape our work.

The Ideal Candidate

QUALIFICATIONS

The ideal candidate for the next Executive Director of The Food Group is an experienced and visionary professional who understands how equity impacts economic health disparities and food insecurity and has a passion for providing access to nutritious food to all.

The successful candidate will be a person of integrity and stature in their community with proven leadership experience, an entrepreneurial spirit, exemplary business and/or nonprofit management skills, and a strong commitment to raising the visibility and impact of The Food Group. Fundraising, community relations and partnerships, and board development are all key components of this challenging role.

Minimum Requirements:

- A bachelor's degree is required. A master's degree is preferred
- The ideal candidate will have five to ten years of leadership experience; including nonprofit and/or corporate leadership experience.
- Significant experience in broad external relations is required.

Other essential skills and experience include:

- A proven track record of success as a leader - leading, building, and growing a diverse, cohesive organization through a collaborative leadership style.
- Strong cultural competence: experience building equity, inclusion, and engagement across an organization
- The willingness, presence, and capacity to be The Food Group's face to the public, which includes being an effective communicator, a persuasive influencer, and a good listener.
- Familiarity with and prior participation in implementing fundraising strategies.
- An innovative leader with the ability to bring in new ideas and programs that drive positive organizational results.
- Demonstrated financial management and budgeting abilities - preferably in a nonprofit arena.
- Outstanding leadership, planning, organizational, and management skills.
- Ability to establish and maintain excellent, productive relationships with the board of directors, The Food Group staff, community-based partners, and private and public sector funders.
- Ability to build relationships and work effectively with people from diverse cultures and backgrounds.

**For more information
or to send your
credentials, please email
info@cohentaylor.com**

**All inquiries will remain
confidential.**

Equal Opportunity Employer/Protected Veterans/Individuals with Disabilities

The contractor will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.