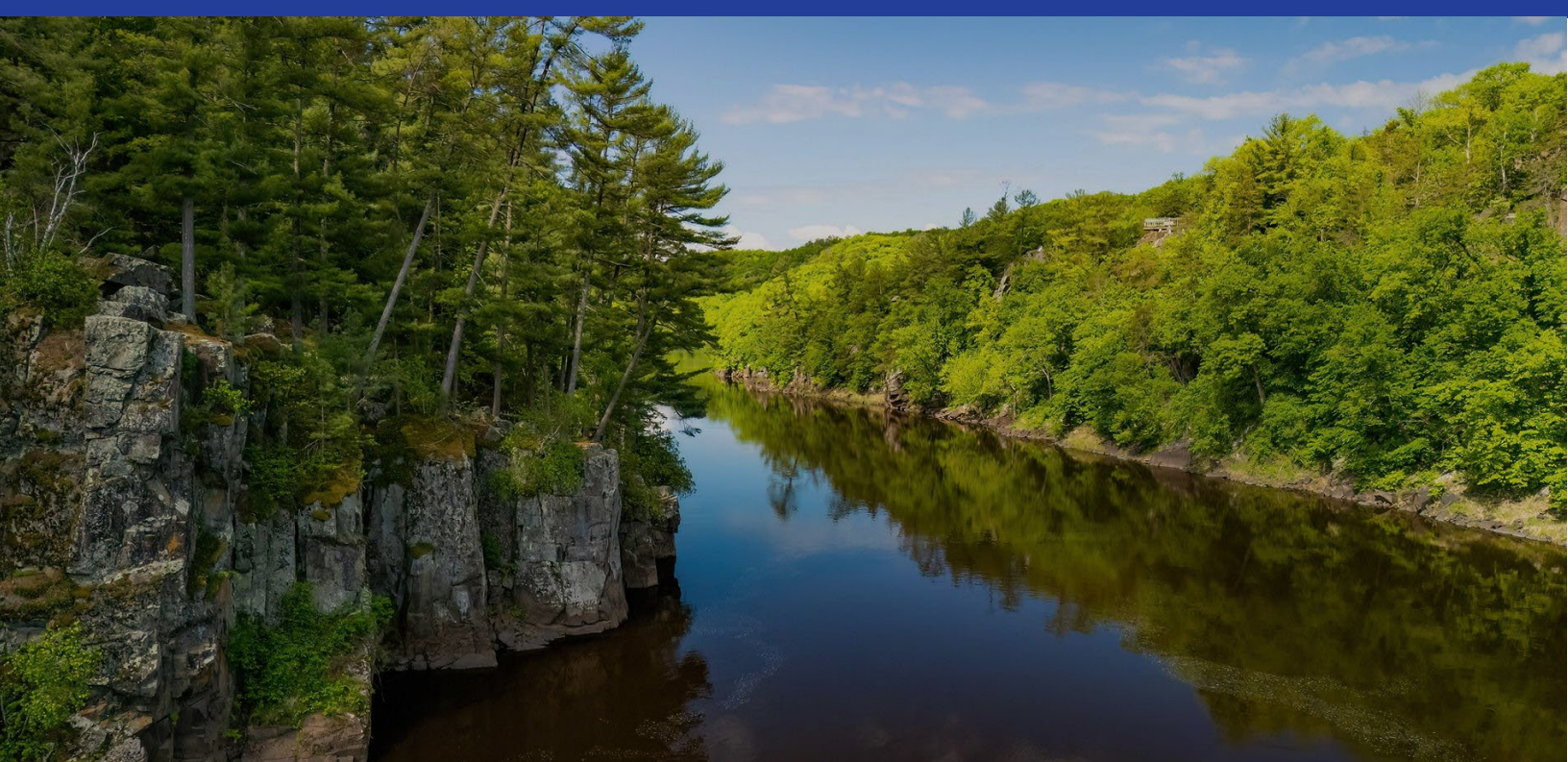


POSITION PROFILE

On behalf of our client,
St. Croix Valley Foundation,
CohenTaylor Executive Search Services
is conducting a retained executive search for its

Vice President, Philanthropy



Generosity Rooted in the Valley. Grown for Good.

The St. Croix Valley Foundation (SCVF) is a community foundation that works both locally and regionally to enhance the quality of life in the St. Croix Valley. Through trusted stewardship, deep local knowledge, and strong regional partnerships, SCVF helps generosity flourish – supporting the people and ideas shaping life in the St. Croix Valley.

SCVF serves a six-county region in Minnesota and Wisconsin bordering the St. Croix River – Chisago and Washington counties in Minnesota, and Burnett, Pierce, Polk, and St. Croix counties in Wisconsin.

Since 1995, SCVF has partnered with donors, professional advisors and local nonprofits to facilitate more than **\$100 million in grants and scholarships** – supporting people, projects, and possibilities across the region and beyond.

SCVF makes it easy for donors to give in ways that have meaningful and lasting impact – whether through strategic regional grantmaking, community-led grants from their local affiliates, grants from donor-advised funds guided by individuals and families, or grants from endowed funds created by or for nonprofits to provide reliable support for their work. Click [here](#) to learn more about the fund types SCVF offers.

Since their founding, SCVF has:

- Grown to **500+** charitable funds and **\$125M+** in assets.
- Facilitated **\$100M+** in grants and scholarships, including **\$5.8M** in 2024.
- Established and partnered with local community affiliates led by volunteers who help guide grantmaking, grow local endowments, and connect donors to opportunities close to home.



Photo Credit: Nancy Klinger

MISSION

To enhance the quality of life in the St. Croix Valley.

VALUES

Trust

We value the trust our partners place in us to manage philanthropic assets with accountability and confidentiality, to engage them in meaningful ways, and to assess and respond to the needs of the St. Croix Valley.

Community

We ground our work in the deep sense of connection people have for the St. Croix Valley, a region of unique communities united by shared values and experiences.

Collaboration

We bring people together to build relationships, increase knowledge and create positive change. We welcome diverse perspectives and experiences, working towards equity in all that we do.

Generosity

We support those wanting to give back to the community – today, tomorrow and forever.

Impact

We strive to ensure that our work – supporting donors, facilitating impactful grants and providing community leadership – truly improves quality of life in the Valley.

FAST FACTS

- Founded in 1995
- Headquartered in Hudson, WI
- Serves six counties bordering the St. Croix River
 - Minnesota: Chisago County, Washington County
 - Wisconsin: Burnett County, Pierce County, Polk County, St. Croix County
- **2024 Impact**
 - **1,000+** grants and scholarships
 - **\$5.8M** grants/scholarship
 - **475** organizations received grants

FOR MORE INFORMATION

- Visit their [website](#) to learn more about St. Croix Valley Foundation's work, impact, and success stories.
- Review their [2024 Annual Report](#) and [Strategic Action Plan](#).
- Subscribe to their [newsletter](#).

Affiliated Community Foundations

SCVF provides support to [affiliated community foundations](#). Each affiliated foundation is led by a volunteer advisory board that promotes the growth of local endowments, identifies local priorities, awards grants that reflect the needs and values of their hometowns, and serves as ambassadors for the SCVF.

Affiliate endowments provide long-term, sustainable support to the nonprofits and causes that make each community in the region unique.

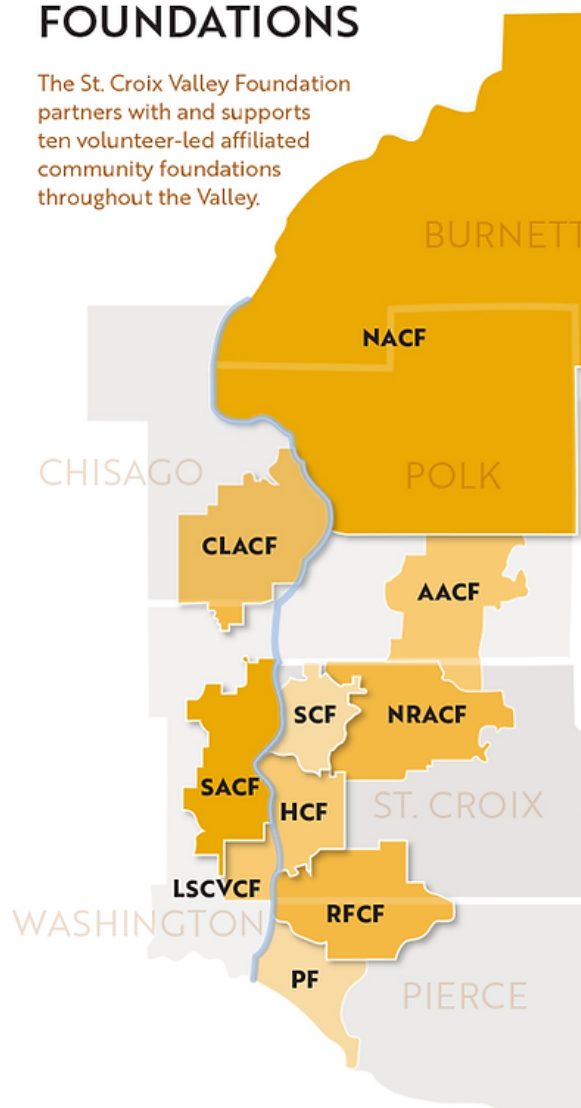


New Richmond Area
Community Foundation



AFFILIATED COMMUNITY FOUNDATIONS

The St. Croix Valley Foundation partners with and supports ten volunteer-led affiliated community foundations throughout the Valley.



ACF
AMERY AREA
COMMUNITY FOUNDATION

CLACF
CHISAGO LAKES AREA
COMMUNITY FOUNDATION

HCF
HUDSON
COMMUNITY FOUNDATION

LSCVCF
LOWER ST. CROIX VALLEY
COMMUNITY FOUNDATION

NRACF
NEW RICHMOND AREA
COMMUNITY FOUNDATION

NACF
NORTHWEST ALLIANCE
COMMUNITY FOUNDATION

PF
PRESCOTT
FOUNDATION

RCF
RIVER FALLS
COMMUNITY FOUNDATION

SCF
SOMERSET
COMMUNITY FOUNDATION

SACF
STILLWATER AREA
COMMUNITY FOUNDATION



The Vice President, Philanthropy Opportunity

SCVF is a highly respected, donor- and community-centered organization with a strong, high performing team, an active strategic plan, and more than \$125M in assets under management. With fresh momentum from recent milestones and the kick-off of a collaborative rebranding process, SCVF is poised for even greater visibility, reach, and impact.

The Vice President, Philanthropy will play a pivotal leadership role in this next chapter – building a legacy society to capture the region’s generational wealth transfer, deepening authentic partnerships across affiliates, and engaging donors, advisors, and nonprofits in meaningful, lasting philanthropy. This is a unique opportunity for a proven leader to inspire philanthropy across stakeholders, elevating collaboration, and expanding outreach, investment, and giving.

WORKING RELATIONSHIPS

The Vice President, Philanthropy reports to the President and CEO. As a member of the Senior Leadership Team, they provide overall leadership to the Philanthropic Services Team, managing and mentoring staff to ensure excellence in philanthropy.

Currently, they have one direct report (Philanthropic Services Associate). They will also provide indirect leadership across the organization, foster a collaborative culture, and help shape SCVF’s future by building and developing the team as growth continues.

KEY RESPONSIBILITIES

Strategic Growth, Vision, & Leadership

Provide leadership for philanthropic services and asset development, guiding strategies to grow endowed assets, advance the mission, and further position SCVF as a leader in community philanthropy.

- Provide leadership for philanthropic services across the St. Croix Valley.
- Develop, implement, and evaluate an integrated asset development plan to grow endowed assets.
- Provide staff leadership and support to the Development Committee.
- Work with staff and board to create and articulate a compelling case for support.
- Maintain knowledge of trends in philanthropy and community foundations.

Philanthropic Services

Build and sustain trusted relationships with prospects, donors, professional advisors, nonprofits, and community partners.

- Work with prospects and donors to understand philanthropic goals and align charitable vehicles. Cultivate and steward major and legacy gifts, coordinating involvement of President and CEO, board, and volunteers as appropriate.
- Build and maintain trusted referral relationships with financial, legal and tax professionals by promoting the charitable vehicles and philanthropic services of the foundation. Develop and provide tools, resources, and education to help these advisors support their clients’ charitable giving, both current and future.
- Serve as a key advisor and support resource for nonprofit organizations interested in creating or growing agency endowments stewarded by the foundation. Develop services, tools, and learning opportunities that help nonprofit leaders understand the long-term value of endowment planning.
- Recruit, train, and manage volunteers to support development work.
- Represent SCVF regionally and beyond as an ambassador.

Operational Excellence & Impact

Ensure best practices in donor services, technology, and compliance; streamline processes that enhance the donor experience; and support governance through effective committee leadership and reporting.

- Perform related administrative duties, including timely contact reports.
- Leverage technology to enhance donor experience and streamline services.
- Provide leadership and oversight of donor-related policies, protocols, and practices to ensure compliance.

The Ideal Candidate

With a passion for SCVF's mission, the ideal candidate is a strategic thinker who can skillfully prioritize tasks, drive results, and ensure organizational goals are achieved with excellence. This leader will demonstrate an unwavering commitment to donor confidentiality while providing superior customer service. Bringing versatility as a leader, facilitator, and collaborator, the candidate thrives in a team environment and actively fosters a culture of trust, collaboration, and shared success. Candidates with strong ties to the SCVF region and/or proven knowledge of local nonprofits will be especially well-positioned to build authentic community connections and advance SCVF's impact.

While no one candidate will possess all criteria below, the ideal candidate demonstrates many of the following professional and personal abilities, attributes, and experiences.

- **Builder & Strategist:** Able to design systems, processes, and scalable philanthropic services.
- **Driver of Legacy Impact:** Deep understanding of legacy giving, planned giving, and estate planning. Brings expertise and experience guiding donors in structuring their giving that aligns with their personal goals and the organization's goals to maximize long-term impact.
- **Strategic Fund Development:** Resourceful, innovative, and creative in building and growing legacy giving, planned giving, and agency endowment funds; able to launch new philanthropic initiatives.
- **Change Leadership & Collaboration:** Balances high expectations with staff capacity; manages affiliate transition with diplomacy and a partnership mindset; strong internal collaborator.
- **Community Engagement & Relationship Building:** Trusted, outward-facing leader who can bring people along, engage affiliates, donors, and partners, and represent SCVF with credibility and gravitas.
- **Balanced Leadership Style:** Combines strategic thinking, execution, and data-driven decision-making with humility, steadiness, and strong communication skills.
- **Committee Leadership:** Activates partners across philanthropy.
- **Educator & Influencer:** Cultivates and deepens relationships with donors, board, affiliates, and professional advisors by educating them on philanthropic strategies that align with SCVF's mission, thereby influencing their engagement and long-term support.



MINIMUM REQUIREMENTS

- **Leadership experience:** 7 – 10 years in progressively senior roles, including leading teams and driving strategy.
- **Legacy giving experience:** Deep experience cultivating and stewarding relationships with major and planned giving donors and their professional advisors.
- **Charitable vehicles experience:** Demonstrated knowledge of and experience with donor-advised funds, wills and trusts, annuities, and direct gifts of unique assets.
- **Foundation/community knowledge:** Familiarity with community foundations, donor-advised funds, private foundations or comparable philanthropic vehicles is highly valued.

Compensation, Benefits, and Location

The expected compensation for this role is \$110,000 – \$130,000. The actual base salary will be determined on a case-by-case basis and may be adjusted based on the following considerations: job-related knowledge and skills, location, and experience. Additionally, SCVF offers a competitive benefit plan. Details on the full comprehensive benefits offered will be provided.

The primary office is in Hudson, WI. This position offers a flexible work schedule, including the ability for some remote work combined with on-site work. The ability to travel within and beyond the SCVF region is required in this role.

St. Croix Valley Foundation has exclusively retained CohenTaylor Executive Search Services to help conduct this search.

For more information, or to submit your resume for consideration, please email: stcroixvalleyfoundation@cohentaylor.com.

Applications will be accepted and reviewed on a rolling basis.
All inquiries will remain confidential.

