

ABUNDANCE

Abundance Director



**A cover letter is not required to apply for this role. Instead, all candidates will provide written answers to the application questions. Your responses will be shared with the hiring managers as well as the hiring committee for this search, so please put forth your best effort. Up to 3 paragraphs maximum per response, please.*

The Abundance Director is the first hire for this newly formed organization.

Location: National, with preference for Chicago. If remote, must be able to travel to Chicago as needed.

Status: Full time

Salary: \$100,000 - \$130,000

Reports to: The Director will benefit from the strategic guidance and oversight provided by the leaders of two of the partner organizations: [Liz Dozier](#), Founder and CEO of Chicago Beyond, and [Sharon Bush](#), President of the Grand Victoria Foundation.

The Director will be supervised on a more recurring basis by 2 senior members of this collaboration: [Steve Moon](#), Director of Elgin Programs, Grand Victoria Foundation and [Shruti Jayaraman](#), Chief Investments Officer at Chicago Beyond.

Director, The Abundance Movement

A partnership of [Chicago Beyond](#), the [Grand Victoria Foundation](#) & the [John D. and Catherine T. MacArthur Foundation](#)

About the Abundance Movement

The disproportionate impact of the COVID-19 pandemic on Black communities coupled with the murder of George Floyd by Minneapolis police officer Derek Chauvin set off a litany of statements from philanthropy expressing solidarity with Black communities. These events and subsequent actions have led to expanded support of racial equity- and racial justice-focused grantmaking and increased funding to Black-led organizations, including within our three organizations. It is not yet clear whether recent efforts will lead to structural and sustained change in how philanthropy is in relationship with Black communities and increased investment in Black-led and Black-serving organizations for the long-term, uplifting freedom for all communities. It is not yet clear whether historically White institutions will contribute to building Black power in abundance, including by ceding power themselves. But it is possible.

Abundance is a movement. It is a movement to free mindsets, dollars, policies and practices to address anti-Blackness and White supremacy culture in philanthropy. Abundance requires distributing wealth differently and transforming philanthropy's traditional power relationships. The goal is to ensure long-term and equitable distribution to Black-led (and centered) organizations.

Abundance is a structural shift. It is how philanthropy moves resources when it really loves Black people. Abundance is the embodiment of "by us, for us" and "nothing about us, without us." What would it feel like if philanthropy celebrated and actually invested in Black Lives, Black Resilience, Black Joy, Black Power? Abundance honors timeless truths of Black life. Practicing Abundance yields greater abundance over time—not just for Black communities, but for all.



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Abundance Director (continued)

About the Role

The Abundance Director is charged with helping create the conditions within the philanthropic world that will increase racial equity and racial-justice focused grantmaking, and dismantle practices, policies and mindsets that stifle Black abundance. The leader of Abundance should be deeply passionate about racial justice and equity and rooted in the abundance of the Black community.

The collaborative seeks a dynamic leader, an emotional strategist who excels at building and strengthening relationships, and fostering trust while calling for accountability. The Director should be a strong communicator who is able to build and maintain a movement that goes against the grain of traditional philanthropy. This leader should have high emotional intelligence, and possess the maturity and insight required to guide people through individual and organizational changes. Given the emergent nature of this work, it will also be important that the leader of Abundance is nimble, comfortable with (and able to create clarity from) ambiguity, and where necessary, able to apply and implement creative solutions through a critical and analytical, yet caring approach.

Responsibilities

- Create and guide an evolving, long-term strategy to build a powerful base of foundations committed to the Abundance Movement, advancing the goal of making a concrete and quantifiable shift in philanthropic investments in Black leadership and liberation nationally
- Develop and maintain meaningful relationships with Abundance Movement supporters, with a strategic focus on continuing to move the conversation and subsequent actions toward greater investments in Black-led and Black-serving work
- Lead design and launch of the “Abundance Action Community” community of practice, equipping participants with the knowledge and skills to shift their foundation’s practice and build movement philanthropy
- Support and help lead communications efforts to increase awareness of Abundance both as a movement as well as a way of changing the conversation about Black-led and Black-centered organizations; leverage this strategy to recruit organizations and address supremacy culture in philanthropy
- Externally represent the Abundance Movement in 1-on-1 and larger recruitment meetings, tracking engagements and timely follow-up
- Serve as an effective public advocate and liaison for the Abundance Movement in press, public events, and more
- Coordinate the Abundance Movement core organizing team in weekly meetings to maintain accountability to individual and team responsibilities
- Manage the Abundance Movement budget, the tracking and analysis of outcomes, as well as the collection of relevant data from initiative participants
- As the sole staffer of the Abundance Movement, manage and oversee all administrative aspects of the role, including the coordination of all Abundance Action Community meeting logistics (speakers, sites, materials, refreshments, etc.)



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Abundance Director (continued)

Requirements

We seek a leader for this role who possess many of the following experiences and skills:

- History of a deep commitment to racial equity and justice, a passion to address anti-Black racism and White supremacy in philanthropy, and an eagerness and ability to coach and develop others in this work
- Demonstrated experience and success in helping lead groups or organizations through change, including changes that disrupt the status quo
- Excellent communications skills, including the ability to effectively shift messaging and tone for various audiences without sacrificing analysis or values, and the ability to influence and motivate others toward a strategic goal or outcomes
- Skilled and strategic project manager that is well organized and able to hold others accountable to a multi-faceted and evolving long-term strategy involving various stakeholders that is executed on both local and national levels.
- Professional maturity to lead this work independently and hold space among a diverse group of stakeholders with unique opportunities and barriers to involvement
- Experience within the philanthropic sector, including knowledge of foundations locally or nationally and insight into how foundations operate in order to be able to identify opportunities and/or threats to the Abundance Movement
- Creative and critical thinker who can bring innovative and impactful tactics to the table to support the cultural shift envisioned by the Abundance Movement
- Reputation as a highly trusted and collaborative teammate, with a commitment to build accountable relationships
- Experience developing and leading a communications strategy, with support from an outside communications consulting firm

About Chicago Beyond, Grand Victoria Foundation and John T. and Catherine D. MacArthur Foundation:

Chicago Beyond is an impact investor that invests in ideas, individuals, and organizations working to ensure all young people have the opportunity to live a free and full life. Because there is no single barrier to equity, Chicago Beyond invests in everything from education, to youth safety, to health and wellness, and beyond. Learn more at chicagobeyond.org.

Grand Victoria Foundation is a private foundation whose mission is to empower communities to ensure Illinois is a great place to live and work. We envision a strong, livable, and equitable Illinois where every resident has an opportunity to thrive. Learn more at grandvictoriafdn.org.

The John D. and Catherine T. MacArthur Foundation supports creative people, effective institutions, and influential networks building a more just, verdant, and peaceful world. MacArthur is placing a few big bets that truly significant progress is possible on some of the world's most pressing social challenges, including advancing global climate solutions, decreasing nuclear risk, promoting local justice reform in the U.S., and reducing corruption in Africa's most populous country, Nigeria. In addition to the MacArthur Fellows Program and the global 100&Change competition, the Foundation continues its historic commitments to the role of journalism in a responsive democracy as well as the vitality of our headquarters city, Chicago. Learn more at macfound.org.

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Abundance Director (continued)

Travel: In a post-COVID world, the Director is expected to travel in-state and out-of-state (30%) in order to meet with new and prospective foundation partners. Due to COVID, most meetings are currently done virtually.

Benefits: The position provides competitive benefits, which include health, dental, and life insurance, a 401K plan with employer-paid matching contribution, generous paid vacation and holidays, and professional development resources.

The employer is an Equal Opportunity Employer and actively invites a diversity of candidates regardless of race, gender, sexual orientation, age, disability, or religion.

To apply, please [click here](#).



Join us.