For nearly forty years, Prosperity Now (formerly the Corporation for Enterprise Development – CFED) has helped make it possible for millions of people throughout the United States, especially people of color and those of limited incomes, to achieve financial security, wealth, and prosperity. The organization stands firmly on the principle that given reasonable opportunity, low-income people will buy homes, create jobs, build assets and enrich their communities.

Prosperity Now advances a unique combination of in-depth research, proven public policies, community engagement, and scalable, practical solutions — all aimed at building wealth for those who need it most, and all undertaken through a lens of racial equity and a priority goal of closing the racial wealth divide. Specifically, Prosperity Now:

- Works with service providers to develop, test and scale proven approaches to building wealth;
- Engages lawmakers at all levels of government to ensure they have both the knowledge and the will needed to advance policies that enable meaningful mobility;
- Conducts cutting-edge research on strategies that provide financial empowerment for low- and moderate-income families;
- Equips advocates with the data and tools they need to fight for a more prosperous economy; and
- Collaborates with like-minded nonprofits and think-tanks across the country to ensure everyone can prosper.

The Prosperity Now Community, a robust network of more than 24,000 practitioners, advocates and researchers across all 50 states and D.C., uniquely grounds the organization in a local reality, even as it seeks to advance national strategies. The network is used to facilitate learning, create connections and inspire action on programs and policies that foster opportunity. Such efforts address a wide range of issues, including: consumer protections, equity in the tax code, increasing affordable housing and removing barriers to saving and building wealth.

Based in Washington, DC, Prosperity Now has a staff of 85 and an annual budget of $14 million.
THE POSITION

Prosperity Now is looking for a strategically oriented leader capable of guiding a dynamic, multi-faceted institution to its next level of growth and/or impact. While preserving the organization’s leadership around issues of wealth building and economic empowerment, the President will bring new ideas to Prosperity Now’s mission and core values so that both internal and external stakeholders can galvanize around unified priorities and goals.

Mindful of institutional continuity, the President will provide a vision for moving the organization to fulfilling its highest and best role in a rapidly shifting political and social environment. She/He will need to refine and retool Prosperity Now’s strategic framework and project portfolio, in order to keep the organization’s work relevant, innovative and offering real solutions to the country’s most pressing economic problems.

The President will direct a robust institution – its programs, operations and staff. Reporting to the Board, and partnering with a strong leadership team, she/he will ensure that the organization is fiscally and operationally sound. Additionally, as Prosperity Now’s chief advocate and fundraiser, the President will continue to identify and engage both individual and institutional partners to help develop resources to further Prosperity Now’s bold agenda.

During the President’s first year, it is important that she/he:

- Work to thoroughly understand Prosperity Now—its mission and values, history, culture, body of work, partners and stakeholders, operations, and potential;
- Gain the confidence of Prosperity Now’s board and staff, forging relationships of trust and cooperation that continue to bring forth their best efforts and talents;
- Connect with the Prosperity Now Community, instilling confidence and excitement in the leadership transition; Continue to facilitate learning and action across this growing Community;
- Assess the entire Prosperity Now structure – ensuring that staff are well-positioned, operations are efficient, and programs are mission-aligned;
- Complete the deep institution-wide exploration currently underway on what racial equity means both for Prosperity Now’s internal culture, and also as a lens for its external work.
KEY RESPONSIBILITIES

Additionally, it is expected that the President will:

Vision and Strategic Planning

- Tackle fundamental identity questions, critically assessing the value of Prosperity Now’s primary strategies – research, public policy, community practice, and private market interventions. Identify and grow the powerhouse program(s) that will advance Prosperity Now from the margins of many critical issues to the center of truly transformative change;
- Refine the recently completed “Theory of Change.” Working with staff, ensure alignment with the plan’s stated goals and with Prosperity Now’s actual programs and organizational capacity;
- Lead Prosperity Now through a comprehensive strategic planning process (likely to commence during the 2020 fiscal year);
- Develop and operationalize objective metrics for evaluating Prosperity Now’s success and measuring its impact;
- Preserve the institution’s stature as an important convener and trusted partner;
- Continue to build, assess and strategically leverage Prosperity Now’s partnerships with large-scale private sector entities, developing products, platforms and services that benefit consumers, the marketplace, and Prosperity Now;

Organizational Development and General Management

- Codify and advance culture, grounded in diversity, equity, and inclusion that supports the agency and productivity of all staff;
- Supervise a highly-skilled professional team; inspire a spirit of collaboration and cohesion; Provide meaningful opportunities for staff development and growth;
- Maintain Prosperity Now’s infrastructure – its human resources, operations, facility management, financial systems, information technology systems, processes and procedures, and make necessary improvements for optimal efficiency;
- Oversee all financial systems, including budgetary processes, audits, cash flow management and financial analysis; ensure that sound financial structures are in place and that reporting systems are accurate;
- Continue to engage and build the Prosperity Now Network – at the local, state, and national levels;
Resource Development

- Conduct a deep assessment of Prosperity Now’s current business and financial models;
- Cultivate and maintain solid relationships with Prosperity Now’s lead donors to encourage ongoing support; assure that Prosperity Now’s funding base is robust and diverse;
- In partnership with appropriate staff and board, begin to develop new revenue models (with an eye towards earned revenue) aimed at ensuring long-term financial sustainability;

Communications and External Relations

- Serve as a highly visible national thought-leader and advocate around issues central to Prosperity Now and its mission;
- Working in partnership with the senior staff, maintain a broad communications framework for Prosperity Now, with clear objectives and resource requirements, including the strategic use of publications, media-relations, and the proactive integration of appropriate technological strategies;

Board Relations and Governance

- In partnership with the Board’s Chair help to identify new Board members whose talents, interests and commitment will further Prosperity Now’s mission and expand support;
- Working with the Chair and Executive Committee, structure meetings, committees and retreats of the Board, as appropriate;
- Support the Board Chair in encouraging all Board members to participate actively; facilitate Board involvement in activities important to Prosperity Now beyond the Board room;
- Partnering with the Board, develop and monitor standards of performance and principles for the conduct of Prosperity Now’s work;
- Keep the Board advised of the activities and financial position of the organization; provide the Board sufficient and high-quality information for making sound policy decisions. Act as a liaison between staff and Board.
IDEAL EXPERIENCE

Ideally, the President should have:

- An expansive background in one or more fields supporting financial empowerment and wealth building for low income individuals and/or families, including, but not limited to: savings and asset building, consumer finance, consumer protection, consumer affairs, housing, community development, economic development;

- An adaptive ability to understand the implications of changes at the intersection of these and other issue areas and where new ideas might emerge for the field;

- Experience leading and managing an entity of a scale, function, and/or complexity similar to that of Prosperity Now, with commensurate fiscal responsibility – in the nonprofit, private or public sector;

- A demonstrated commitment to racial equity and social justice; a real competency dealing with issues of race at the intersection of a range of justice, societal, political and economic dynamics;

- Demonstrated ability to influence at both the national and local levels, with current networks and credibility with a range of leaders, thinkers and advocates in relevant fields. An understanding of the Federal government, but with reach in the broader state and local government, corporate and nonprofit sectors;

- Ability to work effectively with and gain the respect and support of highly-accomplished staff, board and stakeholders from a wide array of backgrounds and political perspectives; Strong organizational, analytical and strategic planning skills;

- Working knowledge of relevant legislation and regulations, ideally at the federal level and in multiple states and/or regions; Experience in a sophisticated policy, political, or advocacy environment considered a plus;

- Successful fundraising experience, including developing and framing projects to appeal to a broad range of potential partners – institutional and individual; strong political, social corporate and foundation contacts considered a plus;

- Experience as a strong spokesperson with a range of constituents, including media; strong written and oral communications skills;

- Relevant lived experiences that provide a compelling context for this leadership experience.
PERSONAL CHARACTERISTICS

The successful candidate should be:

- Personally committed to challenging equity in the US, and making a real difference;

- A strategic and entrepreneurial thinker who is able to think in interdisciplinary ways, conceptualize new ideas and anticipate and act on events which may create opportunities for Prosperity Now;

- A decisive and unifying leader; able to inspire a collaborative of passionate strivers;

- Able to develop a sense of team spirit and common purpose; maintaining an environment where mutual respect, collegiality and diversity are valued;

- A thoughtful, persuasive negotiator; open and responsive to the ideas of others; able to prioritize and balance competing interests, and build consensus from disparate viewpoints;

- Politically sophisticated, able to navigate both Democratic and Republican circles at local, state, and national levels;

- Authentic, transparent and self-possessed; one who shares information readily, listens well, and is used to seeing and grappling with nuanced issues;

- Emotionally intelligent, with great empathy, humanity, and absolute integrity;

- Able to be located in, or around, Washington, DC.

Equal employment opportunity and having a diverse staff are fundamental principles at Prosperity Now where employment and promotional opportunities are based upon individual capabilities and qualifications without regard to race, color, religion, gender, pregnancy, sexual orientation/preference, age, national origin, marital status, citizenship, disability, veteran status or any other protected characteristic as established under law.

To apply for this position, please forward a resume, as well as a substantive cover letter outlining your interests and qualifications via e-mail to:

Sandi Haynes
Executive Search Consultant
SandiHaynes@aol.com