POSITION PROFILE
Surdna Foundation
Director, Andrus Family Fund
New York, NY
ABOUT THE SURDNA FOUNDATION

Created by John E. Andrus in 1917, the Surdna Foundation has assets of approximately $1.3 billion and an annual grantmaking budget of $50+ million. The Foundation has a staff of 25, based in its Midtown Manhattan offices. Governed by a Board of Directors that includes fifth-generation family members, the longstanding values of the Andrus family – practicality, modesty, excellence, and an appreciation for serving those in need – underlie all the Surdna Foundation’s work. The Surdna Foundation seeks to foster just and sustainable communities in the United States – communities guided by principles of social justice and distinguished by healthy and sustainable environments, inclusive economies, and thriving cultures.

In January 2000, the Surdna Foundation Board launched the Andrus Family Philanthropy Program (AFPP) to engage a network of nearly 500 Andrus family members from eight family branches in philanthropy and public service. The Andrus Family Fund (AFF) was the first program to be established under AFPP and was designed to give Andrus family members between the ages of 25 and 45 an opportunity to learn about and participate in the philanthropy sector. (The others are the Board Experiential Training program and the Andrus Youth Service Program.)

For more information on the Surdna Foundation, please visit here.
ABOUT THE ANDRUS FAMILY FUND

AFF’s vision, mission, and approach are as follows:

VISION

The Andrus Family Fund supports the self-determination, power, and liberation of Black, Brown, Asian Pacific Islander, and Indigenous youth impacted by youth justice, child welfare, and other disruptive systems.

MISSION

The Andrus Family Fund envisions a just society in which Black, Brown, Asian Pacific Islander, Indigenous, queer and disabled youth are centered, powerful, thriving, and live in compassionate, empowered, and supportive communities.

APPROACH

*Investing in Youth Often Pushed to the Margins to Build Power*

AFF’s primary partners in advancing its mission are organizations led by directly impacted youth who are Black, Indigenous, People of Color, Asian Pacific Islander, LGBTQIA, queer, disabled and undocumented—those youth often pushed to the margins. AFF invests in their power building and supports them to advance the alternative systems and policy changes needed to bring about a more just society. AFF is committed to moving money to BIPOC-led organizations that have historically gotten the short end of the stick from philanthropy.

The AFF Board currently meets three weekends per year, with additional conference calls to conduct board business, including committee work, funder organizing, and learning activities. AFF board members are elected for up to two four-year terms. Every other year, AFF convenes its grantees for a conference to consider the impact of AFF grants and share best practices across the fields of interest. Board members are encouraged to attend these grantee conferences and other learning conferences per their availability.

For more information on The Andrus Family Fund, please click here.
THE OPPORTUNITY

AFF is the largest program of the AFPP and operates as a fund within the Surdna Foundation that has an annual grantmaking budget of just over 4 million dollars. Today, eight Andrus family members and six non-family community members serve on the AFF Board, which works with AFF staff to jointly develop strategy for grantmaking and field leadership, set priorities, and recommend grant decisions. After nearly two decades of grantmaking and leadership, it has earned a prominent reputation as a critical funder in the youth empowerment field. As AFF deepens its strategic focus on the abolition of youth criminalization, incarceration, and child welfare systems, and support for youth-led organizing, policy change, movement infrastructure, and capacity building, it seeks a Director with a strong understanding of Black, Indigenous, and people of color-led racial justice, youth organizing, policy, and capacity building organizations to refine the final strategic focus and plan for implementation across its grantmaking, resource organizing, and capacity building work.
ANDRUS FAMILY FUND: REFRESHED STRATEGY

In 2021, AFF launched a strategic planning process to revisit strategies for expanding opportunity for young people in the child welfare and youth justice systems. The refreshed theory of change comes after the organization sharpened their programmatic focus on racial justice in 2018. The political landscape has also shifted dramatically, including an environment that has emboldened white supremacists, a global pandemic that has disproportionally impacted the communities AFF supports, and widespread racial justice uprisings that have propelled issues of race and power into the national discourse.

The framework for the new strategy includes:

- Recommitting to a focus on youth impacted by youth justice and child welfare systems.
- Claiming abolition of these systems as a primary goal, including deepening support for the alternatives and lifting up innovation and experimentation.
- Adopting a power-building approach to all aspects of internal and external work and evolving beyond “youth engagement” to embrace “youth leadership.”
- Prioritizing grassroots organizing and advocacy led by Black, Brown, Indigenous, and AAPI youth impacted by disruptive systems, including LGBTQIA, disabled, and undocumented youth.
- Focusing capacity building strategies primarily on building movement infrastructure and strengthening the field of organizing and advocacy led by youth directly impacted by disruptive systems.
- Developing a funder organizing strategy geared towards driving more resources to abolitionist youth organizing, including a learning agenda to help funders and field deepen AFF’s collective understanding of how best to support youth-led abolitionist organizing.
- Responsibly winding down grants that do not align with the new framework (e.g., direct service, workforce development grants, and mindfulness training).
CANDIDATE PROFILE

The Director of AFF reports to the President of the Surdna Foundation and also works closely with the AFF Board and the Surdna Board of Directors. The Director supervises a Program Officer and a Program Associate.

The Director’s responsibilities include, but are not limited to, the following:

- Providing focused, imaginative leadership to ensure that AFF continues its innovative grantmaking.
- Serving as a member of Surdna’s Leadership Team and collaborating on projects with Surdna staff.
- Working with the AFF Board to develop, adapt, and implement grantmaking strategies in close partnership with the Movement Partner Advisory Council made up of grantee partners.
- Ensuring that AFF Board members are exposed to emerging issues, innovative ideas, and best practices in philanthropy and nonprofit governance and management.
- Structuring and managing the work of the AFF Board, including providing board members with the necessary information to make sound decisions.
- Developing ways to engage AFF Board members in AFF’s program work.
- Strengthening AFF’s ability to measure, assess, and learn from the results of its work and that of its grantees.
- Building and reinforcing relationships and channels of communication between the AFF and Surdna boards and staff, and creating ample opportunities for shared learning.
- Working closely with the Surdna Board’s Andrus Family Philanthropy Program Committee and Surdna’s Program Officer for Philanthropy, which oversee AFPP.
- Exercising sound managerial, fiscal, and administrative judgment, consistent with the Surdna Foundation’s values, policies, and ethical standards.
- Collaboratively leading a team comprised of a program officer, program associate, and various consultants.
- Organizing philanthropy and exercising leadership within the sector by steering funder affinity group committees and other cross-foundation grantmaking initiatives.
QUALIFICATIONS AND EXPERIENCES

The successful candidate will be able to demonstrate a commitment to AFF’s and Surdna’s values, missions, and goals, and will embrace the values of the Andrus family, including deep integrity and respect for others, honesty, courage, modesty, compassion, pragmatism, and high standards of excellence.

While it’s understood that no one candidate will bring every desired skill or characteristic, the overview below is representative of the competencies, knowledge, and experience the Foundation is seeking in the Director role.

- Demonstrated commitment to social justice, through personal and/or professional activities;
- Ideally, a minimum of 10 years of experience and a proven track record of providing strategic leadership and effective management to achieve social change, with some a portion of that experience in the philanthropic and/or nonprofit sectors, public policy, community organizing, and/or movement building.
- An appreciation for the Andrus family’s role in its philanthropic efforts, and an understanding of AFF’s important role within the family philanthropy and social justice fields.
- Experience reporting to or working closely with a governing or advisory board.
- Impeccable integrity, honesty, and ethical standards.
- A willingness to challenge conventional thinking.
- A reputation for effective collaboration, the ability to bridge across divides, good listening, and a consultative approach to decision making and problem solving.
- A record of successful staff hiring, development, and retention.
- Solid skills and experience in administration, financial management, budgeting, and planning.
- Deep expertise, intellectual curiosity, and excellent analytic skills.
- A strong sense of pragmatism and professionalism.
- Outstanding written and oral communication skills, including experience with social media
- Ability to work well with various stakeholders, including several generations of Andrus family members, partners from different sectors, people with dissimilar viewpoints, and individuals and communities that reflect diversity in terms of race, ethnicity, class, gender, sexual orientation, and geography.
- Deep respect for the role of grantees as partners, and a willingness to become actively engaged in facilitating their success.
COMPENSATION & LOCATION

The salary for the Director will be $200,000. The Director will be within reasonable commuting distance to the Foundation’s office in New York City. Currently the Foundation is working remotely, with the office open for those who need it, and expects to move into a hybrid schedule while remaining flexible and responsive to changing conditions.

Surdna provides an excellent benefits package that includes comprehensive coverage. Benefits include 100% employer-funded medical, dental and vision coverage, paid holidays, sick days, life insurance and long and short-term disability. Additionally, Surdna offers a retirement plan with an overall employer contribution of 12% per annum of gross salary.

CONTACT

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Molly Brennan of Koya Partners has been exclusively retained for this search. To express interest in this role please submit your materials here. All inquiries and discussions will be considered strictly confidential.

Koya Partners is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email NonprofitSearchOps@divsearch.com. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

Surdna Foundation is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQIA+ applicants.

About Koya Partners

Koya Partners, a part of Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—The Right Person in the Right Place Can Change the World—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

For more information about Koya Partners, visit koyapartners.com.