



## Position Guide

# EXECUTIVE DIRECTOR

### ABOUT MINNESOTA CATALYST ALLIANCE

Minnesota Catalyst Alliance (MCA), formerly known as Catalyst Coalition, is a collaborative network of eight BIPOC-led Community Development Financial Institutions (CDFIs) across Minnesota. Founded in 2016 and fiscally sponsored by the Latino Economic Development Center (LEDC), MCA exists to serve and strengthen its member organizations—not by providing direct service to communities, but by building the collective capacity, visibility, and influence of BIPOC-led CDFIs across the state.

MCA was founded in response to persistent systemic barriers that limit access to capital, influence, and opportunity for communities of color and the institutions that serve them. By working together, MCA's member organizations are building collective power to advocate for resources, influence policy, and expand access to capital and funding for BIPOC-led institutions. MCA is committed to collaborating with member partners to **build capacity, pool capital, and align strategically** with partners.

As the only statewide BIPOC CDFI coalition in Minnesota, MCA represents a powerful force for advocacy, systems change, and cross-sector collaboration. The alliance has grown steadily over the past eight years and is now backed by a strong foundation of support from key funders including the Bush Foundation and the JPMorgan Chase Foundation. With sustainable funding in place through August 2026, MCA is poised to enter its next chapter of growth—one defined by deeper collaboration, stronger programming, and increased impact.

As MCA looks ahead, the coalition envisions becoming a statewide and national model for collaboration among BIPOC-led CDFIs. In 2024, MCA worked with consultants to develop a strategic programmatic framework to guide its next phase of growth. With a solid foundation and a committed Board of Directors made up of its member CDFI leaders, MCA is now poised to hire its inaugural Executive Director to lead the organization into its next chapter to build on this momentum, operationalize its mission, and drive long-term impact across the CDFI field. In the next three years, MCA aims to:



### MISSION

To increase the quantity and quality of support available to BIPOC-owned businesses in Minnesota. Since our inception, we have worked tirelessly to strengthen the ecosystem of support for BIPOC entrepreneurs.



- Expand organizational capacity and skillsets to better serve its members;
- Develop new programming that reflects the evolving needs of member organizations and removes systemic barriers to accessing federal resources such as the Capital Magnet Fund;
- Strengthen relationships with elected officials, government agencies, funders, and peer organizations to become a “go-to” resource and thought leader in Minnesota and beyond;
- Identify gaps in the CDFI ecosystem—both within the coalition and more broadly—to ensure inclusive representation and amplify underrepresented voices;
- Serve as a statewide knowledge hub, studying trends across the national CDFI and economic development landscape to inform and uplift the work of BIPOC-led CDFIs in Minnesota.

## KEY FACTS

- 1 Staff Member (ED)
- 8 CDFI Members
- 8-Member Board of Directors
- Primary Funders:
  - Bush Foundation
  - JP Morgan

Read more about Minnesota Catalyst Alliance [here](#).

## Location

Home to a strong network of community development organizations, philanthropic partners, mission-driven financial institutions, and policy advocates, the Twin Cities offers a rich ecosystem for equity-focused leaders to make lasting impact.

Minnesota Catalyst Alliance is rooted in this thriving environment, one that has long been a leader in social innovation and economic justice work. The region is home to a high concentration of CDFIs, mission-driven funders, and forward-thinking public institutions that prioritize racial equity and community-led solutions.

With a population of over three million, the Twin Cities boasts a nationally recognized arts and culture scene, a strong economy, beautiful natural amenities, and a high quality of life. The region is known for its expansive park systems, lakes, and bike trails, as well as its vibrant BIPOC communities who are leading movements in racial equity, entrepreneurship, and cultural preservation.

For candidates outside of Minnesota, this is a unique opportunity to lead a mission-aligned coalition in a place that values collaboration, equity, and innovation. For those within the region, it is a chance to deepen your impact locally while helping to elevate the voice and visibility of BIPOC-led CDFIs across the state and beyond.

## Guiding Principles

### Common Good

We prioritize the common good and effectiveness of Minnesota’s BIPOC business development sector, using a collaborative ecosystem-building approach.

### Comprehensive Solutions

We pursue comprehensive and sustainable solutions that leverage the resources of all member organizations, ensuring long-term success.

### Collaborative Relationships

We prioritize nurturing and maintaining collaborative relationships, recognizing the value of shared leadership and responsibility.



### **Informed Decision-Making**

We rely on informed deliberations, data, evaluations, and evidence to guide our decision-making process, ensuring clarity of purpose and goals.

### **Ensured Capacity Building**

We support each unique member organization in building the capacity required for ecosystem work, ensuring that all collaborating organizations benefit from our collective efforts.

### **Stakeholder-Driven Decisions**

We consider it essential to account for the needs and perspectives of our diverse ecosystem of stakeholders when developing strategies and making choices.

## **THE POSITION**

Minnesota Catalyst Coalition seeks a dynamic, strategic, and collaborative Executive Director to serve as the organization's inaugural leader. This is a unique opportunity to shape a new and growing organization, lead with vision and clarity, and build a sustainable model for collective advocacy, capacity building, and racial equity in the community finance ecosystem across the Twin Cities and state of Minnesota.

The Executive Director will be the public face of MCA, responsible for building the organization's infrastructure, cultivating relationships with philanthropic, public, and private stakeholders, and advancing the goals and priorities of its eight member CDFIs. As a skilled relationship builder and values-driven leader, the Executive Director will foster a culture of trust, communication, and shared purpose among MCA's member organizations—working to amplify their impact individually and collectively.

The ideal candidate is entrepreneurial and self-directed, with a deep commitment to racial equity and a strong understanding of community development finance. They are an experienced fundraiser and systems thinker who brings experience and cultural competency in working with and alongside BIPOC communities. This leader will be energized by the opportunity to lead a collaborative effort and will have the confidence, humility, and political savvy to navigate diverse interests and drive meaningful change.

## **MAJOR OBJECTIVES**

Within the first 12 to 18 months, the Executive Director will achieve the following major objectives:

- **Build Organizational Infrastructure:** Finalize MCA's 501(c)(3) status; establish internal systems, policies, and staffing models; lead organizational planning and compliance.
- **Strengthen Collaboration:** Cultivate strong relationships with each member CDFI; build a spirit of collaboration and trust among partners; facilitate cross-organizational alignment and shared initiatives.
- **Fundraising and Sustainability:** Develop and implement a revenue generation strategy, including securing foundation support, individual giving, and grants (non-debt funding). Lead efforts to secure multi-year financial support.
- **Program Implementation:** Refine and operationalize MCA's initial programmatic framework, focused on advocacy, research, capacity building, and network support.
- **Strategic Visioning:** Conduct a SWOT analysis and establish a three-year strategic plan, including a one-year board-approved work plan within the first month.
- **External Relationships:** Serve as MCA's primary spokesperson; represent the coalition to local, state, and national partners; deepen relationships with government officials, funders, and peer organizations across the country.



## RESPONSIBILITIES

The Executive Director will have the following responsibilities:

### Organizational Leadership

- Provide overall strategic and operational leadership as MCA's inaugural Executive Director, reporting directly to the Board of Directors.
- Establish the internal infrastructure and systems needed to support growth, sustainability, and transparency.
- Lead the process to finalize MCA's 501(c)(3) status in partnership with legal counsel.
- Develop and manage annual work plans, strategic plans, and operational budgets, ensuring alignment with Board priorities and MCA goals.
- Build and maintain strong, consistent communication with the Board Chair and Board of Directors, including regular progress updates and engagement on key decisions.
- Design and oversee a future staffing model to support programmatic growth and operational needs.
- Ensure that MCA's guiding principles are reflected in internal practices, partnerships, and external engagements.
- Represent the organization publicly and cultivate a visible, credible presence across the Twin Cities, Minnesota, and nationally.

### Fundraising & Resource Development

- Lead the development and execution of MCA's fundraising strategy.
- Cultivate relationships with institutional funders, individual donors, corporate partners, and government agencies.
- Secure revenue to sustain MCA's operations and fund its core programs.

### Partnership & Network Building

- Build strong, trust-based relationships with each member CDFI and create shared value across the network.
- Serve as a convener of member organizations, facilitating connection, communication, and alignment.
- Represent MCA in broader coalitions, with elected officials, in advocacy settings, and with peer organizations.







- Over time, strategically grow membership of local CDFIs that add value and align with MCA's mission, scope, and overall work.
- Network and build relationships with similar organizations across the country, learn and share industry leading practices, develop thought leadership and grow MCA's visibility.

## CONNECT



<https://catalystcoalitionmn.org/>

## Strategic Communications & Advocacy

- Serve as a compelling spokesperson and representative for MCA's mission and priorities.
- Lead public policy efforts and advocacy in alignment with member interests.
- Advance visibility and influence for BIPOC-led CDFIs locally and nationally.

## QUALIFICATIONS

The ideal candidate will be an entrepreneurial, mission-driven leader who brings both vision and execution to the role. The strongest candidates will possess a combination of the following:

- **Demonstrated commitment to racial equity and economic justice**, with a strong alignment to MCA's mission of uplifting BIPOC-led CDFIs and addressing systemic barriers to access and capital. Experience leading environmental justice issues is an advantage.
- **Proven leadership experience in a Community Development Financial Institution (CDFI)** is strongly preferred, with a deep understanding of the CDFI sector, capital access challenges, and the broader community development finance landscape.
- **Experience fundraising from diverse sources**, including foundations, public sector entities, and individual donors. Ability to build a long-term revenue generation strategy is essential.
- **Exceptional relationship-building skills**, with the ability to develop trust, communicate clearly, and navigate complex dynamics across a wide range of stakeholders including coalition members, funders, elected officials, and community leaders.
- **Cultural fluency and lived experience** in BIPOC communities or strong depth of cultural competency; ability to lead with confidence, humility, authenticity, and inclusion.
- **Collaborative leadership style**, with the emotional intelligence and facilitation skills needed to engage and unify diverse member organizations, stakeholders, and partners.
- **Strong communication skills**, including the ability to serve as a compelling spokesperson, synthesize complex information, and maintain open, transparent dialogue with board members and partners.
- **Strategic thinker and systems-level thinker**, with the ability to set a vision, translate ideas into action, and manage organizational growth with limited infrastructure.
- **Entrepreneurial and self-motivated**, with the confidence to lead independently and the humility to learn, ask questions, and adapt in a fast-evolving context.
- **Experience with or exposure to policy and advocacy** is a plus, particularly with local, state, or federal government. Existing relationships in Minnesota's policy or philanthropic sectors are an asset.
- **Strong management and organizational development skills**, including the ability to set priorities, manage budgets, and build systems that support long-term sustainability.
- **Residence in or relocation to the Twin Cities metro area** is required for this role. While the position allows for some



flexibility, the Executive Director must be embedded in the local ecosystem and present for in-person relationship building and representation.

- Experience or demonstrated interest in environmental justice and climate-related funding opportunities is an advantage. Understanding the intersection of racial equity, economic development, and environmental sustainability will strengthen MCA’s ability to shape inclusive, forward-looking programming.
- A bachelor’s degree is preferred but not required. MCA values experience, wisdom, and leadership that may come from nontraditional pathways.

### COMPENSATION & BENEFITS

The salary range for this position is \$125,000 - \$150,000, commensurate with experience. This is a contractual position, and MCA is offering up to \$14,000 as a stipend to support the Executive Director in securing their own benefits and insurance coverage. MCA is also open to considering a performance-based incentive bonus tied to key organizational milestones.

While the candidate must be located in or willing to relocate to Minnesota, MCA supports a hybrid work arrangement. There is a preference for candidates based in or with deep connections to the Twin Cities region.

This role will initially be structured as a contract position while the Executive Director leads the process of establishing MCA’s 501(c)(3) status. Upon successful determination of nonprofit status, there is an opportunity to transition into a permanent, salaried leadership role.

### APPLICATION

MCA has retained Campbell & Company to conduct this search. The team for this project includes:



**SARAH BERAKI**  
Vice President



**JOEY SCHEIBER**  
Senior Consultant

[APPLY NOW >](#)





Use the button above or visit [www.campbellcompany.com](http://www.campbellcompany.com) to learn more about this opportunity

## EQUAL EMPLOYMENT OPPORTUNITY

MCA is deeply committed to equity and inclusion, and welcomes candidates from all backgrounds to help build a stronger, more equitable Minnesota.

*If you need reasonable accommodation during our application, hiring, or onboarding processes, please contact Joey Scheiber. Upon hire, all reasonable accommodation requests are handled by the MCA team.*



Drawing on our deep expertise in environmental/conservation, human services, arts and culture, education, healthcare, and association/membership organizations, **Campbell & Company offers a high-touch, human-centered executive search experience for clients and candidates.** We recruit from our extensive national networks leveraging the relationships and reach of our entire firm, which for 47 years has partnered with organizations across the nonprofit sector to advance their missions and deepen their impact.

We are proud to be the executive search firm of choice for hundreds of nonprofit organizations. Campbell & Company has been listed four times as one of the country's **best executive search firms** by *Forbes Magazine* and named one of Women of Color in Fundraising and Philanthropy (WOC)'s **Top 10 search firms for placing extraordinary leaders of color** for three consecutive years. Crain's Chicago recently named us one of **Chicago's Best Places to Work**; *Seattle Business Magazine* also named us one of **Washington's Best Companies to Work For**.

As members of this employee-owned firm, everyone at Campbell & Company has a personal stake in the success of each client. Through our culture driven by **belonging, collaboration, curiosity, and rigor**, we empower every team member to innovate for the good of our clients.

Combining your mission and our passion, Campbell & Company **leverages our entire team** to be an effective and supportive partner before, during, and after complex leadership transitions. We are driven to place not just a capable candidate, but one who complements your existing culture, can **move your organization forward**, and will make a meaningful contribution to the nonprofit sector.

Visit us at [campbellcompany.com](http://campbellcompany.com) and connect with us on LinkedIn, Twitter, Facebook, and Instagram.