



EXECUTIVE DIRECTOR
BASIC NEEDS GIVING PARTNERSHIP
NORTHEAST WISCONSIN



Addressing root causes of poverty in Northeast Wisconsin.

Basic Needs Giving Partnership Mission:
To support the people and places advancing equity and economic wellbeing for everyone.

Basic Needs Giving Partnership (BNGP) has partnered with **Spano Pratt Executive Search**, an LAK Group Company, to find their new Executive Director. For a confidential conversation and to learn more about this opportunity, please contact:

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Basic Needs Giving Partnership distributes resources, convenes, and advocates in ways that address current needs in communities.

Are you a visionary leader ready to shape the trajectory of one of Wisconsin's most dynamic regions? Basic Needs Giving Partnership is seeking its next Executive Director who will be a driven, innovative leader who leads with purpose and passion to drive meaningful impact across Northeast Wisconsin communities and beyond. Join BNGP and play a vital role in addressing the root causes of poverty in Wisconsin.

ORGANIZATION

The Basic Needs Giving Partnership (BNGP) invests in local and regional solutions that address the root causes of poverty. Its grants aim to support organizations providing services that are responsive to the current needs of the community and authentic collaborative initiatives that are working to disrupt the policies, practices, and systems that hold poverty in place.

BNGP partners with the community to support the people and places advancing equity and economic well-being for everyone in Northeast Wisconsin. Through grantmaking, BNGP funds organizations across a ten-county footprint.

BNGP envisions thriving, equitable communities across Northeast Wisconsin. The organization invests in local and regional solutions that address the root causes of poverty in alignment with shared values of trust and collaboration, curiosity and learning, and equity with a systems-based approach.

Addressing complex social problems requires reimagining how to work together. In addition to grantmaking, BNGP also co-creates networks that can collectively solve problems, take action, and learn from each other. By working together and centering community voices, BNGP builds solutions that work for everyone.

The Basic Needs Giving Partnership's grantmaking is made possible by the contributions raised through the U.S. Venture Open, celebrating 39 years of giving in Northeast Wisconsin. The funds raised through the U.S. Venture Open are from generous corporations, family foundations, and individuals to support organizations working to change the systems that hold poverty in place.

Grants are focused on efforts that are addressing the root causes of poverty in rural, urban, and suburban communities across the ten-county region.

The annual U.S. Venture Open is the nation's single largest one-day charitable event dedicated to ending poverty. The 2024 event raised \$4.83 million for the Basic Needs Giving Partnership and 100% of every dollar donated goes to end poverty because U.S. Venture pays 100% of the event expenses. In the 39-year history of the U.S. Venture Open, \$60 million has been granted to regional nonprofits.

As a collective, the Basic Needs Giving Partnership is committed to the following values:

- **Trust and Collaboration:** Enhance the collective assets of our region through a spirit of collaboration and sharing.
- **Curiosity and Learning:** Prioritize listening, draw information from a wide range of sources, learn from others' experiences, seek out frequent feedback, and strive to make ongoing improvements.
- **Systems Approach:** Address complexity directly, adapt to a dynamic environment, and commit to the long term.
- **Equity:** Surface and challenge institutional and systemic inequities; acknowledge power imbalances and work to level them.



Through the Northeast Wisconsin Child Care Alliance, Basic Needs Giving Partnership is working to address the childcare crisis by convening, advancing advocacy and awareness and grantmaking.

POSITION OVERVIEW

With a passion for ending poverty and a philanthropic spirit, the Executive Director will excel in building relationships with key stakeholders, including nonprofits, philanthropic organizations, community partners, and business partners, and will be persuasive and comfortable navigating complex environments.

The Executive Director role for BNGP is ideal for a leader who thrives in complexity, sees opportunity in challenges, and is committed to making a difference in partnership with community groups and generous donors. The Executive Director will lead and oversee all grantmaking, convening, finances, and operations for BNGP, will maintain a strong connection to U.S. Venture, and manage a well-rounded staff to design, shape, and implement BNGP programming and operations.

The Executive Director will guide an organization that serves as the backbone of opportunity, progress, and excellence in the Northeast Wisconsin region, and will ensure BNGP's daily

operations align with its ambitious mission and strategic vision, positioning BNGP as a hub of collaboration and community empowerment.



This year more than \$4.5 million will be invested in our region through grantmaking alone.

CORE RESPONSIBILITIES

- **Leadership and Vision:** The Executive Director will balance collaborative decision making with the ability and willingness to make executive decisions as appropriate. The Executive Director will ensure that, in all aspects of its work, BNGP leverages the expertise and skills available through U.S. Venture, lead funding partners, and the broader philanthropic and nonprofit community. The Executive Director will use problem solving, creativity, facilitation and bias towards action to collect data, learn from past work, and test out new approaches.
- **Finance and Organizational Health:** The Executive Director will oversee the successful coordination of all BNGP activities and will be responsible for managing all staff and consultant support. The Executive Director will oversee budget planning, financial reporting, and compliance, to ensure the financial health of the organization.
- **Strategy and Programs:** The Executive Director will guide and oversee the refinement and execution of the new strategic framework, including all grantmaking, convening, and advocacy. The Executive Director will guide the Program Committee’s work and grantmaking structures. As a valued partner in local communities, the Executive Director will act as a convenor, promoting collaboration and alignment across the region. Leveraging the entity’s relationship with lead funding partners, the Executive Director will also engage businesses in their network with ideas and learning that the companies might apply and test as local employers.
- **Learning and Data:** The Executive Director will guide and oversee the development and execution of a research and learning agenda, including all data analysis and organizational convening activities. The Executive Director will explore “best practices” nationally and creatively identify ideas that could be applied regionally. To support learning, adapting, and accountability, the Executive Director will coordinate data that tracks progress and supports decision making.
- **Funder/Donor Relationships:** Working closely with the U.S. Venture Open Manager, the Executive Director will maintain communication and fulfill all requirements for lead funding partners and key donors.

- **Strategic communications:** The Executive Director will guide the BNGP’s public-facing presence, with a focus on philanthropic and nonprofit sector audiences. The Executive Director will act as a spokesperson and advocate for BNGP, speaking at meetings and conferences and seeking out writing opportunities. The Executive Director will manage the BNGP brand and identity.
- **Governance:** The Executive Director will ensure that the governance body has a diverse membership (in terms of expertise, race/ethnicity/gender, lived experience, and business acumen) and is equipped with information and facilitation to provide insights on strategic direction and approve major decisions.



QUALIFICATIONS & EXPERIENCE

Education

- A bachelor’s degree in a field that sharpens one’s ability in nonprofit administration or management, providing the backbone for strategic thinking and operational excellence.
- A commitment to lifelong learning, proven through professional development and continuing education in nonprofit leadership, staying ahead in a rapidly evolving landscape.

Experience

- **Philanthropic Leadership:** At least 7 years of considerable experience leading and managing social impact organizations, with strategic direction that leads to measurable results and sustainable growth.
- **Program Excellence:** A history of successful planning, managing, and executing impactful programs that inspire engagement and deliver meaningful outcomes.
- **Boardroom Savvy:** Proven ability in organizing and energizing nonprofit boards, ensuring productive relationships, governance, and strategic alignment.
- **Master Connector:** Proven ability to build and sustain impactful relationships across the public, private, corporate and governmental sectors. Deep experience with conflict resolution, consensus building, and trust building.



In addition to grantmaking, we co-create networks of organizations that partner across sectors to learn from each other, align, take action, and advocate in order to create systems-level change.

COMPETENCIES

Leadership

- **Inspirational Executive Leadership:** In alignment with BNGP mission and vision, shows confidence in self and others; motivates others to perform well; gives recognition; displays passion and optimism; inspires respect and trust.
- **Strategic Leadership:** Develops strategies and problem solves to achieve organizational goals; understands organization's strengths and weaknesses; analyzes market and competition; finds external threats and opportunities; adapts strategy to changing conditions; works to set up and articulate vision; shows creativity when defining solutions.
- **Transformational Leadership:** Shows ability to lead transformative changes while keeping alignment with the BNGP's mission. Values making strategic, decisive decisions in the face of competing demands. Develops workable implementation plans; effectively communicates changes; builds commitment; overcomes resistance; prepares and supports those affected by change; monitors transition and evaluates results.

Communication & Advocacy

- **Public Speaking & Media Relations:** Functions as the face and spokesperson of BNGP. Exhibits exceptional public speaking and storytelling skills to inspire and engage diverse audiences. Adept at navigating media relations and standing for BNGP in the public eye.
- **Mission Communication:** Ability to effectively communicate the BNGP's mission, goals, and impact from external and internal spaces.
- **Transparent Collaboration:** Highly visible and transparent communicator with a collaborative approach to problem-solving.

Visionary & Community Oriented Mindset

- **Community Commitment:** Passion for Equity and Economic Well-Being in Northeastern Wisconsin, with a commitment to serving the community.
- **Innovation:** History of fostering innovation and creativity within organizations.

- **Practical Implementation:** Ability to balance visionary thinking with practical implementation.

Stakeholder Engagement and Relationship Building

- **Trust Building:** Ability to build trust with diverse stakeholders, including board members, nonprofit partners, and funders.
- **Community Presence:** Active presence in the Northeastern Wisconsin community and passion to engage with varied socio-economic populations, to advocate for the mission.
- **Strategic Partnerships:** Strong people skills to keep and grow strategic partnerships.
- **Consensus Building:** History of consensus-building in complex organizational environments. Ability to make data-informed decisions and manage competing stakeholder priorities.



Pillars, Inc. accepted a \$797,244.86 gift from the U.S. Venture Fund for Basic Needs within the Community Foundation for the Fox Valley Region in 2024.

COMPENSATION

The Executive Director role includes a compensation range of \$125,000 - \$165,000, robust benefits, and unique opportunities to make an impact.

BASIC NEEDS GIVING PARTNERSHIP REGION

The partnership funds organizations working in Brown County, Calumet County, Green Lake County, Kewaunee County, Oconto County, the Oneida Nation, Outagamie County, Shawano County, Waupaca County, Waushara County, and Winnebago County.



Northeast Wisconsin offers travelers a mix of scenic beauty, outdoor adventure, and charming small-town experiences. The region is home to Door County, often called the “Cape Cod of the Midwest,” where visitors can explore historic lighthouses, picturesque shoreline parks, and vibrant art galleries. Green Bay, the largest city in the area, is a must-visit for sports fans, with the iconic Lambeau Field and Packers Hall of Fame drawing football enthusiasts from around the world. Nature lovers will appreciate the vast trails and wildlife of the Nicolet National Forest, while those looking for relaxation can enjoy the local wineries, cozy bed-and-breakfasts, and stunning sunsets over Lake Michigan.

Beyond its natural and cultural attractions, Northeast Wisconsin offers a variety of seasonal activities. In the summer, boating, fishing, and hiking are popular, while fall brings breathtaking foliage and apple orchards. Winter visitors can enjoy skiing, snowmobiling, and ice fishing, especially in areas like the Fox Valley and the Northwoods. Springtime is perfect for exploring botanical gardens, farmers' markets, and blooming cherry orchards. Whether you're looking for outdoor adventure, rich history, or a peaceful lakeside retreat, Northeast Wisconsin provides a memorable experience year-round.

Learn more about Basic Needs Giving Partnership:

[BNGP Website](#)

[U.S. Venture Open Website](#)

NOMINATION & APPLICATION PROCESS

The position will remain open until it is filled. Confidential inquiries, nominations, and questions concerning this search may be sent by email. **To be considered for this opportunity, please send your resume with cover letter to:**

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