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Advancing policies to ensure that Louisiana's young children are ready for success in school and in life.

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90% of brain development takes place from birth through age four, making a child's earliest years the most important time for educational development. However, Louisiana's children face serious challenges:

- More than 40% of Louisiana children enter kindergarten already behind – and the sad truth is that children who begin school behind generally remain behind.
- 66% of Louisiana children age five and under are in need of care because both parents (or their single parent) are working – but child care costs almost as much as public college tuition.
- Louisiana appropriates less than a half of one percent of its general funds on early care and education – yet, economists have shown this is one of the highest returns on investment we can make.





Policy Institute for the Children of Louisiana, Inc.

dba The Louisiana Policy Institute for Children (LPIC or the Institute) is a 501(c)(3), nonpartisan, nonprofit organization that serves as the state's unifying voice for a comprehensive public agenda that ensures the well-being of Louisiana's youngest residents. To remain a source of independent data, research and information, the Institute operates solely on granted or donated revenue.

Since its founding in 2014, the Institute has already had many major successes, influencing policies that impact the lives of Louisiana's more than 200,000 at-risk young children. Earlier this year, the Board adopted a new three-year strategic plan that seeks to accomplish the following by 2021:

- Raise, by 7,500, the number of at-risk children with access to quality early care and education that their families can afford;
- Increase to 80% the proportion of early care and education programs in the state that are ranked proficient or better;
- Grow public awareness of the need for quality early care and education throughout the state through media outreach and relationships with business, civic, and elected leaders.

Operating with a budget for FY19 of \$500,000, the Institute is currently supported by grants from the DJR Foundation, Baptist Community Ministries, the W.K. Kellogg Foundation, Entergy, the Alliance for Early Success, the Rosamary Foundation, Pro Bono Publico, the Zemurray Foundation, the Institute of Mental Hygiene and the Huey and Angelina Wilson Foundation, as well as by individual contributions. The dynamic output of the organization has been propelled by the Executive Director, part time staff and project-specific contractors that focus in the areas of grants, research, data, public relations, finances and writing.

LPIC was founded by **Melanie Bronfin**, a life-long advocate for children, families and policy change, to fill an unmet need in the state. As the Strategic Planning unfolded in 2018, Ms. Bronfin laid the groundwork for a new, charismatic and passionate leader to continue to build upon the early success of the organization. Upon the hire of the new Executive Director, Ms. Bronfin will transition to a newly defined role to be determined in consultation with the Board, the new Executive Director and Ms. Bronfin that will eventually lead towards her retirement.

• The Opportunity: Executive Director •



The **LPIC Board** is comprised of leaders that understand children need a stronger voice and that are committed to long-term policy change in the state. The Board seeks an accomplished and innovative Executive Director to steer the organization into the next level of impact and efficacy. With the transition of its founding Executive Director, LPIC is poised to engage in the capacity building and organizational development needed to pursue the recently adopted strategic plan to expand access, awareness and advocacy around quality early childhood care and education in the state of Louisiana.

At this important stage in its growth, the Board seeks a creative and entrepreneurial Executive Director to lead the organization into the future. Emulating a passion for improving opportunities available to Louisiana's youngest residents, the new leader will

bring a strong background in nonprofit management, revenue development and organizational effectiveness. Critical to this role is the ability to cultivate and steward relationships with state and local business, civic, and government leaders that advance the interests of LPIC and its stakeholders. Being able to implement organizational best practices inside a growing operation is essential.

LPIC's next Executive Director, by guiding the Board, funders, elected officials and other external stakeholders, will continue to build a sustainable organization capable of realizing ambitious vision, mission and goals. The ability to create structure, develop revenue opportunities and learn from other states will be key areas of focus for the next Executive Director. Success will be recognized by growth, goal attainment and substantial impact on the lives of Louisiana's youngest residents and their families.

• Performance Expectations •

Visionary Leadership and Strategic Planning

- Provide strategic leadership to the advancement of LPIC's mission and to the development of the organization as a whole.
- Collaborate with the Board, funders, external contractors, key stakeholders and state and local leaders in the implementation of the strategic plan.
- Offer expertise to LPIC's advocacy and policy efforts. Ensure positive working relationships with all stakeholders.
- Ensure that clear, appropriate and measurable goals are set which the Board can regularly use to evaluate the performance and impact of LPIC.

Board and Statewide Relations

- Raise the profile of LPIC (locally, regionally and nationally) while supporting the initiatives and needs of the children and families it serves.
- Engage with the media and serve as the expert ambassador to local, state and national audiences, articulating the needs of the organization and strengthening relationships that can result in additional resources. Cultivate opportunities to share LPIC's message through multi-media and visible presence in key settings.
- Maintain active membership and a strong presence in professional organizations, community groups, state councils and commissions and other spaces relevant to the work of LPIC and its mission.
- Establish and maintain a strong relationship with the Board, allowing for a transparent partnership and effective governance. Collaborate with Board members to determine appropriate strategies to achieve LPIC's mission and vision.
- Guide the Board in its own development, engagement, and addition of new members. Support the leadership in their governing, fiduciary and revenue responsibilities.
- Ensure that Board and its members' goals are aligned to the new vision as it is actualized and further developed.
- Communicate effectively and promptly with the Board and serve as the strongest link of communication between Board members, staff, stakeholders and the community at-large.



• Performance Expectations •



Revenue Development and Philanthropy

- Expand and diversify existing revenue streams. Strategically steward successful ongoing relationships with LPIC's current funding partners and identify/initiate new revenue streams, with a plan established in collaboration with the Board.
- Cultivate a portfolio of personal relationships related to all revenue sources and lead stewardship activities on major fundable initiatives for the organization.
- Develop and implement fundraising plans that support strategies and priorities adopted by the Board.
- Work with and provide training for the Board to create an overall culture of philanthropy. Foster greater board involvement in philanthropy and friend-raising, including prospect/donor identification, peer-to-peer outreach, meeting with funders, knowledge exchange and donor stewardship.
- Promote LPIC to potential partners and evaluate the organizational, financial and political viability of all potential partnerships.

Administration and Management

- Ensure a solid operating infrastructure of all aspects of the Institute under the guidance and policy set by the Board (staffing, contracts, finances, program, etc.)
- Develop an annual operating budget and ensure that the organization operates within budget guidelines. Regularly monitor budgets and cash flow statements.
- Oversee policy efforts/team to ensure the Institute's objectives are being advanced and goals are achieved.
- Maintain consistent reporting on the organization's financial position and outlook, and ensure fiscal responsibility to all funder and stakeholder audiences.
- Maximize LPIC's organizational capacity by exploring alternative structures and opportunities to utilize resources. Develop and implement measurable objectives, budgets, funding strategies and timelines.
- Demonstrate fiscal responsibility and efficient use of all organizational resources.
- Conduct business consistent with the organization's by-laws and governance policies in a legally compliant, ethical and transparent manner.

• The Qualified Candidate •



The Louisiana Policy Institute for Children is in search of a dynamic, energetic, and visionary leader as its next **Executive Director**. The Institute seeks a confident relationship-builder who will lead the organization into the future and help to propel the mission of LPIC forward as a statewide leader and partner in early childhood education. The successful candidate will be a forward-thinking leader with proven ability to create strong, meaningful relationships and multiply/grow a program in scale and scope. They will work with an array of contracted support and, with funding, build and grow the team, including the creation of a Policy Director.

The ideal candidate will have prior experience in Board leadership and development, background in working with policy making entities, diversifying revenue sources, best practices in institutional management and a strong financial acumen.

• The Qualified Candidate •

Specific Requirements Include:

- Passion for LPIC's mission, the children of Louisiana and their families, augmented by demonstrated experience in similar programmatic and nonprofit service areas.
- A minimum of seven (7) years of progressive experience in leadership and management in nonprofit organizations and/or public policy.
- Demonstrated success building organizational capacity including revenue, systems, policies and procedures.
- Desire to build and grow a brand with limited resources and unlimited potential.
- Proven ability to cultivate and leverage strong external relationships with a variety of business, civic and elected leaders on the state and local levels, as well as with funders, partner organizations and other stakeholders.
- Track record of success in fiscal management, financial stewardship and strategy.
- Career track record that shows stability with an organization and capacity to develop and nurture relationships, culminating in overall success.
- Excellent interpersonal, oral and written communication and presentation skills, with the ability to serve as an advocate and spokesperson for the organization.
- Knowledge of public policy environment and early childhood services strongly preferred, with Louisiana (or similar state) knowledge desired.
- Bachelor's degree (minimum) or advanced degree (preferred) in a related field such as Nonprofit Management, Early Childhood, Law, Public Policy, Social Work, etc.
- Strong experience achieving successes in partnership with the Board, with the ability to empower Board members to successfully engage with and support the organization.

This position offers a competitive salary, remote work environment and the opportunity to be located in/ around New Orleans or Baton Rouge.

The Louisiana Policy Institute for Children is an equal opportunity employer and does not discriminate on the basis of race, color, gender, religion, age, sexual orientation, national or ethnic origin, disability, marital status, veteran status, or any other occupationally irrelevant criteria.

Candidates may apply by clicking the APPLY NOW button below.

APPLY NOW

To assure confidential tracking of all applicants, no applications will be accepted via email. ALL INQUIRIES WILL BE HELD IN STRICT CONFIDENCE.

This search is being managed by Heather Eddy, President and CEO, and Alison Lewin, Project Manager of KEES. Questions may be addressed to alewin@kees2success.com.

KEES is a retained executive search and nonprofit consulting firm that builds transformative teams and leaders. For more information, please visit www.kees2success.com.