SpencerStuart

The Boston Foundation

The Boston Foundation CEO Success Profile

August 2026

About The Boston Foundation

We are committed to advancing equity and closing the gaps that drive Greater Boston's greatest disparities. Through our resources, relationships, and civic leadership, we work to expand opportunity, strengthen communities, and create a more equitable and prosperous future for all.

Founded in 1915, The Boston Foundation is one of the nation's oldest and largest community foundations and serves as a leading civic and philanthropic institution for Greater Boston. Over more than a century, the Foundation has evolved from a traditional grantmaking organization into a powerful platform for community impact, bringing together philanthropy, research, convening, advocacy, and partnership to address the region's most pressing challenges.

Throughout its history, TBF has helped launch and strengthen some of Greater Boston's most transformative organizations and initiatives, investing in ideas that have shaped the region's civic, cultural, educational, and economic landscape. Today, TBF stewards more than $2.7 billion in charitable assets, partnering with donors and communities to deploy philanthropic capital for impact while providing civic leadership through research, convening, advocacy, and partnership.

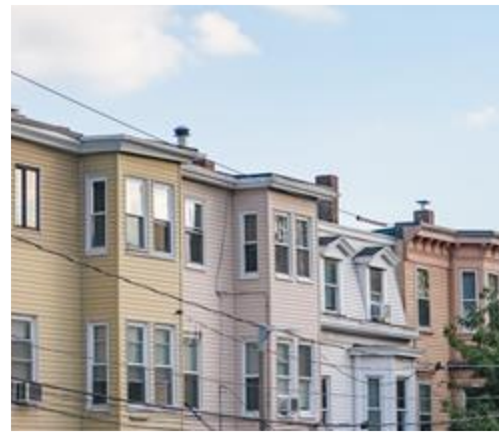
As a trusted convener and civic leader, TBF occupies a unique position at the intersection of donors, nonprofit organizations, community leaders, businesses, government, and public institutions. Its ability to connect these stakeholders, amplify a diverse range of voices, and translate generosity into lasting impact has made it one of the region's most influential institutions.

For more information, please visit www.tbf.org.

$391.5M+ distributed through **13,764** grants in FY26

2,219 donors partnering with TBF in FY26 to deploy philanthropic capital

A **trusted**, nonpartisan research and civic leadership institution through Boston Indicators and TBF's broader convening, advocacy, and partnership work

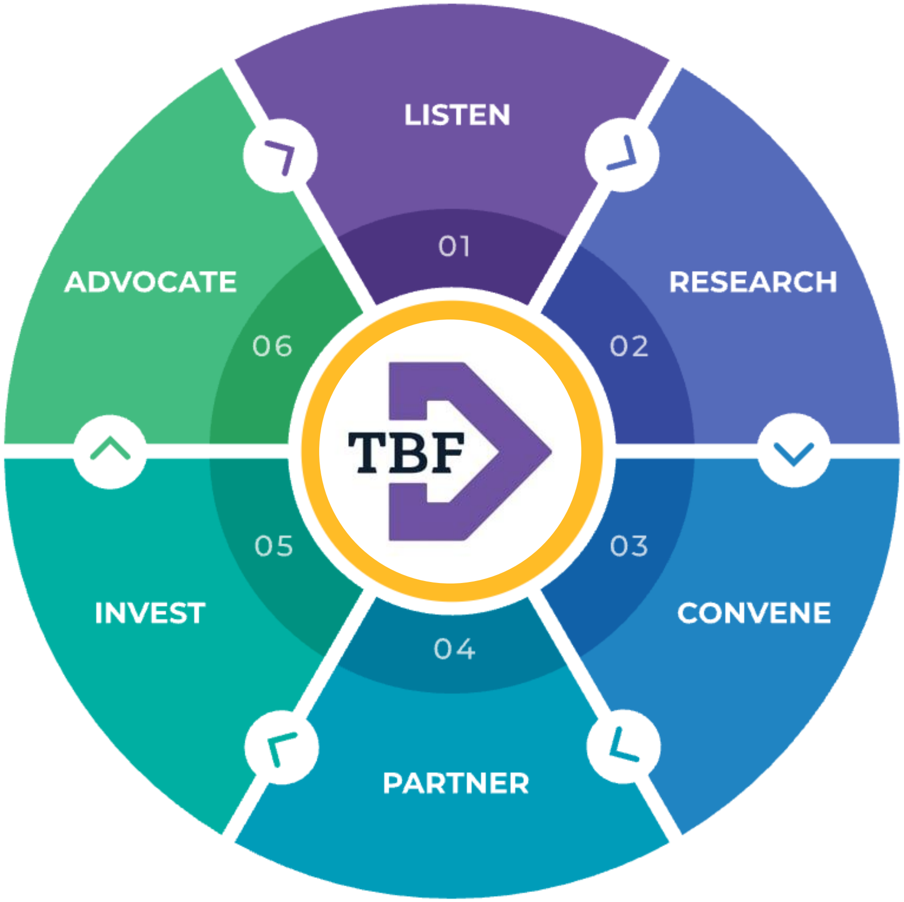


More than a century of impact as one of the nation's first community foundations

$2.7B+ in charitable assets under management with **$512M** in contributions received in FY26

$1.7B+ in Donor Advised Fund assets, representing roughly two-thirds of TBF's total assets in FY26

Our Approach to Impact



Our work begins and ends with community.
Seeking out voices of experience, we do primary research and ground decisions in trust and stay connected to the realities across Greater Boston. From that foundation, we help every donor and supporter turn intent into impact.

This is the approach that brings our work to life:

- **Listen.** Engage trusted partners to understand needs
- **Research.** Use data from our Boston Indicators and others to identify where support is needed for greatest impact.
- **Convene.** Unite leaders across philanthropy, nonprofits, business, and government to pursue shared goals.
- **Partner.** Work with philanthropic community to raise awareness, mobilize funding, and drive action.
- **Invest.** Provide flexible funding and strategic investments to strengthen organizations.
- **Advocate.** Advance policies and elevate community priorities that shape equitable and lasting solutions.

For more information, read our 2025 Annual Report: Forward Together.

Our Priority Areas:

Child Wellbeing	Family Stability	Housing Affordability	Meaningful Careers	Thriving Businesses	Climate Resilience

TBF Business Model & FY26 Impact

TBF aggregates and invests charitable assets, partners with donors to deploy capital for impact, and uses its own resources and civic leadership to address critical regional needs. Approximately 60–65% of operating revenue is generated through fees on assets under management, with additional revenue from fundraising, The Philanthropic Initiative (TPI) consulting practice, and other activities. The CEO oversees an institution that simultaneously functions as a philanthropic advisor, asset steward, grant maker, civic leader, research platform, and operating nonprofit.

$29.3M
Operating Budget

$2.7B
Total Assets

$1.8B
Total DAF Assets

868
Unique Grants*
(*excludes DAF gifts)

$22.5M
Direct to Community

$187M
Total Grants to Greater Boston

$19.1M
Total Grants to Massachusetts
(beyond Greater Boston)

$130.7M
Total Grants to U.S. & Beyond
(beyond Massachusetts)

The Leadership Mandate

The next CEO will lead one of Greater Boston's most influential civic and philanthropic institutions at a pivotal moment for the regions and the communities it serves. As economic, social, and civic challenges grow increasingly complex, the Boston Foundation has a unique opportunity to leverage its platform, relationships, and influence to drive meaningful and lasting impact. Success will require a leader who can navigate complexity with sound judgment, drive alignment across diverse perspectives, and build durable trust across Greater Boston's civic, philanthropic, nonprofit, and community ecosystems. The role calls for an individual capable of holding multiple truths simultaneously: balancing community impact and donor engagement, continuity and evolution, and public leadership and broad-based trust, all while advancing TBF's mission and influence.

The next CEO will be accountable for advancing the following desired outcomes:

- **Further establish TBF as the region's premier philanthropic partner.** Expand and strengthen TBF's donor platform by deepening engagement with existing donors, attracting new philanthropic capital, enhancing advisory and stewardship capabilities, and translating donor intent into meaningful community outcomes.
- **Ensure exceptional stewardship of TBF's financial enterprise.** Provide knowledgeable oversight of a complex philanthropic institution with nearly $3 billion in assets, ensuring strong financial management, governance, risk oversight, funds accountability, and fulfillment of the Foundation's fiduciary responsibilities.
- **Strengthen community impact, equity, and trust.** Build authentic, durable relationships across Greater Boston's communities; listen closely to differing perspectives; and ensure that TBF's strategies, investments, and partnerships respond to community priorities and produce measurable results.
- **Exercise visible and effective civic leadership.** Leverage TBF's research, convening power, and trusted voice to bring together leaders across sectors and advance meaningful progress on the region's most pressing challenges.
- **Lead organizational evolution and performance.** Strengthen talent, culture, technology, and operating effectiveness; drive accountability and execution; and ensure TBF is positioned for continued growth, relevance, and impact.

CEO Success Profile

The strongest candidates will bring a combination of the following experiences and capabilities:

Enterprise Leadership and Stewardship:

- Demonstrated success leading a complex, multi-stakeholder organization with significant financial, operational, governance, regulatory, or fiduciary responsibilities.
- Strong financial and business acumen, including oversight of substantial assets, risk, performance, and accountability.
- A track record of attracting, developing, retaining, and empowering exceptional talent while strengthening organizational effectiveness, culture, systems, and execution.
- Experience partnering effectively with sophisticated boards, trustees, and other governing bodies.

Donor Leadership, Growth, and Stewardship:

- A track record of building trusted relationships with donors, investors, clients, or other providers of capital and translating those relationships into sustained engagement and growth.
- Experience developing high-quality advisory, stewardship, or constituent engagement models.
- The ability to mobilize philanthropic capital, communicate impact, and connect donors with meaningful opportunities.
- Credibility as an external ambassador and visible leader in cultivation, fundraising, and relationship development..

Community Trust and Civic Leadership:

- An exceptional ability to build trust across diverse communities and constituencies with differing perspectives.
- Cultural competency, humility, and a demonstrated commitment to inclusive leadership and expanding equity.
- The ability to convene, influence, and align stakeholders around shared priorities through research, partnership, public leadership, and advocacy.
- A deep understanding of Boston's unique culture, strengths, challenges, and opportunities, coupled with a genuine commitment to the region's continued growth and prosperity.

Strategic Leadership and Impact:

- Sophisticated strategic judgment and the ability to navigate ambiguity, complexity, and competing priorities.
- A record of translating vision and strategy into measurable organizational, financial, and mission outcomes.
- Compelling communication and storytelling capabilities that build understanding, engagement, and institutional influence.

The Search Process

The Search Committee, which will advise the Board of Directors in selecting The Boston Foundation's next Chief Executive Officer, has retained Spencer Stuart to support the search. Comprised of six Directors and one staff representative, the Committee reflects a range of perspectives across the Foundation's constituencies and is actively working to identify an exceptional leader to guide the organization's next chapter.

The Boston Foundation is committed to providing fair and equitable consideration of all employees and applicants without regard to race, color, religion, ancestry, age, national origin, place of birth, gender, sexual orientation, gender identity or expression, disability, genetic information, or status as a member.

All inquiries, nominations, and applications (CVs and letters of interest) should be sent electronically and in confidence to TBFCEO@spencerstuart.com.