



Advancing social justice
for LGBT communities
in the Upper Midwest

2010 PFund Executive Director Search Process

This six-month process was thorough and designed to be transparent and highly inclusive. A search committee consisting of three PFund board members and four community members (see list below) reviewed 50 resumes, conducted seven first round interviews and invited two finalists to interview. The initial call for candidates elicited less breadth and depth of resumes than the committee and board were looking for, so a decision was made to reopen the search. The committee added language specifically inviting candidates with experience in incorporating racial justice and social justice into their work.

Kate Eubank and Susan Raffo are strong professionals in an individual capacity, but their combined experience in a number of areas (social justice, fundraising, personnel management, financial oversight, etc.) truly impressed the search committee. They both bring expertise from working in various sectors and on a national level, and just as importantly, they've both worked with and on behalf of all communities within the LGBT community. Kate and Susan have a long-term, demonstrated commitment to focusing on the intersections of social justice and have worked extensively on issues of anti-racism, economic justice, and building inclusion across LGBT communities.

Initially, the search committee was intrigued by the job share proposal but questioned if it could truly work. However, following the interviews with Kate and Susan, the committee was impressed and excited by the duo's ideas and approach to fundraising and philanthropy as well as their deep commitment to social justice. They have proven success in working together and demonstrated great ease in interviewing together as a job share candidate. It is truly to PFund's advantage to obtain both skill sets in one position.

Kate and Susan's knowledge of PFund's work and scope was impressive, and the ideas they presented for moving the organization forward -- including ways to engage and listen to the community, and then incorporate that insight -- were extensive, innovative, and focused on PFund's sustainability. The search committee is thrilled about and highly confident in the hire of Kate and Susan as PFund's new executive director.

The committee members



John Brentnall (search committee co-chair)

Institutional RFP specialist, Wells Fargo Institutional Retirement and Trust, former PFund board member and board president



Matthew Antonio Bosch

Chief diversity officer, North Hennepin Community College



Alicia Cordes (search committee co-chair, PFund board member, development chair)
Communications director, University of Minnesota's Office for Equity and Diversity



Marjorie Grevious
PFund scholarship donor



Max Gries
Private piano teacher and house manager of Ted Mann Concert Hall. Extensive work in transgender, bisexual and queer arts communities.



Bill Venne (PFund board member, vice chair/secretary)
Chief development officer, University of Minnesota, College of Veterinary Medicine



Kayva Yang (PFund board member)
Gender & Justice Manager at CAPI, previously with Hispanics in Philanthropy, the Otto Bremer Foundation, and Asian American Pacific Islanders in Philanthropy

A link to an article about a senior executive job share with some good background/research info: <http://www.sfgate.com/cgi-bin/article.cgi?f=/c/a/2008/06/09/MN3C10KV8E.DTL>

Another article about an exec jobs here, from the Harvard Business Review: <http://hbr.org/2005/02/two-executives-one-career/ar/1#>