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## POSITION PROFILE

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### ORGANIZATION

Margaret A. Cargill Philanthropies (MACP)

### POSITION

Program Director, Arts & Cultures

### APPLICATION DEADLINE

Applications will be accepted until April 19, 2024 with review of candidates beginning immediately.

**We encourage and appreciate early applications.**

### COMPENSATION

Salary Range: \$203,000 - \$241,000

### LOCATION

The Margaret A. Cargill Philanthropies office is in Eden Prairie, Minnesota; located within the Twin Cities metropolitan area.

### RECRUITMENT PARTNER

[Ballinger | Leafblad](#) is pleased to conduct the search for this position.

### CONTACT

Lars Leafblad, MBA, [lars@ballingerleafblad.com](mailto:lars@ballingerleafblad.com)  
Damon Shoholm, MA, [damon@ballingerleafblad.com](mailto:damon@ballingerleafblad.com)



## ORGANIZATIONAL OVERVIEW

Margaret A. Cargill Philanthropies (MACP) is the umbrella over the grantmaking foundations created by the late Margaret Cargill: Margaret A. Cargill Foundation and Anne Ray Foundation. MACP supports efforts to enhance quality of life and prevent and relieve suffering of children, families, and older adults; preserve and promote the environment and the arts, and encourage the humane treatment of animals. This is accomplished through long-term relationships with strategic grantee partners across seven program domains: Environment, Disaster Relief & Recovery, Arts & Cultures, Teachers & Students, Animal Welfare, Quality of Life, and Legacy & Opportunity. The collective assets of MACP place it among the 10 largest philanthropies in the United States.

MACP's [Philosophy of Grantmaking](#) underscores the values and guiding principles of Margaret A. Cargill. As a core element of its philosophy, MACP invests in long-term relationships with key grantee organizations in order to find lasting solutions for the communities where we work.

Learn more at [macphilanthropies.org](http://macphilanthropies.org)





## MISSION

Provide meaningful assistance and support to society, the arts, and the environment.

## VALUES

Making a Difference  
Respect  
Excellence  
Integrity  
Learning  
Humility

## ORGANIZATIONAL CULTURE

The culture of MACP is one of engagement, thoughtfulness, and ongoing discovery. And they are constantly inspired by the good work carried out by their grantee partners. MACP is a community of more than 100 employees who bring expertise from a variety of professional and personal experiences. The team is inspired by a common mission, shared values, and a desire to make a difference by working together.

MACP is proud to offer a welcoming workplace that supports employees' careers, health, and overall well-being. Activities throughout the year promote collaboration, learning, and fun. All MACP staff have a reduced workweek, with half-day Fridays, year-round, with the option of working remotely up to two days per week.

## COMMITMENT TO DIVERSITY, EQUITY, INCLUSION & JUSTICE

The motivation and guidance for this diversity, equity, inclusion and justice (DEIJ) work is drawn from MACP's mission and vision, the direction from Margaret Cargill, and the caring and compassionate culture they strive for through work with grantees, partners, and each other. Embracing this vision will have a transformational influence on the organization, MACP's partnerships, the work they do, and the impact the organization seeks to make.

[MACP's DEIJ Vision](#)



## POSITION PROFILE | PROGRAM DIRECTOR, ARTS & CULTURES

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### SUMMARY

The Program Director provides leadership and management for the Arts & Cultures domain. The Margaret A. Cargill Philanthropies (MACP), which includes the Margaret A. Cargill Foundation and the Anne Ray Foundation, organizes most of its grantmaking activities into seven program domains with defined strategies, guided by donor intent. Across all programs, MACP seeks to support work in and with communities toward developing solutions that deliver effective, sustainable programs that provide meaningful assistance and support to society, the arts, and the environment. The Arts & Cultures team currently focuses work in three program areas, including Native Arts & Cultures, Folk Arts & Cultures, and Music Education.

The Program Director collaborates closely with the domain's core team of two Program Officers, Program Associate, along with Managing Director, Programs, Vice President, Programs, and staff from other program and functional areas in the philanthropies' work, all toward building, managing, and evaluating an effective grantmaking domain. The Program Director is primarily responsible for ongoing development and implementation of program strategy, providing direction and oversight to domain grantmaking and operations, and directly managing the team. Total grantmaking in the Arts & Cultures Domain is approximately \$20 million annually.

The **Native Arts & Cultures Program** focuses on the intergenerational transfer of artistic skill and cultural knowledge in Native communities within three regions in the United States and British Columbia: the Upper Midwest, the Northwest, and the Southwest.

The **Folk Arts & Cultures Program** focuses on the intergenerational transfer of artistic skill and cultural knowledge in communities of practice within two regions of the United States: the Upper Midwest and Central Appalachia.

The **Music Education program** has developed several learning grants to date, focusing on access to music education opportunities for young people in the North American regions named above, along with one partnership working in an international context.

The Director will bring an understanding of and ability to incorporate aspects of diversity, equity, inclusion, and justice (DEIJ) in the practice of philanthropy with grantees and in community and should demonstrate a commitment to the principles of MACP's DEIJ Vision. This includes actively listening and exploring opportunities to bring ideas and energy to both MACP and the community, including attention to diverse and overlooked groups and issues.

### ESSENTIAL RESPONSIBILITIES

#### Domain Management

Manage program portfolios aligned with program strategies and translate those strategies, in collaboration with Program Officers, to develop proposals and implement grants for selected programs of the Margaret A. Cargill Foundation and the Anne Ray Foundation. Grantmaking assignments may shift over time as MACP continues to evolve. Detailed aspects of this work include:

- Provide effective leadership for staff including training and staff development, assigning, and directing work and appraising performance. The Program Director will work closely with staff, taking every opportunity to coach and mentor as they work through intricate grant development and implementation and progress towards program goals. In addition, this role will emphasize the importance of engaging in effective and respectful teamwork and demonstration of MACP values.
- Lead department budget development and manage cash distribution goals across all three program areas of the domain.
- Oversee and support two Program Officers and a Program Associate to manage program portfolios in a manner that fosters meaningful and respectful relationships with grantee and funder partners, respects workload demands on staff and grantees, captures, and applies relevant learning, and keeps staff and board leadership appropriately informed of progress, risk and lessons learned.
- Occasionally travel with Program Officers and others to source new grantmaking opportunities, develop and monitor grant outcomes and learning with grantee partners, build constructive relationships, and stay current with program strategies and relevant fields of knowledge.
- Consult, inform and take guidance from the Managing Director on strategy, process, implementation, and evaluation. The goal of our reporting structure is to empower and ensure accountability, which requires robust communication up, down, and across, to delegate more effectively.
- In partnership with Program Officers, develop and oversee evaluation plans for the domain in the context of MACP's evaluation and organizational learning goals.
- Maintain accountability for due diligence on all grants within the portfolio with support from Program Operations and cross-functional colleagues, and in collaboration with legal, finance, grants management, and evaluation functions.
- Evaluate opportunities to coordinate and collaborate with other funders to multiply overall impact within Arts & Cultures domain strategies and focused goals.

### **Leadership**

Serve as a member of the MACP Program Leadership Team to support MACP-wide goals, coordinate MACP programs and operations, and model the values-based culture and content and philanthropic expertise the foundation represents to its employees and its grantees. Specifically:

- Provide effective leadership for program staff, including meaningful inclusion; appreciation of non-dominant culture perspectives; empowerment and accountability; training and individual development; and learning-based approaches to assigning, supporting, and reviewing performance. The Program Director will work closely with staff, coaching, mentoring, and supporting MACP approaches to grant development, oversight, and evaluation.
- Participate in functional-level program planning, learning leadership, organizational development, and team building.
- Work in partnership with others to advance the overall philanthropic vision of Margaret A. Cargill
- Champion MACP's vision and commitment to diversity, equity, inclusion, and justice ("DEIJ") by demonstrating awareness of systemic racism and other forms of structural injustice and committing to advance DEIJ efforts by embedding it into team and organization-wide goals and work.
- Demonstrate commitment to intercultural understanding and sensitivity with the ability to lead teams through the operationalization of DEIJ into strategy, processes, practices, and relationships.

## DESIRED QUALIFICATIONS

- Minimum requirement is an undergraduate degree with at least 10 years of direct experience working with either folk artists, Native American artists, culture bearers, and/or music education fields, either as a practitioner, grant maker, arts administrator, or scholar.
- Graduate-level academic degree in an arts/cultural related, or arts administration field, or equivalent level of meaningful cultural community/leadership experience is beneficial.
- Diverse and rich experience working with nonprofit or Tribal arts/cultural organizations.
- Deep awareness of systemic racism and knowledge of methods for incorporating equity, inclusion, and diversity into grantmaking and relationships with staff and community.
- Knowledge of place-based philanthropy and capacity building that helps support grantees in their efforts to build sustainable impact in their community.
- Knowledge, experience, and credibility working in strategic philanthropy, with measurable objectives and accountability to grantee partners and organization leadership, and a proven record of overseeing an annual grantmaking portfolio.
- Experience in at least one of the domain's geographic areas of program focus, including the Upper Midwest, Southwest, Appalachia, or Northwest, is preferred.
- Background and understanding of a wide range of artistic and cultural communities, expressions, and contexts, with an experienced capacity to advance program interests diplomatically with Native Nations, educational institutions, arts organizations, rural and urban arts communities.
- A solid understanding of nonprofit organizational structure and actions to advance social change.
- Management experience with a mature professional team, with demonstrated ability to develop strengths of individual team members and to build effective, values-based teams.
- An understanding of the key issues in philanthropy, a detailed knowledge of grantmaking tools and types, a broad perspective of various program areas with deep experience in more than one art/cultural field and understanding of principles of trust-based philanthropy.
- Proven ability to think strategically; demonstrated record of success working with a diverse constituency of partners and stakeholders to achieve specific programmatic outcomes.
- Understanding or experience in streamlining processes, oversight, and evaluation processes to allow more attention on impact and relationships, while continuing to provide strong stewardship of resources.
- Demonstrated pragmatism in moving large issues into specific program delivery outcomes.
- Strong detail orientation and project management skills with ability to maintain perspective on the broader principles driving an organization's work.
- Strong interpersonal and communications skills. Professional demeanor with proven ability to build collaborative relationships, operate in a team environment, and honor donor intent.
- Self-motivated and able to work independently.
- Ability to generate innovative ideas and practices.
- Perseverance, resilience, and flexibility in the face of change. Experience leading teams through organizational change.
- Experience with direct reporting or being accountable to a senior leadership team or Board. Demonstrated ability to translate the goals and strategies of an organization into actionable plans that align to organization values, philosophy, and mission.
- High capacity and enjoyment of balancing multiple priorities and tasks simultaneously.



## TRAVEL

Up to 20% domestic travel and minimal international travel.

## LOCATION AND WORK ENVIRONMENT

MACP's home in Eden Prairie, Minnesota is a foundational aspect of our identity, reflecting an organizational commitment to sustainability, balance, and collaboration. In spring 2016, MACP completed a major building expansion, and our LEED Platinum certified building features include sustainable materials, outdoor meeting areas, a fitness room, and unique art and keepsakes from Ms. Cargill's personal collection and others, that reflect our grantmaking and the communities where we work. Our space is a living reminder of our values.

MACP offers a welcoming workplace that supports its 100+ employees' careers, health, and overall well-being. MACP provides activities throughout the year that promote collaboration, learning, and fun. All MACP staff have a reduced workweek, with half-day Fridays, year-round, with the option of working remotely up to two days per week. Relocation is a must - all employees are expected to live in the area. MACP practices shared in-office workdays on Tuesdays and Wednesdays and shared work hours between 9am-3pm Monday-Thursday and 9am-12pm Friday.

## COMPENSATION AND BENEFITS

The salary range for this position is \$203,000-\$241,000. Compensation includes participation in the comprehensive benefits plan.

- Competitive compensation, including relocation support.
- Strong medical, dental, and vision benefits for staff and their dependents with competitive monthly premiums and flexible spending accounts.
- Minimum of 20 days of paid time off, in addition to a week-long year-end office closure
- Retirement programs, including 401(k) matching at 5%, with access to employer-paid financial planning resources.
- In addition, the Organization may provide a discretionary contribution to employees' 401(k) plan that vests over a five-year period.
- Additional benefits such as an employee assistance plan, an onsite fitness room, paid parental leave, and tuition reimbursement.

## TO APPLY

Inquiries may be directed to Lars Leafblad, [lars@ballingerleafblad.com](mailto:lars@ballingerleafblad.com).

Applications will be accepted until April 19, 2024 or until the position has been filled, which may be earlier. There will be an immediate and ongoing review of candidates, so *we encourage and appreciate early applications*.

All inquiries will remain confidential.

*Margaret A. Cargill Philanthropies is an equal opportunity employer and encourages candidates of all identities, experiences, orientations, and communities to apply.*

## COMMUNITY INFORMATION

### The Land We're On

The offices of Margaret A. Cargill Philanthropies sit on the ancestral, traditional, and contemporary homelands of the Dakóta people. U.S. Government treaties of 1837 and 1851 appropriated Ojibwe and Dakóta land across Minnesota, resulting in pioneer settlement west of Hañáwakpa/Wakpá Thánka (commonly known as the Mississippi River) in what is now Eden Prairie. MACP is honored to work on this land, and we continue to build enduring and respectful relationships with Native peoples and organizations in all the places we work.

### Cultural Communities Data

- The Twin Cities area is home to one of the largest and most tribally diverse urban American Indian populations in the U.S. Statewide, there are seven Anishinaabe (Chippewa, Ojibwe) tribal communities and four Dakota (Sioux) communities in the state.
- 9% of Minnesotans are immigrants up from 5% in the year 2000. (499,000)
- 22% of Minnesotans are people of color.
- 1.3 million to 3 million - The current number of people of color and the number projected by 2075. The number of people of color is projected to steadily rise in every region within Minnesota.
- Currently the five most diverse counties in Minnesota are, in order: Mahnomén, Ramsey, Nobles, Hennepin, and Beltrami.
- The growth and impact of immigrant communities: Minnesota has continued to serve as a beacon of support for various immigrant groups. Minnesota is now home to the largest Somali population in the U.S. with the Twin Cities boasting the largest urban Hmong population in the U.S.
- A faith-based region - Minnesota continues to be a state well represented by and supportive of a multitude of faith-based communities beginning with Native American spirituality. In addition to those of the Christian faith, the Jewish community in Minnesota (primarily in the Twin Cities) has deep roots and is represented by nearly 30 synagogues. And, more recently the growing Muslim community driven by a significant increase in the Somali population across the State has grown to include close to 90 Mosques.

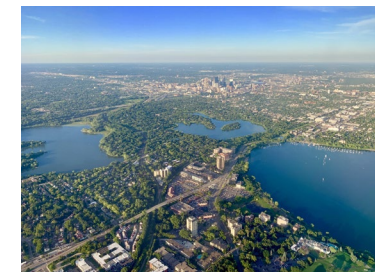
3.6M Population of Greater MSP Region



60+ Museums in the Metro Area



300 Parks & 1,000+ Miles of Bike Trails



1,750 Regional Lakes



Thriving Arts & Cultural Districts



## MINNEAPOLIS - SAINT PAUL | THE TWIN CITIES REGION

MACP's home in Eden Prairie, Minnesota is a foundational aspect of our identity, reflecting an organizational commitment to sustainability, balance, and collaboration. Eden Prairie is part of the Twin Cities metro area including Minneapolis and St. Paul. Making up the 14th largest metropolitan area in the country (3 million+ residents), it is a unique blend of a small town and major cosmopolitan hub. Both urban cores boast a thriving business atmosphere. Saint Paul, as the state capital, is home to state government and has a more historical vibe. Minneapolis is the larger and more commercial of the two cities.

Separated by the Mississippi River, both cities share a common root of being river towns - and the great outdoors are still a major attraction for residents and visitors alike. There are over 100,000 acres of parks, walking and bike paths, and other outdoor spaces.

The Twin Cities offer something for everyone, from professional sports teams to a robust theater and arts scene. There is a thriving "foodie" culture offering award-winning restaurants (several chefs have been regional James Beard Award winners). Shopping is plentiful with area malls and unique shopping districts in both cities and in the suburbs.

Nearly every weekend in the summer there are several outdoor events for participants and spectators—triathlons, biking races, marathons, boat races, water skiing competitions, golf tournaments including several PGA tournaments. Winter is also celebrated with events such as the Saint Paul Winter Carnival, the City of Lakes Loppet Winter Festival and the U.S. Pond Hockey championships. And for those who want to get away from it all, ice fishing and snowmobiling are popular Minnesota pastimes.

### RESOURCES

[Center for Economic Inclusion](#)

[Minnesota Compass](#)

[Minneapolis American Indian Center](#)

[Nexus Community Partners](#)

### COMMUNITIES

EDEN PRAIRIE

[City of Eden Prairie](#)

[Chamber of Commerce](#)

MINNEAPOLIS

[Minneapolis, MN](#)

[Greater MSP Partnership](#)

[MeetMinneapolis](#)

[Minneapolis Park & Recreation](#)

SAINT PAUL

[Saint Paul](#)

[Saint Paul Chamber of Commerce](#)

[Saint Paul Convention & Visitors Bureau](#)

