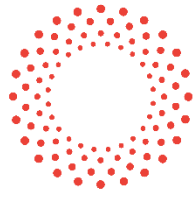


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PUC



PILLSBURY UNITED COMMUNITIES

President & Chief Executive Officer

Pillsbury United Communities (PUC)

Minneapolis–St. Paul (MN) Metro Area

Reports to: Board of Directors

About PUC

Pillsbury United Communities (PUC) is a nationally recognized, community-anchored nonprofit organization dedicated to creating a just society where every person has access to opportunity and a meaningful voice in shaping their future. Rooted in Minneapolis neighborhoods, PUC advances racial justice and community well-being through an integrated network of community centers, social enterprises, arts and culture initiatives, and community mobilization and organizing.

Serving tens of thousands of residents annually, PUC operates with an approximately \$11 million annual budget and a staff of 90+ across multiple sites, subsidiaries and affiliated entities. The organization integrates direct service, earned-income enterprises, organizing, and capital development strategies — creating meaningful community impact while operating within a complex and dynamic environment.

PUC also serves as a Minnesota public charter school authorizer, overseeing a portfolio of 16–20 schools serving historically marginalized and immigrant communities. The organization holds schools accountable for academic and operational performance, adding a significant governance, compliance, and risk-management dimension to its work.

PUC's culture is grounded in equity, inclusion, and community voice. The organization believes those closest to the challenges are closest to the solutions and intentionally shares power with community members in shaping programs, advocacy, and enterprise. Its work is guided by five core values: Creativity, Justice, Resilience, Connection, and Kindness — values that shape how PUC builds solutions, advances equity, strengthens systems, partners across sectors, and leads with empathy and respect.

Organizational Context & Opportunity

Pillsbury United Communities stands at an important inflection point. With an \$11 million operating budget, a diverse revenue portfolio spanning philanthropy, public funding, and earned income, and an expanding portfolio of social enterprises and capital initiatives, PUC is both mission-strong and strategically complex.

In recent years, the organization has navigated funding volatility, shifting public-sector resources, and the increasing demands of sustaining multi-site operations and mission-aligned enterprises. As PUC advances initiatives such as Justice Built Communities and strengthens its social enterprise strategy, the Board seeks a CEO who can ensure long-term financial resilience while sharpening strategic focus and operational discipline.

The next CEO will be expected to:

- Strengthen and diversify revenue to reduce vulnerability to funding fluctuations
- Align programmatic, enterprise, and capital investments with clear financial performance metrics
- Build internal systems and leadership capacity to support growth and accountability
- Clarify and execute a 3–5 year strategy that balances community voice with organizational sustainability

The Board is seeking a leader who embraces complexity, brings financial and operational rigor, and can steward both mission and margin in equal measure.

Position Summary

The President & Chief Executive Officer (CEO) is the chief executive leader and public ambassador of PUC. Reporting to the Board of Directors, the CEO holds full P&L responsibility for a multi-site, multi-revenue-stream organization and leads strategy, financial performance, operations, fundraising, and external relations.

The next CEO will guide PUC through a period requiring disciplined execution, revenue diversification, and strategic clarity. This leader must balance bold community-centered vision with measurable outcomes, financial accountability, and enterprise performance.

Success in this role will require:

- Demonstrated experience managing complex budgets (\$10M+ preferred) with diverse revenue streams
- Proven ability to strengthen financial systems, forecasting, and performance management
- Experience leading earned-revenue models and/or social enterprises
- Capacity to oversee major capital initiatives or infrastructure investments
- Skilled partnership with an engaged Board to align governance and strategy

This role calls for a decisive yet relational executive — someone who can navigate ambiguity, make difficult trade-offs, and build trust across staff, community, funders, and public partners.

Key Responsibilities

Strategic & Financial Leadership

- Lead development and execution of a measurable 3–5 year strategic plan
- Oversee budgeting, forecasting, financial stewardship, and risk management
- Ensure enterprise and capital initiatives align with defined performance expectations

Strengthen systems that support accountability, transparency, and informed decision making

Revenue & Fundraising

- Serve as chief fundraiser and relationship steward
- Personally cultivate major donors and institutional funders
- Strengthen public funding and cross-sector partnerships
- Diversify and grow sustainable revenue streams

Organizational & Cultural Leadership

- Build and align a high-performing executive team
- Strengthen internal systems, role clarity, and operational effectiveness
- Promote a culture rooted in equity, transparency, shared leadership, and accountability
- Support leadership development and succession planning
- Model cultural humility and a demonstrated commitment to racial equity

Ensure the organization’s core values — Creativity, Justice, Resilience, Connection, and Kindness — are reflected in decision-making, partnerships, and internal culture

Board Partnership & Governance

- Partner closely with the Board on strategy and fiduciary oversight
- Provide clear financial reporting and performance metrics
- Maintain strong governance-management alignment

Community & External Engagement

- Represent PUC in civic, philanthropic, and policy spaces
- Sustain authentic relationships with community stakeholders
- Elevate PUC’s visibility and credibility locally and regionally

Candidate Profile

The ideal candidate will bring:

- 10+ years of senior executive leadership in organizations of comparable scale and complexity

- Demonstrated P&L responsibility and oversight of diversified revenue streams
- Proven success with revenue diversification and major fundraising
- Experience with social enterprise, real estate, or capital initiatives preferred
- Experience managing multi-site operations and government-funded programs
- Strong partnership experience with boards and cross-sector stakeholders
- Deep commitment to racial equity and community-centered leadership
- Ability to make thoughtful, strategic trade-offs while sustaining trust

PUC values leaders who bring lived experience, cultural humility, and a demonstrated commitment to racial equity. The organization strives to be a learning-oriented workplace where diverse perspectives are honored, and leadership is shared while staying true to our mission.

Local and regional leaders with strong Twin Cities (MN) relationships and lived connection to community are highly encouraged to apply.

First-Year Success Measures

Within the first 12–18 months, the CEO will be expected to:

- Advance revenue diversification and strengthen long-term financial resilience
 - Enhance financial forecasting and enterprise performance tracking
 - Lead development of a 3–5 year strategic plan with clear priorities and measurable outcomes
 - Build executive team cohesion and organizational alignment
 - Increase major donor engagement and funding confidence
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Compensation

Salary range: \$165,000–\$185,000, commensurate with experience, plus comprehensive benefits.

To Apply

Please submit a cover letter and resume as a single PDF document with your name and PUC in the title to admin@mightyconsulting.org by **5PM on Friday, April 3, 2026**

Questions about the search can be directed to David Hamilton at Mighty Consulting: david@mightyconsulting.org