



POSITION GUIDE

ORGANIZATION:	FOODS RESOURCE BANK
POSITION:	PRESIDENT & CHIEF EXECUTIVE OFFICER
REPORTS TO:	BOARD OF DIRECTORS
LOCATION:	Western Springs, Illinois

VISION

FRB envisions a day when all people around the world have enough to eat and the physical, financial and community resources to live hopeful, healthy, productive lives. FRB's constructive role in this transformation is to raise resources to support sustainable smallholder agricultural development, and to increase opportunities for all people to work together consciously toward a more just and equitable world for all.

MISSION

As a Christian response to hunger, FRB links the grassroots energy and commitment of agricultural communities around the world with the capability and desire of smallholder farmers in developing countries to grow lasting solutions to hunger.

CORE VALUES

Born of a fundamental belief in the power of grassroots ownership, healthy relationships and sustainable agriculture as the basis for good development in the area of food security, we value: recognizing the divine in everyone and everything ~ exercising our faith with our sleeves rolled up, as modeled by farmers ~ willingly coming to share, to learn, and to be transformed ~ and respecting all people as we work alongside each other to make our world a just and better place.

ABOUT FOODS RESOURCE BANK

FRB raises money to help people in developing countries grow their own food. Each year more than 160 [U.S. growing projects](#), volunteers, companies, and organizations raise over \$3 million to support 40-50 [overseas programs](#). To administer these programs, FRB works through a network of 14 [Implementing Organizations](#) (such as Catholic Relief Services, Lutheran World Relief, the United Church of Christ) and local partner organizations in nearly 30 countries around the world.



What we do: FRB engages volunteers to raise money for 40+ overseas programs a year. What makes the FRB model unique is that FRB volunteers organize themselves into hands-on "Growing Projects" to raise an agricultural crop such as grain, soy, corn or other agricultural products to support the mission of FRB. Once harvested, the group sells the crop and donates the funds to Foods Resource Bank for use in the food aid and development programs carried out by our members overseas. All of the programs focus on developing small-holder

agriculture, often in the most remote and poorest regions of the world. We see agriculture as the solution to hunger experienced in much of the world.

Why Agriculture? Much of the world's poor are farmers or have no access to land. Having enough to eat for the whole year is dependent on growing enough to last all year. Hunger is often a seasonal issue as farmers run out of last year's food before the current year's harvest. If provided with training and basic inputs like seeds or small tools, farmers can increase their harvest and therefore their food security.



FRB Promotes -

- **Agriculture** - Although farmers make up only 1% of the population in the US, 70% of the population in the developing world is rural; agriculture, therefore, plays a key role on the path to food security.
- **Sustainability** - This word means more than the idea that teaching people to fish is better than giving them a fish to eat. Sustainable food security also means that people have the knowledge, technology, and access to the fish necessary for successful fishing.
- **Community** - FRB provides an intersection for local, international, rural, urban, government, advocacy, farmer and non-farmer groups to work together within many communities on solving world hunger.
- **Grassroots** - FRB works to improve the lives of small holder farmers and landless individuals in the developing world by raising support primarily from individuals and family farms in the developed world.



- **Awareness** - FRB brings visitors from our overseas programs to the US to tell their story and often takes visitors, US farmers and others overseas to learn from our partners.

As a Christian response to hunger, FRB links the grassroots energy and commitment of agricultural communities around the world with the capability and desire of smallholder farmers in developing countries to grow lasting solutions to hunger. FRB assistance is offered without regard to race, gender, belief, nationality, ethnic origin or political persuasion.

THE OPPORTUNITY

Reaching the next 1 million: In 2014, FRB celebrated two exciting milestones: our 15-year anniversary and reaching more than 1,000,000 people through sustainable food security programs. In looking forward, FRB has set a goal to help us grow and expand our work even further to help more people in the years to come.



As identified in our 2018 Strategic Plan, FRB has significant opportunities to expand within our core strategy of developing and building more volunteered Growing Projects (GPs). The plan is not suggesting that FRB should maintain the status quo. It does conclude, with the unanimous vote of the board, that FRB's greatest opportunities will be found in leveraging the networks of our existing Growing Projects to engage more people in the US in this mission. The next president will have the opportunity to impact lives overseas as well as, notably, the lives of those in the U.S. who want to make a difference in our world.



Working with our Growing Projects, Implementing Organizations (IOs) and dedicated staff, the next president will have the opportunity to bring this unique mission and approach to a new generation of farmers and supporters. He or she will expand on FRB's church-based outreach to invite supporters from related industries, and he or she also will have the unique opportunity to modernize communications and to lead branding and potential naming efforts for the organization.

POSITION SUMMARY

Reporting to the Board of Directors, the President & CEO will work collaboratively with highly motivated staff, engaged volunteer leaders and 14 faith-based nonprofit "Implementing Organizations" to help address the root causes of hunger around the world. The President will manage key local, national, and international relationships as well as formulate fundraising goals and objectives.



The President & CEO is responsible for the overall leadership of FRB's efforts throughout the United States. The President is the key "face" of the FRB to its many publics (church, agriculture, NGO, etc.) and has primary responsibility for programs and growing the organization. The position also has a responsibility for communications and, with the board, sets and implements the strategic plans for the organization.

The President will lead, inspire and coordinate the efforts of the team including overseeing and promoting their productivity, teamwork and professional development. Staff are in six regional locations, and developing close, effective working relationships with the entire team will be critical to the success of the President and of the organization.

CANDIDATE PROFILE

We seek a proven leader with a deeply-rooted passion for helping individuals and communities around the world to attain food security. We seek a highly relational leader who appreciates and is comfortable with interactions in a broad variety of settings and communities, including communities of faith. Candidates should have the ability to communicate effectively with farmers, churches and church members, nongovernmental organizations and private donors, as well as with rural farmers in other nations. Candidates should be natural networkers who relish the process of inviting and building communities of creativity and support for this exciting mission.



A proven ability to coach, inspire and motivate employees and volunteers in multiple locations is essential to bring clarity and focus to FRB's culture of professionalism, respect, and commitment wherever partnerships are developed.

The ideal candidate will have exposure, experience or interest in agriculture as well as some knowledge of people and organizations in the agriculture industry. Although an agriculture background is not required, humility, curiosity and a healthy respect for the knowledge of our farming partners and staff are a must. Because our donors and Growing Project participants continually bring creativity and new ideas to our Growing

Projects and other efforts, an openness to learning will reap high dividends for the next President.

Knowledge of the international relief & development community is helpful but not an essential part of one's ability to succeed in this position; the ability and capacity to lead and understand the mission, function, and impact of an organization like FRB is essential.

FRB has recently completed a comprehensive strategic planning process, and we seek a leader with exceptional skills in the execution of a plan and with skill in building a team, building trust and providing ongoing clarity and focus for the organization.

Candidates must be flexible and available to travel both for staff supervision purposes as well as to travel for meetings with domestic and international partners.



The President and CEO will also need a high level of comfort with fundraising, especially in sharing the vision and fostering productive relationships with donors, foundations and other FRB supporters.

Applications and nominations are being received by Kittleman & Associates, LLC. To apply, please send a current resume and letter of interest to

<https://www.kittlemansearch.com/foods-resource-bank/>

For more information on the Foods Resource Bank, please visit <http://www.foodsresourcebank.org/about-foods-resource-bank>.