



NBCDI
National Black Child
Development Institute

PRESIDENT AND CEO
LEADERSHIP PROFILE
Silver Spring, Maryland

*NBCDI envisions a society that ensures a successful future
for all children. – NBCDI vision*



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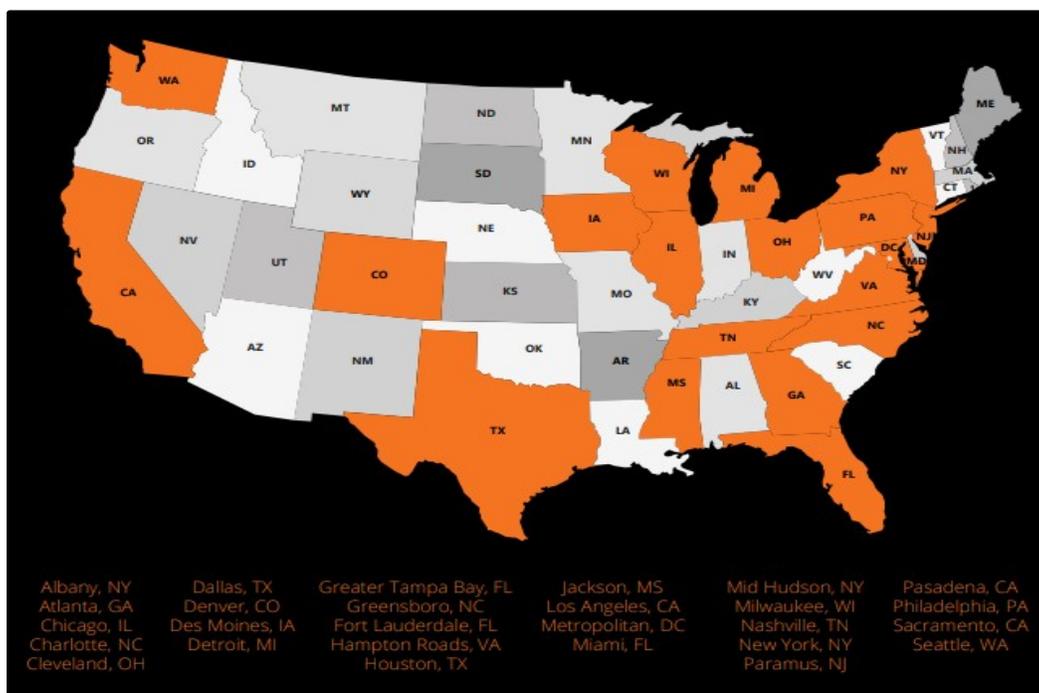
A UNIQUE OPPORTUNITY

The issues of race and equity are at the center of our national dialogue. As policy makers and leaders search for sustainable solutions, the National Black Child Development Institute (NBCDI) stands as a trusted partner. For more than fifty years, NBCDI has been at the forefront of engaging leaders, policy makers, professionals, and parents around critical and timely issues that directly impact Black children and their families. NBCDI believes that a quality early childhood education is the foundation for a strong start in life. Its mission is to improve and advance the quality of life for Black children and families through education and advocacy.

NBCDI is a national organization with an Affiliate network in more than 25 communities. It combines long-term systems change work with ongoing initiatives to empower Black children and families. NBCDI implements national programs, provides policy papers, and supports early childhood educators. It also mobilizes and empowers volunteers at the grassroots level through its Affiliate network.

As many programs address deficits in the Black community, NBCDI take a strengths-based approach. It develops and delivers strengths-based, culturally relevant, evidence-backed, and trauma informed resources that respond to the unique assets and needs of Black children around issues including early childhood education, health and wellness, literacy, and family engagement.

While respected and highly effective amongst its existing circle of influence, the next President & CEO of NBCDI has the opportunity to capitalize on this national moment and elevate the voice, brand and impact of NBCDI, and to grow and develop the organization to meet the needs of this time. NBCDI can and should be recognized as the premier thought-leadership organization for Black children and families.



THE MANDATE

The next leader of NBCDI will have an unwavering commitment to improve the quality of life, well-being, and success of Black children and families. The President & CEO will lead NBCDI to its next level of impact by expanding its external influence and footprint and building and strengthening its internal operations to meet growing opportunities. The ED will:

1. Provide strategic vision and leadership.
 - Provide a clear and ambitious vision for the future, and for the organization, that inspires the team, Affiliates, key partners and stakeholders.
 - Collaborate with the staff, Board, and Affiliates to identify opportunities to expand NBCDI's impact and influence.
 - Develop and operationalize a strategic plan, collaborating with the Board, staff, and Affiliates.
2. Elevate and expand NBCDI's presence as a thought leader and catalyst for change.
 - Work with national policy makers and influencers to lift and leverage the work and voice of NBCDI.
 - Ensure NBCDI is seen as the premiere organization for Black children and top of mind when other organizations want to address issues around Black families and children.
 - Engage, partner and mobilize the Affiliate network to drive change at the local level.
3. Raise Institutional Funds
 - Convincingly communicate the unique value proposition of NBCDI to a wide range of foundation, corporate and individual donors.
 - Capitalize on the current opportunity of engaged stakeholders to significantly grow and sustain additional funding.
 - Enhance existing fund raising process to ensure a comprehensive process including timely cultivation and follow-up with donors and prospects.
4. Engage, enhance and strengthen the Affiliate network
 - Partner with, listen to and leverage strength of existing Affiliates.
 - Provide a comprehensive strategy that delineates areas of partnership and support.
 - Establish an effective two-way communication strategy between the national team and the Affiliate network.
 - Build and grow the Affiliate network in accordance with the strategic plan.
5. Lead, manage and grow a high-performing team.
 - Attract, develop, retain and lead a senior team and staff.
 - Identify opportunities for additional staff and support requirements.
 - Exemplify and promote organizational culture and values of integrity, collaboration, innovation, accountability, and respect.



- Foster strong management practices, including setting objectives and priorities, ensuring budgetary oversight and alignment of resources.
- Cultivate consistent communication and collaboration across the organization and its Affiliate network.

THE CANDIDATE

The ideal candidate will be a multi-faceted, collaborative leader with the cultural competence and expertise to advance the mission externally, and to develop and lead the staff and organization to its next level of impact. The President & CEO will have:

- Experience engaging and influencing educators and policy makers.
- Experience advancing a mission through public speaking, writing and media.
- Demonstrated success raising funds for a nonprofit organization.
- Managed, grown and led an organization to a greater level of impact.
- Strong financial, business acumen and decision-making skills.
- The ability to engage, manage, motivate and unite people around common goals and strategies, and to drive teamwork and results.
- Experience in, or credible knowledge of, early childhood education.

Personal assets will include:

- Demonstrated commitment to lifting up Black children and their families.
- Collaborative, inclusive, team-oriented leadership style.
- An innovative spirit and one that fosters new ideas.
- Honesty, integrity and an approach to leadership that respects, lifts and values the voices of others.
- Excellent written and verbal communication skills.

THE ORGANIZATION

NBCDI was launched in the wake of the Civil Rights Movement by the Black Women's Community Development Foundation. The women of the Foundation were deeply concerned about unsatisfactory social and economic conditions facing families determined to raise healthy Black children. They organized a national advocacy group and created a unified movement to develop strategies to improve the life circumstances of Black children through policy change. This was the birth of NBCDI. It launched an Affiliate network four years later to mobilize volunteers at the community level.

NBCDI synergizes the broader, long-term work of changing the systems that affect Black children and families with the immediate work of empowering Black children and families. Its work is rooted in a foundational belief that one of the most effective ways to improve and advance the quality of life for Black children and families is to give Black children a strong start in life through quality, equitable early childhood education; build positive self-identify for Black children; and draw on the strengths

and resilience in our community, through Black leadership, to promote policies that support Black children and families.

Accordingly, NBCDI pursues its mission by advancing system reforms needed to advance racial equity in early childhood education; developing Black leadership at the local, state, and national levels; and reaching and strengthening Black children and families directly, using three core strategies:

- **Develop early childhood education policy initiatives informed by the lived experiences of Black children and families.** A guiding principle for our policy initiatives is that policy changes should be informed and driven by the communities that the policies are designed to benefit. Consistent with that principle, NBCDI provides advocacy training to its National Affiliate Network and engages Black families and children through town hall meetings, public forums, focus groups, and surveys before developing policy recommendations.
- **Build strong leaders in the early childhood education field and ensure leadership at the national level more closely reflects the young children being served in education and other systems.** NBCDI's Policy Fellowship Program is designed to deliver a new cadre of highly qualified policy leaders who will bring more diversity to the senior and executive levels in national child and family advocacy organizations. Through its two-year program, NBCDI Policy Fellows incubate new approaches to policies and reform systems to help Black children realize their full potential.
- **Provide culturally responsive programs that are designed to support strong leadership and advocacy in Black communities and instill in Black children a positive sense of their identity and culture.** Through Read to Succeed, *Good for Me!* and Family Empowerment programs, NBCDI:
 - nurture early literacy and language development by supporting families with young children in establishing home libraries with culturally relevant and developmentally appropriate children's books and supplemental resources;
 - promote culturally relevant healthy nutrition and fitness practices among Black families with young children; and
 - build the capacity of parents and caregivers as leaders and advocates for their families

NBCDI has an experienced and dedicated staff of 9 and a budget of approximately \$3M. It is supported by a distinguished and committed board, several of whom are funders.

THE RELATIONSHIPS

The President is responsible and accountable for leading NBCDI. The President has the following reporting relationships:

Reports to:	<ul style="list-style-type: none">• The NBCDI Board of Directors
Manages:	<ul style="list-style-type: none">• SVP, Institutional Advancement• VP, Policy• Senior Director, Programs & Educations• VP, National Partnerships and Community Mobilization
Plays a leadership role with other key stakeholders including:	<ul style="list-style-type: none">• NBCDI Affiliates• Educators, national policy makers, business, civic, and philanthropic leaders and influencers• Current and prospective donors and partners

THE LOCATION

The National Black Child Development Institute is based in Silver Spring, Maryland.

For potential consideration or to suggest a prospect,
please email

NBCDI@BoardWalkConsulting.com

or call

Crystal Stephens or Paula Nicholas at 404-262-7392.