



PRESIDENT

MADISON, WISCONSIN



Working to strengthen lives and secure futures since 1954.

Goodman Community Center

Mission & Vision:

*The Goodman Community Center strengthens lives and secures futures.
We envision a community that's thriving because everyone is valued and has the
resources they need to be successful.*

Goodman Community Center has partnered with **Spano Pratt Executive Search**, an LAK Group Company, to find their new **President**. For a confidential conversation and to learn more about this opportunity, please contact:

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ORGANIZATIONAL OVERVIEW

At the Goodman Community Center (GCC), you will step into one of Madison's most treasured institutions, serving more than 35,000 children, teens, families, and older adults each year. Rooted in values of equity, inclusion, and connection, GCC has become a vibrant hub where people of all ages and backgrounds come together to learn, grow, and thrive—reflecting the forward-thinking, inclusive spirit of Madison itself. The entire community is grounded in a model fostering the 3C's – Courage, Connection, and Curiosity.

Relationships are at the heart of everything GCC does. Children discover new opportunities, teens find support to grow and lead, develop employment skills, gain training through work opportunities, and both mentor and are mentored by others. Families receive vital support, and older adults build meaningful connections. Alongside 80 dedicated professionals, countless volunteers, and strong community partners, you will help ensure that when everyone has the chance to succeed, the whole community flourishes.

GCC is moving forward with confidence, guided by a strategic plan centered on intentional programming, workplace wellness, and financial agility. This plan strengthens the organization from within while deepening its impact across the community. In recent years, GCC has launched initiatives such as the Living Wage Initiative and *SMART Literacy, dramatically expanded its food pantry, strengthened Board governance, and built a talented leadership team ready to support you. As President, you will have the opportunity to carry this plan forward while shaping GCC's next chapter of impact, ensuring the Center continues to be a place where everyone belongs.

POSITION OVERVIEW

As the next President of GCC, you will step into a role that blends vision, heart, and impact. You will guide one of Madison's most revered community pillars, ensuring its financial health, operational excellence, and mission impact while championing equity, inclusion, and authentic community connection at every level.

In this role, you will inspire and empower a talented staff, partner with a dedicated board, cultivate philanthropic support, and strengthen collaborations across Madison and beyond. Every day, you will lead with both purpose and presence, making certain that GCC remains a place where children, families, teens, and older adults are seen, supported, and able to thrive. Anchored by the **Goodman Six**—community, equity, integrity, respect, caring, and trust—you will carry forward a proud legacy while shaping a thriving, inclusive Madison for generations to come.

Above all, you will carry forward GCC's proud legacy as a vibrant hub of belonging, where values are lived, voices are heard, and opportunities are created for all.



You will be successful if:

- You are a visible, trusted leader who is deeply connected to the community and builds authentic and impactful relationships.
- You inspire confidence in staff, participants, donors, partners, and the board through integrity and vision.
- You foster a culture of belonging where people feel valued and connected to GCC's mission.
- You balance big-picture vision with operational excellence to ensure long-term sustainability.



CORE RESPONSIBILITIES

People Leadership & Organizational Culture

- Inspire and empower GCC's staff of 80 professionals and 1000+ volunteers, fostering a culture rooted in respect, psychological safety, collaboration, and professional growth.
- Champion diversity, equity, inclusion, belonging, and justice (DEIBJ) throughout policies, practices, and programming.
- Guide the team through growth and change with clarity, compassion, and resilience, while celebrating the organization's mission-driven successes.

Strategic Vision & Mission Leadership

- Provide inspirational leadership to ensure GCC's mission, vision, and values are upheld across all programs and operations.
- Partner with the Board to lead ongoing strategic planning, aligning resources with evolving community needs and organizational priorities.
- Advance an equity-centered strategy that prioritizes community voice, innovative approaches, and long-term sustainability.

Fundraising, Advocacy, & External Engagement

- Act as the chief ambassador for GCC, elevating its profile with donors, partners, policymakers, and the wider community.
- Lead fundraising and resource development in partnership with the Vice President of Philanthropy, with emphasis on major gifts, grants, sponsorships, and long-term revenue diversification.
- Build and sustain authentic relationships across all levels of the community, from participants and neighbors to civic leaders, corporate partners, and philanthropists.

Board Partnership & Governance

- Serve as the primary liaison to the Board of Directors, ensuring open communication and a transparent, collaborative partnership.
- Support board development, including recruitment, onboarding, training, and ongoing education in governance and equity best practices.

- Engage the Board as a strategic asset to guide and champion the organization's vision and priorities.

Operational & Financial Stewardship

- Oversee GCC's financial health and ensure compliance, transparency, and strong fiscal management of the \$10M annual budget.
- Ensure operational excellence across facilities, programs, and administrative functions, balancing innovation with efficiency.
- Partner with senior leadership to advance financial agility, program effectiveness, and risk management practices that safeguard GCC's long-term stability.

Community Presence & Advocacy

- Serve as a visible and trusted presence in the Madison community, engaging authentically with program participants, staff, partners, and neighbors.
- Advocate for GCC's mission and for the broader needs of the community, particularly in addressing inequities, displacement, and emerging social challenges.
- Ensure that GCC is a welcoming, inclusive, and inspiring gathering place for all.



QUALIFICATIONS & EXPERIENCE

Education

- Bachelor's degree is required; advanced degree is preferred, in a field that sharpens your ability in nonprofit administration or management, providing the backbone for your strategic thinking and operational excellence.
- Ten+ years of demonstrated ability to lead a complex, mission-driven organization with a diverse team and broad community impact.
- A commitment to lifelong learning, proven through professional development and continuing education in nonprofit leadership, ensuring you stay ahead in a rapidly evolving landscape.

KEY COMPETENCIES

People Leadership & Organizational Culture

Creates a healthy, inclusive workplace that empowers staff and volunteers to thrive.

- Culture Builder: Leads with humility and vulnerability, empowering others rather than seeking the spotlight. Cultivates a culture of trust, collaboration, and accountability.
- Team Development: Builds and supports a strong, diverse, high-performing team; invests in staff development and retention.

Mission-Driven & Community-Centered Leadership

Grounded in GCC's mission and deeply connected to the community it serves, while representing the values of equity, inclusion and belonging, with lived experience or demonstrated ability to relate across differences.

- Authenticity & Empathy: Leads with authenticity, empathy, and commitment to GCC's mission.
- Visibility & Engagement: Builds trust by being visible, accessible, and engaged across the community.

Resilience, Agility & Change Management

Provides steady, adaptable leadership through times of change and challenge.

- Steady Leadership: Guides GCC with steadiness and adaptability during transitions or uncertainty. Able to guide GCC through transition and rebuild trust following reputational challenges.
- Change Navigation: Motivates and supports the organization through change while staying rooted in mission and values.

Fundraising & External Relations

Strengthens GCC's sustainability and reputation through authentic external engagement.

- Donor Partnerships: Confident and credible in high-level conversations that build strong, authentic relationships with donors, funders, and community partners.
- Ambassadorship: Serves as a trusted ambassador, elevating GCC's reputation and reach, while also comfortable engaging across all levels of the community.

Strategic & Ethical Stewardship

Ensures long-term organizational health through vision, discipline, and integrity.

- Strategic Focus: Balances "big picture" strategy with disciplined execution of operational and fiscal responsibilities.
- Proven Management: Brings proven experience managing organizations of comparable size, scope, and complexity.
- Financial Stewardship & Governance: Ensures GCC's long-term financial health, compliance, and governance integrity.

Communication, Advocacy & Visibility

Amplifies GCC's voice and impact through clear, value-driven communication.

- Clear Communication: Communicates with clarity, transparency, and adaptability across audiences and can navigate tough conversations with courage, respect, and mission value.
- Public Leadership: Positions GCC as a visible convener and advocate on key community issues affecting the East Side and broader Madison community.

Equity, Inclusion & Cultural Competence

Centers equity and belonging as core to GCC's leadership and community role.

- Equity Leadership: Champions diversity, equity, and inclusion within the organization and community. Understands the lived realities of marginalized communities and integrates that perspective into leadership.
- Cultural Responsiveness: Builds belonging and respect within the staff team and in how GCC serves its community, through culturally responsive leadership.

PERSONAL ATTRIBUTES

As the next Goodman Community Center President, you will lead with compassion, humility, and be a champion for Goodman Community Center's mission and vision, strengthening lives and securing futures by envisioning a community that's thriving because everyone is valued and has the resources they need to be successful. You will combine strategic vision and operational commitment with genuine care for people and community. You will bring strong emotional intelligence and cultural competence, listening deeply with care to foster trust across staff, participants, donors, and community partners. Resilient and adaptable, you must thrive in and navigate complexity while keeping equity, inclusion, and community voice at the center of your work. Above all, you will embody authenticity, credibility, and a strong collaborative nature along with a steady, empathetic presence that inspires confidence and belonging.



TOTAL REWARDS

You will receive highly competitive rewards, offered and designed to recognize your contributions and support your growth, including a competitive compensation range of \$175,000 - \$225,000, robust benefits, and unique opportunities to make an impact.

LOCATION: MADISON, WI



Madison, Wisconsin offers an exceptional blend of big-city energy and small-town charm, making it one of the most desirable places to live and work in the Midwest. As the state capital and home to the University of Wisconsin–Madison, the city buzzes with innovation, education, and culture. Madison consistently ranks among the top U.S. cities for quality of life, thanks to its strong economy, nationally recognized health care, and vibrant arts and music scene. Its diverse neighborhoods and engaged citizenry reflect a community that values inclusivity, creativity, and civic leadership.

The city's natural beauty is equally compelling. Nestled between Lakes Mendota and Monona, Madison offers an abundance of year-round recreational opportunities, from biking along one of the nation's best trail systems to boating, fishing, and cross-country skiing. Farmers' markets, locally sourced dining, and a strong food culture celebrate Wisconsin's agricultural roots while supporting a thriving local economy. Madison's progressive spirit, combined with its natural resources and cultural amenities, creates a dynamic environment for both families and professionals.

If you are an executive leader who is passionate about community impact, Madison provides the perfect backdrop. Its reputation for collaboration, innovation, and investment in the common good aligns seamlessly with the Goodman Community Center's mission of strengthening lives and building connections. Living and working here means being part of a community that believes in equity, opportunity, and the power of people coming together to make a difference.



NOMINATION & APPLICATION PROCESS

The position will remain open until the role is filled. Confidential inquiries, nominations, and questions concerning this search may be sent by email. **To be considered for this opportunity, please send your resume with cover letter to:**

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www.spanopratt.com

Learn more about the **Goodman Community Center and Madison, Wisconsin:**

[Goodman Community Center](#)
[Goodman Community Center Annual Report](#)
[City of Madison, Wisconsin](#)
[Destination Madison](#)
[Atwood Neighborhood](#)