



Cumberland Community
Foundation, Inc.

President/CEO • Cumberland Community Foundation, Inc.

Position Guide • October 2026

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OVERVIEW

Position	President/CEO
Reports to	Board of Directors
Location	Fayetteville, North Carolina



MISSION

Giving together to enhance the quality and spirit of community life.

VISION

A vibrant, inclusive community that provides sustainable opportunities for generations.

CORE VALUES

Stewardship, Integrity and Trust – We believe in trustworthy, accountable stewardship of all charitable resources.

Power of Collective Giving – We believe in collective giving to support community needs and opportunities.

Diversity – We believe in engaging our diverse community to improve the quality and spirit of community life.

Power of Endowment – We believe in building endowments to sustain donor intent and achieve community change for the long term.

Innovation and Excellence – We believe in continuous improvement to achieve excellence in all aspects of our work.

Philanthropy for the whole community – Cumberland Community Foundation welcomes donors at every level.

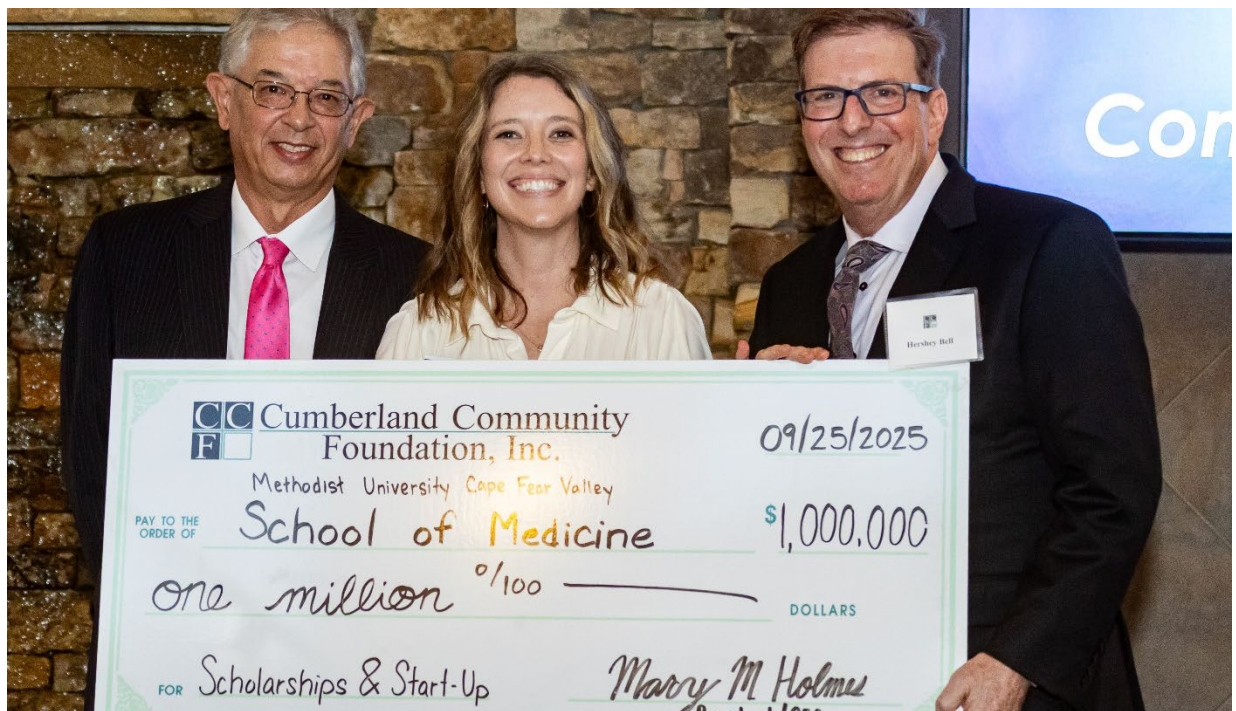


Figure 1 – Methodist University Cape Fear Valley School of Medicine Founders and Friends Check Presentation

Cumberland Community Foundation, Inc. (CCF) began with one person's conviction that a community could invest in its own future. In 1980, Dr. Lucile West Hutaff donated stock valued at \$576,840 and created an institution designed to bring people together to improve local life. Her gift became the foundation for a philanthropic enterprise now supported by thousands of people with varied backgrounds and charitable interests.

CCF helps donors create charitable funds and supports the nonprofit community. Through grants and scholarships, CCF turns generosity into opportunity across Cumberland County. More than 75 percent of its assets are endowed, allowing gifts made today to respond to community needs far into the future.

CCF manages a broad portfolio of charitable funds, including donor-advised and scholarship funds. Its work also encompasses designated, agency, field-of-interest, unrestricted, and

administrative funds. The model combines disciplined investment with close attention to donor intent. Operations are supported through administrative endowments and fee income, allowing development work to remain focused on growing charitable assets rather than raising annual operating revenue.

CCF's influence extends beyond grantmaking. It strengthens nonprofit organizations through training and endowment services. It convenes partners when shared action can advance a community goal. It also gives professional advisors a trusted vehicle through which families can translate financial plans into enduring charitable purpose.

CCF has met Community Foundations National Standards since 2007 and was reaccredited in 2025.

VITAL STATISTICS

As of June 30, 2026

Total assets: \$174,280,555.17

Grants and scholarships paid since 1980: \$111.09 million

Total gifts received since 1980: \$183.26 million

Funds held: 677

→ [VISIT CCF'S WEBSITE HERE FOR MORE INFORMATION](#)



Figure 2 – CCF Women's Giving Circle

Cumberland Community Foundation seeks a President/CEO to lead a respected philanthropic institution at a defining moment in its history.

The next leader will help steward permanent charitable resources created to serve Cumberland County in perpetuity. Equally important, the new President/CEO will inherit decades of public trust and deeply personal donor relationships.

The current President/CEO will step down in March 2027 after nearly three decades of service. Her successor will have the very rare opportunity to honor a record of trust and excellence and to establish an independent voice. The new leader will also have the opportunity to broaden CCF's relationships while helping the community imagine what its philanthropy can accomplish next.

The President/CEO will oversee more than \$174 million in assets while knowing donors as individuals. The leader will work with an engaged board and a highly capable staff, then carry CCF's mission into conversations throughout the county. This is executive leadership grounded in both fiduciary rigor and human connection.

Why this role matters

The next President/CEO will help families turn values into legacy and strengthen the nonprofit community. The leader will also preserve charitable wealth for local benefit while guiding CCF toward its 50th anniversary in 2030.

For a leader who believes philanthropy can connect generations and expand a community's possibilities, CCF offers unusual reach. The next executive can build upon a trusted institution while helping shape the future of Cumberland County.

The next President/CEO will arrive at a moment of strength and possibility. CCF is financially sound and highly regarded. It is also supported by people who care deeply about its future. The opportunity is not to reinvent the organization. It is to understand the source of its success and preserve what is essential, then lead with the confidence to help a strong institution become even more consequential.



Figure 3 – CCF Board Members Judge Elizabeth Keever and Vera Bell

Reporting to the Board of Directors, the President/CEO leads Cumberland Community Foundation as its chief executive, principal ambassador, and foremost relationship builder. The executive will advance a compelling vision for CCF's future while protecting the fiduciary discipline and donor trust on which CCF was built.

STRATEGIC LEADERSHIP

The President/CEO will help the Board discern where CCF can create enduring value. The executive will translate that direction into focused priorities while keeping CCF anchored in permanent philanthropy and attentive to changes in Cumberland County.

DONOR STEWARDSHIP AND ASSET DEVELOPMENT

The CEO will cultivate donors and steward fundholders through relationships that are personal, informed, and sustained over time. The leader will help families imagine a charitable legacy and will build productive partnerships with the advisors who guide their planning.

COMMUNITY LEADERSHIP

As CCF's public voice, the President/CEO will become a trusted presence across the county. The executive will engage people in all the Cumberland County communities, big and small, including residents whose lives are connected to Fort Bragg, and will convene partners when CCF can help a promising idea move forward.

FINANCIAL AND ORGANIZATIONAL STEWARDSHIP

The President/CEO will maintain rigorous oversight of CCF's finances and charitable fund agreements. This responsibility includes investments and budgets, along with reserves, risk, and compliance. The executive will also guide facilities decisions and ensure that CCF's systems keep pace with its aspirations.

PEOPLE, CULTURE, AND GOVERNANCE

The next leader will support a knowledgeable staff and set clear expectations. The President/CEO will encourage professional growth while fostering sound governance in partnership with the Board. Directors will be engaged as ambassadors for CCF's mission.



Figure 4 – Sunshine Bags - Food during school breaks

This role joins fiduciary stewardship with relationship development and public leadership. Strong candidates will be comfortable carrying all parts of that responsibility.

RELEVANT PHILANTHROPIC LEADERSHIP

CCF seeks a proven, accomplished leader with the imagination to expand the influence of an already successful organization. Direct community foundation experience is strongly preferred. Exceptional leaders from closely aligned philanthropic, financial, or nonprofit settings will also be considered when their work has combined asset stewardship with donor development.

EXECUTIVE LEADERSHIP AND BOARD PARTNERSHIP

The successful candidate will bring at least ten years of progressively responsible leadership and a demonstrated record of leading a complex organization. The individual will have worked productively with a Board and led professional staff. Strong candidates will demonstrate the ability to set strategic direction and allocate resources.

FINANCIAL FLUENCY AND FIDUCIARY STEWARDSHIP

The President/CEO needs not be the investment officer, but strong financial acumen is essential. The leader must understand investments and budgets, as well as reserves and internal controls. Just as important is a clear grasp of the responsibilities that accompany permanent charitable funds. Experience with planned gifts or other complex assets will be particularly valuable.

DONOR DEVELOPMENT AND RELATIONSHIP BUILDING

The role requires a proven ability to develop charitable resources. Strong candidates will have cultivated major donors and maintained relationships over many years. They will listen for intent, connect that intent with a sound charitable option, and remain engaged after a gift is made.

COMMUNICATION AND PUBLIC LEADERSHIP

Candidates should be compelling communicators who bring clarity to complex ideas. The executive must speak with warmth and precision, whether meeting a family at its kitchen table, advising the Board, or representing CCF before a community audience.

EDUCATION AND COMPLEMENTARY EXPERIENCE

A bachelor's degree or an equivalent combination of education and relevant executive experience is expected. Advanced study may be useful. Exposure to endowment campaigns, scholarship programs, nonprofit capacity building, or facilities planning would strengthen a candidate's preparation.

TRUST GROUNDED IN INTEGRITY

Integrity is the defining requirement. The President/CEO must protect donor intent and keep commitments. Trust will grow through accurate work and consistent follow-through, not through personality alone.

A RELATIONAL AND INCLUSIVE STYLE

CCF serves donors across the economic spectrum. The next executive must approach every person with dignity and without assumptions. Candidates will be comfortable crossing differences, finding common purpose, and creating the conditions for people to act on their generosity.

CURIOSITY BEFORE CHANGE

CCF is open to fresh thinking, but it is not seeking disruption. Candidates should demonstrate their ability to ask why a practice exists before deciding whether to alter it. The strongest leader will listen with humility, then act with clarity when the path becomes clear.

VISIBLE COMMITMENT TO PLACE

The position requires an executive who will live in the area and become part of community life. Candidates need not already know Fayetteville, but they must be eager to learn it and bring the

accessibility needed in a relationship-driven community. CCF seeks a leader who views this opportunity as a meaningful long-term commitment and is ready to build enduring relationships with donors, advisors, staff, Board members, and community leaders.

What success will look like:

The transition will feel steady without feeling static. Donors will remain confident, staff members will feel valued, and the Board will have a thoughtful partner for consequential decisions. The new President/CEO will develop an independent public presence while honoring CCF's history. Existing commitments will receive careful stewardship, and new relationships will expand the donor community. Staff will remain supported as the leader assesses capacity and prepares the Board for future decisions.

The next President/CEO must earn trust with people whose experiences and viewpoints differ widely. Although Cumberland County has more than 300,000 residents, relationships often function as they do in a smaller community: they are personal, interconnected, and built over time. Each person should experience the President/CEO as attentive and genuine.

CCF offers a competitive salary and benefits package.

The salary range for this position annually is between \$225,000 and \$260,000 and will be commensurate with experience. The comprehensive benefits package includes health, dental, short-term/long-term disability, group life insurance, and a 401(k) plan. CCF observes up to 12 paid holidays each year and offers Paid Time Off.

How to apply

To apply, please submit a current resume and letter of introduction to Kittleman & Associates, LLC. For best consideration, please submit application materials by Friday, November 20, 2026.

→ **SUBMIT YOUR APPLICATION TO KITTLEMAN ONLINE**
(CLICK THE APPLY BUTTON AT THE BOTTOM OF THE PAGE)



Figure 5 - The Moore Street Foundation receives books from Friends of the Cumberland County Public Library. Both organizations are grantees of CCF's Summertime Kids program.

LIVING AND LEADING IN FAYETTEVILLE, NORTH CAROLINA

Fayetteville combines the accessibility and personal connections of a close-knit community with the cultural, economic, and civic resources of one of North Carolina's largest counties. Home to longtime residents, military-connected families, educational and cultural institutions, and a revitalized downtown, the community offers a distinctive setting for a leader who values service, relationships, and meaningful civic engagement.

Fayetteville at a Glance

COMMUNITY CONNECTIONS

Although Cumberland County is home to more than 300,000 residents, relationships often function as they do in a smaller community: personal, interconnected, and built over time.

DOWNTOWN ENERGY

Downtown Fayetteville serves as a center for business, civic activity, dining, arts, entertainment, and community gatherings.

REGIONAL ACCESS

Fayetteville provides convenient access to Raleigh, Research Triangle Park, the North Carolina coast and mountains, and other destinations throughout the Southeast.

MILITARY HERITAGE

The presence of Fort Bragg has helped shape a diverse and globally connected community with a strong culture of service, leadership, and resilience. Many military families choose to make the area their permanent home after retiring.

ARTS + EDUCATION

Colleges, cultural institutions, museums, performing arts venues, and community events contribute to the area's quality of life and provide opportunities for learning and engagement.

A SPIRIT OF SERVICE

The community's military heritage, philanthropic organizations, nonprofit institutions, and civic leaders contribute to a shared commitment to service and improving the lives of others.

A Community Where Leadership Is Personal

For a mission-driven executive, Fayetteville offers a setting well aligned with the work of Cumberland Community Foundation: diverse, relationship-driven, community-minded, and grounded in a shared desire to strengthen the region for future generations. CCF's countywide role allows it to bring together donors, nonprofit organizations, professional advisors, business leaders, and residents who might not otherwise have opportunities to collaborate.

The President/CEO will be expected to become a visible and trusted presence in the community. This means learning Fayetteville's history, appreciating the experiences and perspectives of its residents, and building authentic relationships across Cumberland County. For the right leader, Fayetteville offers more than a place to work. It provides the opportunity to become part of a connected community and make a meaningful contribution to its long-term future.

[CLICK HERE TO LEARN MORE ABOUT FAYETTEVILLE & CUMBERLAND COUNTY, NC](#)