

CHARLES & MARGERY BARANCIK FOUNDATION

President and CEO • Charles and Margery Barancik Foundation

Position Guide • May 2025

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OVERVIEW

Position President and CEO

Reports to Board of Directors

Location Sarasota, FL



MISSION

To make a meaningful difference in the areas of education, humanitarian causes, arts and culture, environment, and medical research in Sarasota and beyond.



The Charles & Margery Barancik Foundation is a private foundation working alongside a network of partners to address challenges that immediately affect people's lives and ultimately impact all of Sarasota and the wider area.

Their grants work in tandem, transcending single issues and improving the community holistically. The Foundation has assets of approximately \$700M, grants approximately \$30-\$35M annually in Sarasota, Manatee and DeSoto Counties, is governed by a 12-member Board of Directors comprised of both family and community members, and staffed by a team of nine dedicated professionals.



Inspired by their family's long belief in the power of philanthropy to shape the world and enrich the lives of all people, Chuck and Margie founded Charles & Margery Barancik Foundation in 2014. A Chicago native, Chuck, who considered himself an entrepreneur, had a genius for buying and developing companies in industries as diverse as bakeries, fire prevention, and office furniture. Margie was an educator and a passionate advocate for the underserved, particularly children and families.

Chuck and Margie humbly worked behind the scenes for years to create the better world they imagined. It took convincing from friends and family for the Baranciks to publicize their philanthropy to hopefully inspire others to do the same. Together, they watched the roots and canopies of their philanthropy grow. Active, engaging, and razor sharp, Chuck and Margie always said family and philanthropy were what they cherished most. Never losing sight of a brighter future to be forged, Chuck and Margie envisioned a community in which everyone had opportunities for health, growth, and success. The Foundation's initiatives employ collaboration and endeavor to improve community well-being that proves out in the data.

ETHOS: AN UNCOMMON APPROACH TO THE COMMON GOOD

At a recent staff retreat, staff identified their philosophy of partnering with nonprofits. The staff actively listens to the needs of the current and future nonprofit partners, respecting their expertise. They work hand-in-hand with partners to identify and advance the best solutions to drive positive change in Sarasota and beyond. The Foundation believes in strengthening nonprofits, which includes treating their employees as professionals who deserve respect and support. Compassion and trust underlie all staff interactions with partners.

THEORY OF CHANGE

Directing resources toward the simultaneous creation of:

- Capable, responsive systems and underlying policy.
- Nonprofit capacity and Programmatic success.
- Conditions influencing individual well-being.



FOCUS-AREA GOALS

Through grants and initiatives, the Barancik Foundation invests in:

- **Education:** to help children and adolescents learn and develop through high-quality educational opportunities.
- **Humanitarian Causes:** to break cycles of hardship and provide opportunities for health, growth, and self-sufficiency.
- **Arts and Culture:** to grow a more inclusive and diverse artistic landscape, where creativity enriches lives and strengthens community.
- **Environment:** to preserve the region's natural waterways and to increase the ability to prepare for and adapt to changing environmental conditions.
- **Medical Research:** The Foundation responds to and supports medical research opportunities that have directly impacted the family.



Initiatives:

- **First 1,000 Days Sarasota**, Launched in 2018, First 1,000 Days Suncoast is a Barancik Foundation initiative—led by Sarasota Memorial Hospital and over 70 partners—that supports families during the critical early years of a child’s life through brain-boosting resources, a parent portal, and a referral system to improve long-term health and wellbeing.
- **Teacher Recruitment & Retention**, Launched in 2017, the Teacher Retention | Recruitment initiative supports Sarasota County Schools aiming to strengthen the teaching workforce and ensure every student benefits from highly effective teachers. Part of their retention initiative is the Barancik Foundation’s Ripple Effect Teacher Award, which recognizes exceptional teachers in the Sarasota County School District for the difference they make in the lives of their students, their schools, and the wider community.
- **Community News Collaborative**, The Community News Collaborative (CNC), launched in 2022 through a partnership between the Barancik Foundation and WUSF Public Media, is a nonpartisan journalism team dedicated to impactful, multimedia reporting in Sarasota, Manatee, and DeSoto counties to address local news gaps, promote equity, and hold institutions accountable.
- **Barancik Early Learning Initiative**, Launched in 2022, this early learning initiative brings together key partners—including the YMCA of Southwest Florida—to strengthen the childcare system, recognizing its critical role in economic recovery and aiming to create more high-quality early learning opportunities for a stronger workforce and more prosperous community.
- **TIME Fellowship**, Launched in 2022 to honor Margie Barancik’s legacy as a teacher, the TIME Fellowship awards up to 25 Sarasota County educators with grants of up to \$12,000 each for intellectually and personally renewing projects, aiming to inspire and sustain passionate, high-impact teaching.
- **Affordable Housing**, Launched in 2022, this workforce housing initiative—driven by a coalition of foundations, community, and business leaders—secured \$25 million in public funding to leverage \$137 million in housing projects, aiming to ease Sarasota County’s growing housing crisis by creating 623 workforce units and exploring long-term funding solutions.

- **Health Equity**, Launched in 2022, the Health Equity initiative builds on the success of the Shots In Arms campaign and brings together over 40 partners to implement Sarasota County’s Health Equity Plan, focusing on reducing diabetes disparities among Black and Hispanic residents through prevention, primary care access, mobile clinics, and healthier food options.
- **Recidivism**, Launched in 2022, this reentry initiative partners with local sheriff’s offices and community organizations to provide reentry navigators who support incarcerated individuals before release—offering help with housing, employment, and other essentials—to reduce recidivism and promote successful reintegration into society.

The Barancik Foundation’s approach has garnered exceptional results. In a recent Center for Effective Philanthropy survey of grantmaking organizations across the United States, The Foundation was rated by its nonprofit partners at the 100th percentile on several measures, including impact on grantees’ local community; impact on grantees’ organizations; clarity of communications of goals and strategy; and the extent to which the applications process was a helpful opportunity to strengthen efforts funded by the grant. Additionally, the Foundation garnered high ratings for knowledge of their field and an understanding of the challenges their organizations are facing, placing the Foundation in the top one percent of funders in the Center for Effective Philanthropy’s dataset.



This is a critically important time for the Barancik Foundation.

For the past decade, the organization has grown and expanded its impact and influence, establishing it as the premier private funding entity in Sarasota, Manatee, and DeSoto Counties. With a new CEO, the Board seeks to further the Foundation's stewardship and drive impact in new and exciting ways.

The Foundation's assets have grown significantly during the past five years. In that time, leadership has taken great care to outline a strategy for impact that reaches into the key areas of need in the region, while staying true to the values and direction of Chuck and Margie. This has resulted in the Foundation taking on more initiatives, which require more time and more resources, and more strategic engagement across the Board and the key stakeholders.

As the Foundation enters a new era of impact, the incoming President & CEO will be provided the opportunity to expand the scope and activity of the Foundation, guiding the Board in its efforts to create positive change throughout the region. This will include continued leadership to codify an aligned strategy to drive philanthropy and grantmaking in the future. Importantly, the CEO will have the opportunity to support a data-driven approach to measure and improve community impact in key areas of important need in the region.

The CEO will also assess for growth of the current team in their professional roles as leaders within the organization, and, importantly, provide recommendations for future needs and expertise with the Foundation's core professional staff.

Ultimately, the CEO will have the opportunity to lead candid and supportive dialogue with the Board to shape the Foundation's future philanthropic strategies and direction, and maximizing the Foundation's role in supporting the broader success of the region.

The President & Chief Executive Officer is responsible for leading and directing the staff, programs, and strategic activities of the Foundation in keeping with its established mission.

The President & CEO is responsible for directing the operations of the Foundation in compliance with the policies, guidelines, and standards established by the Board of Directors. The President & CEO is an ex-officio member.

- **Strategic Planning and Implementation:** The President & CEO is responsible for directing the operations of the Foundation in compliance with the policies, guidelines, and standards established by the Board of Directors. The President & CEO is an ex-officio member of the Board of Directors.
- **Board Relations:** Serves as principal staff advisor to the Board and all committees. Oversees special projects and other proposals for Board consideration. Works with Board leadership, standing committees and taskforces to encourage efficient flow of decisions and work. Keeps the Board apprised of legal matters and national developments in foundations and related fields of interest.
- **Fiscal, Investment, and Operations Management:** In partnership with the Board, establishes an annual budget, monitors budget execution, and makes recommendations for adjustments as needed. Ensures that financial and investment policies are followed and that the systems in place facilitate the day-to-day operations of the Foundation in the areas of grants and initiatives, communications, administration and operations, and finance.

- **Public Relations:** Builds and maintains strong relationships with external leaders, including the media, policymakers, business and nonprofit executives. Maintains visibility for the work of the Foundation with an emphasis on communications, brand extension, and telling the Foundation's story. Serves as the Foundation's primary spokesperson.
- **Grants and Initiatives:** Creates and leads initiatives and funding opportunities that will carry out the mission of the Foundation as outlined in the Internal Grant Guidelines. Implements the strategic framework established by the Board. Initiates and/or collaborates in joint ventures with other foundations and nonprofit organizations to leverage the Foundation's funding.
- **Staff Leadership:** Recruits, retains, and motivates a talented team. Inspires collaboration, trust, and creativity.



The Barancik Foundation seeks a leader who has a strong passion for service and an authentic interest in and commitment to the Foundation's mission and vision.

The ideal candidate will have a keen understanding of multi-generational family dynamics and the ability to communicate and build relationships with individuals of different ages, backgrounds and perspectives. The candidate should have experience and comfort with an organization that is evolving and working through strategic and structural change. A history of successfully engaging with an active governing board is critical. Current or previous work with a private foundation and/or a family board is beneficial.

The candidate should have experience and comfort with developing an organization's strategic objectives to achieve its mission and measure success while appreciating that limited funds mean hard choices. The candidate should be able to demonstrate success in implementing an organization's strategy. The ideal candidate will be a thought leader among the Board and the communities where the organization is active. They should have the ability to listen, collaborate and develop consensus. Critical thinking and project management experience are important attributes. The individual should have the ability to assimilate and translate diverse thoughts into actionable and cohesive initiatives and activities.

The successful candidate will exhibit exceptional interpersonal skills to effectively interact with diverse communities, including Board, staff, grantees, community groups, policy leaders, governmental officials, and other key stakeholders. The President & CEO must be able to convey the mission of the Foundation to a variety of constituents and maintain effective and efficient external communication with all key stakeholders. This individual must be confident, thoughtful and have the appropriate skills and presence to work in an effective, collegial, and collaborative manner with the grantees and partners involved in the Foundation's work, knowing when the Foundation should lead, and when others in the community should step forward.

The ideal candidate will be both a strong and effective leader with a commitment to positive relationships among the organization's staff and partners. The candidate will have experience and the ability to foster a collaborative and welcoming work environment in leading and working with a competent, accomplished staff. A proven ability to hire, coach, and lead employees as an effective team of closely coordinated, highly professional staff members is a must. This individual will have an inclusive, team-oriented, delegatory management style that inspires, empowers, motivates, and develops staff while setting measurable goals and holding each other accountable.

The ideal candidate must be able to speak extemporaneously and intelligently to diverse audiences about the issues and subjects related to the Foundation's primary fields of interest. This person must exhibit professional skills honed through public speaking and collaborating with key stakeholders. Successful candidates will demonstrate an ability to be comfortable in a broad variety of social settings and communicate effectively and respectfully with a broad and diverse range of individuals. A willingness to challenge the status quo is highly valued. The candidate should be a fierce advocate, convenor, and educator while understanding the Foundation's non-partisan role in advancing its mission.

Individuals with foundation, nonprofit experience, and/or private sector experience are welcome. A bachelor's degree is required. Affiliation with and leadership in local, state, or national professional associations and continuing education and professional development is helpful.



The Barancik Foundation offers a competitive salary and benefits package.

The Barancik Foundation offers a competitive salary and benefits package. The compensation range for this position annually is between \$400,000 - \$450,000 along with a comprehensive benefit package.

How to apply

If you want to lead this dynamic organization, please confidentially submit a current resume and cover letter to Kittleman & Associates. The cover letter is an opportunity to showcase your passion for Barancik Foundation's vision and mission, as well as organizational impact in current or prior roles.

The position will remain open until filled, but applicants are highly encouraged to submit their materials as soon as possible to ensure full consideration.

→ [SUBMIT YOUR APPLICATION TO KITTLEMAN ONLINE HERE](#)
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[PAGE\)](#)