



THE HUNTER GROUP EXECUTIVE SEARCH AND BOARDWALK CONSULTING

McGregor Fund

President Executive Search Profile

Detroit Michigan

The McGregor Fund seeks an accomplished, relationship-centered, and justice-oriented leader to guide one of Detroit's most respected philanthropic institutions as it enters its second century of service. The next President will steward an enduring mission; cultivate, nurture, and strengthen community partnerships; and ensure the Fund's resources are deployed strategically and in alignment with the wisdom and aspirations of the community it serves.

Prepared by The Hunter Group Executive Search and BoardWalk Consulting

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A candidate-facing overview of the opportunity, expectations, and search process.

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The Leadership Opportunity

A rare opportunity to lead a century-old private foundation with deep Detroit roots and a clear commitment to community well-being.

Following Kate Levin Markel's announced departure after 25 years of service, including 11 years as President, McGregor is preparing for its next chapter of leadership. The next President will build on trusted relationships and thoughtful grantmaking while bringing fresh ideas, vision, and the judgment to lead meaningful change.

The role calls for a leader who can protect what has earned trust while helping the Board and staff decide how McGregor should evolve. That work includes listening carefully across the community, translating insight into strategy, leading a strong team, stewarding financial resources, and strengthening the Fund's voice and partnerships.

What makes this role distinctive

- A mission established by Tracy and Katherine McGregor and sustained for 100 years.
- A respected position in Detroit and Southeast Michigan's philanthropic and nonprofit community.
- A grantmaking philosophy grounded in trust, learning, humility, and partnership.
- An explicit anti-racism commitment that acknowledges the power and privilege of private philanthropy.
- A Board and staff prepared to support a thoughtful, inclusive, and transparent transition to a new President.
- The opportunity to explore the following with the Board: returning wealth to the community, shared decision making and power among board, staff and community, clarification of priorities and increasing long-term impact.

The President reports to the Board of Trustees and serves as the Fund's chief executive leader. The successful candidate will combine strategic judgment with humility, executive discipline with curiosity, and public credibility with a genuine respect for community knowledge.

The McGregor Fund

Rooted in Detroit and guided by an enduring commitment to human dignity and well-being.

The McGregor Fund traces its origin to the civic and charitable work of Tracy and Katherine McGregor. In 1925, they formally committed their wealth to serving Detroiters through a permanent philanthropic institution. Their proximity to people experiencing hardship shaped a practical, deeply human approach to service and giving.

The founders gave the Fund a broad and lasting mission: “to relieve the misfortunes and promote the well-being of humankind.” Over time, the Fund has adapted its methods while preserving that central purpose. It has employed only four executive directors or presidents since its founding, a history that reflects continuity, deliberate governance, and long leadership tenures.

Established	1925, with centennial work continuing through 2026
Type	Michigan 501(c)(3) private foundation
Geographic focus	Detroit and Southeast Michigan
Governance	Nine-member Board of Trustees
Leadership team	President and seven additional staff members
Headquarters	100 Talon Centre Drive, Suite 100, Detroit, Michigan 48207
Current President	Kate Levin Markel
Founding purpose	Relieve misfortune and promote the well-being of humankind

With a current asset base of \$270 million, the McGregor Fund offers a distinctive philanthropic advantage: substantial financial resources paired with deep community relationships and a century of institutional experience. This combination provides a strong platform for sustained grantmaking, responsiveness to urgent needs, and collaboration with other funders. For the next President, it creates an opportunity to connect grantmaking, values-aligned investment strategies, and partnerships in pursuit of lasting community impact.

McGregor is a thought leader in philanthropy, with a record of learning alongside peers and advancing approaches such as nonprofit leader renewal through the Miller Fellowship. Its recent decision to double payout reflects a willingness to respond to urgent needs. The next President can extend that influence through collaboration while working with the Board to clarify opportunities for returning wealth and values-aligned investing.

Mission Values and Grantmaking

The Fund combines an enduring mission with grantmaking practices that emphasize dignity, racial justice, learning, and trust.

Mission

To relieve the misfortunes and promote the well-being of humankind.

Current areas of work

Housing Justice	Supporting community-led solutions that advance housing justice and respond to the root causes of homelessness.
Food Justice & Sovereignty	Strengthening community-driven food systems rooted in self-determination, resilience, and land stewardship.
Economic Justice	Expanding equitable pathways to economic opportunity and independence.
Basic Needs	Ensuring Detroiters can access essential resources, direct assistance, and crisis support with dignity.
Recovery & Restoration	Supporting survivor-centered, trauma-informed approaches that foster safety, stability, healing, and restoration.
Civil Society	Building community power by supporting residents and nonprofits to organize, advocate, and shape Detroit's future.

How the Fund works

- Builds enduring relationships with grant partners and learns with and from them rather than relying only on traditional reporting.
- Values the lived experience, judgment, and leadership of people and organizations closest to community needs.
- Examines its own practices, power, and privilege and commits to using them in service of racial justice.
- Supports practical responses to immediate needs while remaining attentive to systems that affect stability, safety, mobility, and belonging.
- Invests in the health and sustainability of nonprofit leaders and organizations.

Strategic Leadership Priorities

The next President will help the Board and staff convert stakeholder insight into a focused agenda for McGregor's next chapter.

Honor mission and history	Preserve the Fund's enduring purpose, relationships, institutional memory, and reputation for thoughtful stewardship.
Define the next chapter	Bring a fresh vision and prioritize new possibilities with trustees and staff, building on strengths without limiting the next leader to current methods.
Deepen community accountability	Formalize how community perspectives shape strategy and outcomes while maintaining fiduciary oversight and managing conflicts of interest.
Advance racial equity	Embed the Fund's anti-racism commitment in strategy, operations, grantmaking, partnerships, and organizational learning.
Strengthen trust-based philanthropy	Reduce unnecessary burdens, support mutual learning, and build relationships based on candor, respect, and shared purpose.
Support nonprofit sustainability	Explore how rest, staff wellness, and organizational health can inform grantmaking and internal investment, building on the Miller Fellowship.
Expand strategic partnerships	Extend McGregor's thought leadership and build executable collaborations with other funders to combine resources and achieve greater impact.
Steward people and resources	Assess capacity and develop staff; align investments, operations, and grantmaking with Board-approved strategy and explore values-aligned and social impact investing.
Lead through change	Lead the transition with empathy and clarity; preserve trusted values while bringing new ideas and helping staff and partners navigate change.

President Responsibilities

The President will lead strategy, grantmaking, organizational performance, governance, relationships, and public engagement.

Strategy and impact

- Partner with the Board to establish long-range direction and translate it into clear priorities, resource decisions, and measures of progress.
- Use evidence, community insight, and organizational learning to refine grantmaking strategy and identify emerging needs.
- Bring vision and new ideas; prioritize opportunities with the Board and staff and translate them into practical, achievable plans.

Grantmaking and community relationships

- Protect the integrity of the Fund's grantmaking and trust-based practices.
- Build authentic relationships with grant partners, community leaders, philanthropic peers, civic institutions, and public-sector partners.
- Create clear processes for community input into strategy, including frontline and lived experience perspectives, and explain how that input informs decisions within the Board's fiduciary responsibilities.

Organization and culture

- Lead a deeply talented and committed staff dedicated to Detroit; invest in career development, clarify authority, and strengthen accountability and collaboration.
- Lead with empathy and candor; support staff wellness, learning, and respectful dialogue while setting clear performance expectations.
- Identify the staffing, structural, financial, HR, and technology resources, along with the delegated authority, that will support the organization's strategic ambitions.

Governance and stewardship

- Support strong governance: trustees oversee the President, and the President manages staff. Build candid communication and appropriate Board and staff relationships within clear roles.
- Oversee budgets, audits, forecasts, grant commitments, controls, and endowment stewardship. Work with trustees and advisors to align investment principles and strategy with the Fund's values, risk tolerance, and sustainability.
- Strengthen McGregor's public voice and thought leadership; convene peers and activate collaborations that combine resources and extend community impact.

Candidate Profile

McGregor seeks a leader whose experience, judgment, and way of working fit the responsibility of this transition.

Mission centered	Connects strategy and operating decisions to human dignity, community well-being, and the Fund's stated commitments.
Relationship centered	Builds trust across differences, listens without defensiveness, and sustains relationships through difficult decisions.
Strategic	Sees patterns across community needs, policy, economics, philanthropy, and organizational capacity; makes focused choices.
Community accountable	Treats community knowledge as essential evidence and creates visible feedback loops between listening and action.
Equity focused	Has led work that addresses racial inequity and can explain how values shape priorities, resource allocation, and accountability.
Emotionally intelligent	Demonstrates empathy, humility, self-awareness, curiosity, courage, and steadiness under scrutiny.
Executive	Sets direction, makes decisions, develops people, manages performance, and follows through.
Governance capable	Builds candid trustee relationships and clear governance and management roles, with the Board overseeing the President and the President leading staff.
Financially responsible	Oversees budgets, audits, investments, controls, and risk; uses expert advice effectively and guides values-aligned stewardship.
Influential	Offers a credible public voice and thought leadership; turns relationships and convening into practical collaboration and shared investment.
Adaptive	Honors institutional history while helping others evaluate new possibilities and navigate change.
Grounded in Detroit	Understands Detroit's history, communities, institutions, and philanthropic ecosystem, or has the credibility and commitment to build that understanding quickly and deeply.

Experience and Qualifications

Candidates may come from philanthropy, nonprofit leadership, civic institutions, higher education, public-private partnerships, or another mission-driven setting.

Required experience

- Substantial senior executive leadership with responsibility for strategy, people, budgets, and organizational performance.
- A record of working effectively with a governing board or comparable oversight body.
- Demonstrated success building relationships across community, institutional, and grassroots settings.
- Experience advancing racial equity, inclusion, and community accountability through concrete decisions and practices.
- Demonstrated financial acumen in budgets, audits, forecasting, grants, reserves or endowments, and risk; ability to guide investment oversight with trustees and expert advisors.
- Excellent written, verbal, listening, facilitation, and public communication skills.

Strongly preferred experience

- Foundation or grantmaking leadership, or comparable transferable experience in a major mission-driven organization. Direct foundation employment is preferred, not required.
- Knowledge of trust-based philanthropy and contemporary grantmaking practice.
- Meaningful knowledge of Detroit and Southeast Michigan's nonprofit, civic, and philanthropic networks.
- Experience leading through executive transition, strategic change, organizational growth, and shifts in funding and public policy.
- Evidence of developing senior leaders and building healthy, accountable teams.
- Experience using influence, convening, communications, or partnerships to extend impact beyond direct funding.

Education

A bachelor's degree or equivalent combination of education and relevant executive experience is expected. A graduate degree is not required. Candidates should demonstrate expertise and leadership results developed through professional experience, education, and other relevant pathways.

Measures of Success

The first year should establish trust, strategic clarity, organizational alignment, and a practical basis for long-term impact.

First 100 days	Listen to trustees, staff, grant partners, community leaders, and peers. Assess staffing, decision authority, and financial and HR support; establish clear governance and working norms.
Six months	Present a clear synthesis of what has been learned, confirm near-term priorities, identify early decisions, and communicate how stakeholder input is shaping the work.
First year	Build alignment around McGregor's next-chapter strategy; support team effectiveness and Board partnership; sustain trusted grant-partner relationships; and define measures for organizational, grantmaking, and community impact.
Three years	Demonstrate progress on Board-approved priorities; deepen community accountability and racial equity; strengthen the Fund's influence and partnerships; maintain disciplined stewardship; and establish a healthy, high-performing organization.

Indicators of effective leadership

- Trustees receive clear analysis, timely information, and candid advice.
- Staff understand priorities, decision rights, and how their work contributes to the mission.
- Grant partners experience McGregor as accessible, respectful, responsive, and willing to learn.
- Community perspectives are visible in strategy and resource decisions.
- The Fund makes focused choices and explains them clearly.
- Financial, investment, operational, compliance, and reputational risks are managed responsibly.
- McGregor's leadership contributes constructively to Detroit and the broader philanthropic field.

Compensation and Search Process

The search is being conducted by The Hunter Group Executive Search and BoardWalk Consulting in partnership with the McGregor Fund Transition Committee.

Compensation

The anticipated annual base salary range is \$380,000 to \$430,000, depending on qualifications and experience. The Fund also provides a competitive executive benefits package. Final benefits and any deferred compensation arrangements will be determined with the selected candidate and approved by the Board.

Search timeline

September 2026	Listening-tour conversations and stakeholder surveys completed; findings inform the President profile and candidate assessment.
October 2026	Finalize and release the profile; continue candidate assessment and present a recommended slate to the Transition Committee on October 29.
November 2026	First-round virtual interviews planned for November 2, with November 4 reserved. In-person finalist interviews planned for November 9, with November 13 reserved; seek Board approval by month end.
December 2026	Complete offer, transition planning, and onboarding coordination with the current President.

Candidate materials

Please submit a resume or CV and a written statement responding to this prompt: How have your lived and professional experiences shaped your connection to McGregor's mission, and why are you compelled to pursue this leadership opportunity?

Confidential inquiries and nominations

Candidates and referral sources may contact Blaire H. Miller, Managing Partner and Owner of The Hunter Group Executive Search, at blaire.miller@huntergroup.com or 248-515-3520 and Crystal Stephens, CEO of BoardWalk Consulting, at crystal@boardwalkconsulting.com or 404-420-5848. All candidate communications will be handled with appropriate confidentiality.

Search leadership

Blaire H. Miller	Managing Partner of The Hunter Group. Blaire brings deep Detroit relationships, national nonprofit executive search experience, and senior leadership experience in finance, governance, and mission-driven organizations.
Crystal Stephens	CEO and Managing Director of BoardWalk Consulting. Crystal brings national foundation and nonprofit executive search experience and has led or supported searches across philanthropy, civil rights, and social impact organizations.

Candidate Notices

Equal Opportunity

The McGregor Fund is an equal opportunity employer committed to a fair and inclusive search. All qualified applicants will receive consideration without regard to race, color, religion, national origin, sex, sexual orientation, gender identity or expression, age, disability, marital status, height, weight, genetic information, or any other status protected by applicable law. Candidates from a broad range of backgrounds and experiences are encouraged to apply.

Accessibility and Reasonable Accommodation

The McGregor Fund is committed to an accessible recruitment process. Candidates who need a reasonable accommodation to participate in the application or interview process may contact Blaire Miller at blaire.miller@huntergroup.com or 248-515-3520.

Candidate Privacy and Confidentiality

Candidate information will be handled with appropriate confidentiality and shared with authorized representatives of The Hunter Group Executive Search, BoardWalk Consulting, and the McGregor Fund as needed to conduct the search. For questions about the handling of your personal information, please contact either search consultant.

References and Background Screening

Final selection is subject to satisfactory reference checks and any applicable background screening. Current employers will not be contacted without the candidate's prior permission.