



## LEADERSHIP PROFILE



### President and CEO Georgia Budget and Policy Institute (GBPI) Atlanta, GA

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**The Georgia Budget & Policy Institute works to advance lasting solutions that expand economic opportunity and well-being for all Georgians.**

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#### THE OPPORTUNITY



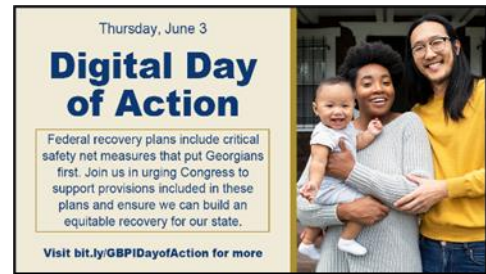
**This is a time of challenge and opportunity for Georgia.** Demographic trends and shifts in the political landscape create a dynamic environment to advance a vision that ensures an equitable recovery for all Georgians, especially after the COVID-19 pandemic. Policy proposals at both the federal and state level pose opportunities that could expand prosperity, reshape programs - or broaden the economic divide, therefore threatening the economic security of many Georgia families. GBPI is an organization that brokers solutions, informs the public debate to restore fiscal responsibility, decreases poverty and expands economic opportunity for everyone.

Taifa Smith Butler, who has led GBPI and served as its public face for 6 years, will assume the leadership of Demos in July 2021. Her successor will inherit a strong and highly regarded organization that is well positioned to continue its role as an advocate for economic justice and an epicenter of thoughtful research and analysis that will undergird important outcomes in the statewide budget and policy space.

**Georgia is at a critical inflection point.** The next President and CEO will join a talented and committed team; they will build on well-established organizational credibility and momentum that will enable GBPI to help expand economic opportunity for all Georgians despite a complex and polarized social and political landscape. As Georgia continues to have the eyes of the nation fixed upon its policies, politics and legislative movements, GBPI's role and work as a non-partisan resource for ideas, data and research can help the state and its leaders ensure that important decisions are grounded in facts, policy and ideas that advance opportunity and prosperity for all Georgians.

**The new President and CEO has several important mandates that include:**

- To help GBPI navigate the current leadership transition and maintain and build on a unique, inclusive, healthy and collaborative institutional culture.
- To advocate for economic justice issues and ensure GBPI continues to strive to be an anti-racist organization that places [racial and ethnic equity and inclusion](#) at the center of all of its work.
- To balance GBPI's state level policy focus with federal policy trends and developments.
- To expand GBPI's influence as a credible hub for data, research and policy information, change agent and problem solver for all Georgians – regardless of economic status or political affiliation.
- To continue to develop the organization, recruit and nurture a talented team of employees and ensure that GBPI thrives as a place for exceptional staff where racial and ethnic equity and inclusion is a lived value rather than an aspiration.
- To continue to grow GBPI's external funding.



## THE ORGANIZATION

Founded in 2004, the Georgia Budget and Policy Institute is a 501(c)(3) fact-based research organization that analyzes tax policies and proposed budgets in Georgia to help balance and drive a host of key policy issues that include education, health, jobs, racial equity and economic opportunity among many others. GBPI works to ensure people have knowledge, resources, and tools through:

- Examination of the state's budget, taxes and public policies to provide thoughtful analysis and responsible solutions that address inequities in the state of Georgia
- A clear and deliberate commitment to anti-racism, equity and economic justice
- Educating the public about complex issues at play in Georgia
- The activation of Georgians to call for policy solutions that put people first

- Its role as a host and participant in key forums as well as a convener and publisher of research about policy and budgets
- Its regular work to help individuals and organizations understand the potential impact of pending legislation and budget decisions

An important hub among public policy organizations, GBPI works to move the state forward so that everyone in Georgia can thrive. Policy priorities that the organization tracks and oversees include COVID-19 in Georgia; stable, fair revenues; healthy communities; strong workforce; accessible higher education; educated youth; protecting the safety net; a fair justice system; and creating a welcoming environment for immigrants. GBPI launched the [People-Powered Prosperity Campaign](#), an effort to articulate a plan that would help Georgia fund statewide prosperity and that engages Georgians around key issues through advocacy, information sessions and the documentation of stories of Georgians that help illuminate current and future policy needs. A current progress report on this initiative can be found [here](#).

**Below are some of the [policy priorities](#) that GBPI will track in 2021:**

**Advance Prosperity through Fiscal Responsibility** -

Analyze state budget proposals to ensure sound and fair results, restore budget cuts that affect critical services and programs and advance equitable and stable tax reforms.



**Support Thriving Families** – Restructure Georgia’s cash assistance program and improve Georgia’s safety net programs (that include food assistance, cash assistance and unemployment insurance) to ensure equitable economic recovery.

**Raise Educated Youth** – Collaborate with and join national efforts to create and fund an Opportunity Weight that provides additional money to educate students that live in poverty, highlight the impact of school voucher programs and support students learning English as a second language.

**Develop a Strong Workforce** – Lower financial barriers to college success to reduce racial, ethnic and income disparities, maximize the lottery program to fund education and eliminate barriers to training opportunities for adults with low incomes that seek meaningful, living-wage jobs.

**Empower Culturally Diverse Communities** – Support tuition equity legislation that expands access to higher education for undocumented students in Georgia, the expansion of access to driver’s licenses to all Georgians regardless of legal status and ensure that policies are both people-first and immigrant-inclusive.

GBPI also hosts an [annual policy conference](#) that informs policy discussions during the state's legislative sessions. GBPI's 2021 policy conference (hosted for the first time both virtually and free of charge) focused on race, resilience and recovery after a year that included a global pandemic, continued widespread movements to advance racial justice and economic instability and job loss unseen since the great depression.



The conference is one of several ways that GBPI helps ensure wide and transparent access to fact-based analysis around key economic issues that affect Georgians. Links to session materials and panel discussions from the 2021 conference can be found [here](#).

The organization has a strong, 24-member board comprised of leaders and policy experts from around the state who are committed to the idea that vital policy and economic research helps make economic equity possible for all Georgians. GBPI has built a strong reputation as a leader among its national peers; it is well regarded as an organization that is professionally capable, driven by values that reflect a deep commitment to racial and ethnic equity and anti-racism and a hub for well-considered research and staff talent.

GBPI has a budget of ~\$3 million, and a committed staff of 19, up from a \$1.5 million budget and staff of 11 just five years ago. The organization is financially sound, has achieved balanced budgets for the last 7 fiscal years and has worked hard to build a record of strong financial management and stability.

Organizational funding is largely supported by philanthropy, individual and organizational donors (over 90% of support is from grants); a modest amount of income is generated through program services. Recent supporters include the Rockefeller Foundation, the Robert Wood Johnson Foundation, the Mary Reynolds Babcock Foundation, the Community Foundation for Greater Atlanta, the Kendeda Fund, the Annie E. Casey Foundation, Healthcare Georgia Foundation and the United Way of Greater Atlanta.

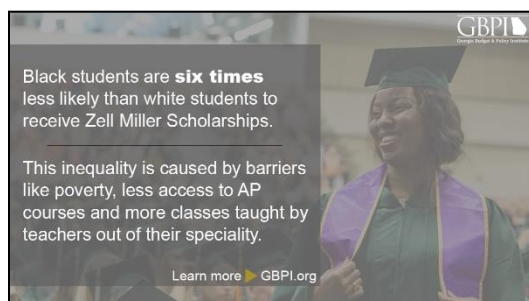
For more about the Georgia Budget and Policy Institute, go to [www.gbpi.org](http://www.gbpi.org).

## THE RESPONSIBILITIES

**The new President and CEO will be a dynamic leader with gravitas and credibility.** The President and CEO will be a gifted public speaker, have a compelling presence, strong relationship skills and inspire confidence. They will have proven policy and financial expertise, a track record of strong

organizational culture, fundraising experience and an authentic commitment to racial and ethnic equity. More specifically, the President and CEO will:

- 1. Inspire the staff and board and lead GBPI with courage, conviction and an unflappable commitment to facts, equity and economic justice.** The President will be a visionary leader with a strong core belief in the power of facts and data, the tenacity to pursue equity and economic justice through policy and the courage to share and stand behind GBPI's research and conclusions. With exceptional candor, grace, dexterity and humility, this individual will successfully guide the organization through complex landscapes and constituencies. They will advance key priorities and goals and maintain the respect of stakeholders with a broad range of perspectives. They will partner with a talented board and gifted staff to advance the organization's strategic plan and help continue GBPI's pursuit of strong governance and operational and financial excellence. The President and CEO will work collaboratively to chart the future direction, goals, research agenda and strategies for GBPI and capably translate the organizational vision into measurable policy outcomes that will ensure that GBPI's work remains vital to Georgia.
- 2. Effectively share and advocate for complex budget and policy ideas across a wide spectrum of audiences and forums.** The President and CEO will have a background in or develop a strong facility with policy making and government budget work and a demonstrated ability to speak with credibility and passion to seasoned experts, legislators and Georgia stakeholders. The new leader will have relevant expertise, strong interest in the issues that GBPI confronts, the aptitude to learn quickly and the charisma to not just share information, but to help GBPI influence change.
- 3. Secure the funds necessary to support and grow GBPI's work and impact.** The President and CEO will be an effective storyteller, relationship builder and advocate for the importance of GBPI's work and mission. With a proven track record as a cultivator of resources – particularly among foundations and philanthropic organizations - the new leader will expand and diversify resources and inspire key stakeholders and funders to support the work of the organization so that GBPI can fully realize its aspirations.



- 4. Be a humble servant leader that embraces the need for a strong organizational culture as a high priority.** The President and CEO will be driven by a desire for GBPI to continue to be recognized by staff, board and stakeholders for its unique culture and organizational environment.



They will be approachable, authentic and a good listener with high emotional intelligence. The leader will be a person with an approachable style, unimpeachable integrity and someone people will naturally trust and want to work with. The President and CEO will be a proven developer of great talent, teams and infrastructure, and will be a natural collaborator, leader and mentor who builds an environment of shared vision, values, equity, high standards and mutual accountability.

**5. Bring an unusually strong ability to build relationships and serve as the external face of GBPI and its most public champion.** The President and CEO will have a regular presence in key venues and platforms in the budget and policy space throughout Georgia. A natural influencer, convener and facilitator, the President and CEO will proactively bring stakeholders together around policy and strategies that advance priorities critical to GBPI.



(Click to play video)

They will be an effective ambassador for GBPI's work and mission; through one-on-one meetings, convenings, speaking engagements, conference participation and communications that include social media, the President and CEO will continue to advance GBPI's reputation, visibility, and impact.

## THE CANDIDATE

The ideal candidate is an experienced professional who can successfully balance the roles of day-to-day organizational leader and chief external representative. Skills and experience being sought in prospective candidates include understanding of policy making and government budgets, organizational leadership, strategic planning, experience with nonprofit boards and proven fundraising acumen; superlative skills as a public speaker, communicator, relationship-builder and advocate are essential. Specific attributes for this role include:

- Passion for policy, advocacy and the power of data and transparency to affect change
- A demonstrated passion for economic justice
- Experience in the public policy arena, an understanding of the intersection of state and federal policy and the ability to work with elected officials to shape outcomes
- A well-developed knowledge and awareness of key issues that impact economic opportunity and quality of life

- An acute ability to cultivate personal and organizational relationships and the judgement to know how to manage them in concert with GBPI's objectives
- Fundraising experience, business acumen and experience as a leader of a similarly complex organization
- A demonstrated ability to establish a network of relationships in governmental budget, policy making and related sectors
- A track record of inclusive leadership that prioritizes the creation of a workplace culture of equity, inclusion and belonging
- Keenly developed racial equity competencies and practices
- Direct experience being affected by systemic injustice and/or connections and relationships with directly impacted communities
- The ability to listen deeply and engage in difficult conversations
- The ability to align people around ideas either through structure or influence
- A high level of adaptability and comfort with change
- Authenticity, integrity, humility and a keen sense of self-awareness
- A natural facility with and passion about the development of staff
- Compassion, empathy and a good sense of humor; a deep set of principles, values and beliefs that are a fit with the culture of GBPI
- Preference for someone with at least a Master's Degree in a relevant field

## THE RELATIONSHIPS

The President and CEO reports to the GBPI Board of Directors and oversees a team of 19.

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The President and CEO's **direct reports include** the Senior Vice President, Development Director and the Director, Administration and HR.

**Other key relationships include:** The Center on Budget and Policy Priorities and peer statewide organizations; research and academic leaders and similarly focused think tanks; current and potential partners, funders, and supporters; corporate, civic, philanthropic and community leaders; elected officials; thought leaders and practitioners in the fields of public policy, taxes and state budgets.

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## THE LOCATION



The President and CEO is based at GBPI's offices in downtown Atlanta. As one of the most dynamic cities in the country, Atlanta is regularly cited for livability and civic engagement, and is known for its sustainability, commerce and community.

With over 6 million residents, Atlanta is the country's 9<sup>th</sup> largest metropolitan area. It is the commercial and cultural center of Georgia and the Southeastern United States; additionally, Atlanta is home to the world's busiest airport, major educational institutions that include the country's largest consortium of Historically Black Colleges and Universities and nationally prominent public-benefit and nonprofit organizations such as the Task Force for Global Health, American Cancer Society, Habitat for Humanity International, Children's Healthcare of Atlanta and CARE.

For more information, please visit <https://www.atlanta.net/>

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Compelling candidates could come from a variety of backgrounds. GBPI is an equal opportunity employer with a strong focus on equity, inclusion and fairness and a diverse slate of candidates is being sought. Compensation for this role will be competitive and commensurate with experience and ability.

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**To apply or suggest a prospective candidate,  
email [GBPI@BoardWalkConsulting.com](mailto:GBPI@BoardWalkConsulting.com)  
or call John Sparrow or Patti Kish at 404-262-7392.**