



MORIAH
GROUP

President

Huntsville, AL or Remote

February 2023



In 2015, motivated by the desire to **lead impactful change for youth and communities**, Dr. Rhonda Tsoi-A-Fatt Bryant founded The Moriah Group, a global consulting group that partners with philanthropy and nonprofits to create deep social change. Dr. Bryant's leadership and passion for advocating for racial equity, social justice and empowering communities of color have grown The Moriah Group into an organization with four branded initiatives, 20+ members of staff, and a leadership training arm. Given the growth over the past 8 years, and after much consideration, this is the time for a new leader to step into the role of President to allow Dr. Bryant the space to focus on new initiatives.

Central to the professional and personal values of the Moriah Group team is a commitment to creating paths for young people, and particularly youth of color, to thrive. The Moriah Group stands firm in their belief that change is slow to be achieved without explicitly naming the challenges of children of color. Bold authenticity is required to change systems that impact communities. In this **"conscious moment of inflection,"** as described by a leader on staff, The Moriah Group seeks to both steward the important foundational work of The Moriah Group and also capitalize on the organization's momentum to chart a course to future paths of engagement. **The Moriah Group seeks a President to lead the team and partners through its next chapter of evolution.**

HISTORY

The Moriah Group's founder, Dr. Rhonda Tsoi-A-Fatt Bryant, quotes Angela Davis who says, "I am no longer accepting the things I cannot change. I am changing the things I cannot accept." After a career working within philanthropy, government, and non-profits to create and sustain change for youth of color, Dr. Bryant knew she must form an organization with an explicit and unapologetic focus on people and communities of color to lead *transformational change* in both policy and practice. Thus, The Moriah Group, which was named for Dr. Bryant's grandmother's village in Trinidad & Tobago, was created. The purpose of this organization would be to partner and consult with philanthropic organizations, government agencies, and nonprofits who wanted to develop more impactful initiatives that support youth and communities of color. This work would be grounded in research, culture, and a valuing of the expertise and lived experience of people of color. Dr. Bryant designed an organizational culture that preserves openness, empathy, authenticity, boldness, and community, the same values The Moriah Group encourages their philanthropic partners to bring to their work.



Early on, The Moriah Group was selected to be the steward of [Forward Promise](#), an initiative begun by Robert Wood Johnson Foundation. The Moriah Group's consulting relationships with philanthropy have increased and they are sought by organizations across the country to guide and develop community-based strategies rooted in research and experience. Most recently, Forward Promise was awarded a substantial gift from MacKenzie Scott which will support more work that affirms the humanity of communities of color.

As The Moriah Group continues to partner with philanthropy to design community-centered investments and initiatives, opportunities to create new areas of the business have evolved. The Moriah Group now includes four initiatives: [Forward Promise](#), [Nafasi Fund](#), Ayoku Healing Retreat Center, and Rooted Change (formerly the Executives' Alliance for Boys and Young Men of Color).



The Moriah Group **helps philanthropy** increase their commitment to making focused, equitable investments; partners with **youth-serving systems and organizations** to refine their practices to cultivate environments in which young people can thrive; and guides **government** to advance equitable public policy.

Forward Promise **advances healing practices** that are rooted in –and reflective of– the culture and values of the communities served. The Moriah Group provides strategic oversight to the Forward Promise Initiative including **equitable grantmaking, technical assistance, field building, and leadership development.**

More than a fiscal sponsor, the mission of Nafasi Fund is to **undergird the powerful work of Black-led organizations** by connecting them to the **opportunities, capacity, and space** they need to increase their effectiveness and grow independent.

Ayoku Healing Retreat Center provides a safe, serene, and luxurious environment for social justice advocates to **focus on their own healing journeys and rediscover their joy.**

THE MANDATE

The President is both the strategic leader of The Moriah Group and the steward of the organization's culture. While advocating for boldness, empathy, openness and authenticity within philanthropy, The Moriah Group President will carefully guard those same traits among the team. There is a desire to grow the business while preserving the delicate balance of passion for the work and the care of the team.

The President will be deeply networked within philanthropic organizations and have a demonstrated understanding of philanthropy and non-profits. The President will be grounded in youth and community development. The President will have experience leading business operations and developing programmatic opportunities.

The President will

- Develop relationships that enable The Moriah Group to access new business partnerships, positioning the organization to create innovative responses to sector opportunities.
- Collaborate with the senior leadership team to develop strategic opportunities rooted in strategic planning, financial risk analysis, and assessment of the team's capacity.
- Serve as The Moriah Group's external voice, representing the team in media and to partners while acting as a champion for youth and communities of color.
- Mentor staff and encourage an organizational culture that values and uplifts equity, authenticity, learning, listening, and accountability.
- Develop and implement operational systems that support the needs of the staff so they can work most efficiently.

THE INDIVIDUAL

The ideal candidate for President will have at least 15 years of strategic leadership in philanthropy or non-profit organizations. The President will have an undergraduate degree in a relevant area of study and will ideally have a graduate degree and/or professional certifications.

The President

- Demonstrates a passion for, and success in, programmatic investment in communities of color.
- Has the ability to develop a clear and strategic operational vision.
- Is a natural communicator and convener who values and cultivates relationships, both within the team and across funding and advocacy networks.
- Stewards the culture and success of The Moriah Group while envisioning the organization's next chapters.
- Values research and data, both for use in organizational decision making and in moving external partners to bold action.
- Innovates, learns quickly, and thinks strategically about growth opportunities.
- Has deep cultural intelligence and can articulate the needs of young people of color in a way that moves groups and individuals to action.
- Empowers and models authority and accountability within the team and community.
- Is committed to the values of *building as we heal* and *learning as we lead*.
- Leads with an inclusive and authentic style that respects the work of The Moriah Group and encourages excellence among the team.
- Balances the tension of patience and urgency in the big work of empowering youth and communities of color.
- Names the problems facing youth of color explicitly and is a champion for equity and meaningful investment.



ORGANIZATIONAL STRUCTURE

The organizational team is comprised of 22 full-time staff and several contractors/consultants. The President will work closely with Dr. Rhonda Bryant, the Chief Executive Officer, and will oversee the strategy and growth of The Moriah Group, Forward Promise, Nafasi Fund and Rooted Change (Executives' Alliance). The President will directly manage a Senior Leadership Team of five staff.

LOCATION

The Moriah Group is headquartered in Huntsville, Alabama, although a majority of the team works remotely across the United States. While the President and the team work remotely, there will be some travel required, as well as periodic team retreats throughout the year.



THE MORIAH GROUP'S COMMITMENT TO EQUITY AND INCLUSION

The Moriah Group is an equal opportunity employer and does not discriminate on the basis of race, religion, color, sex, gender identity, sexual orientation, age, non-disqualifying physical or mental disability, national origin, veteran status, or any other basis covered by appropriate law. All applicants will be evaluated on the basis of their qualifications, merit, business needs, and other relevant factors that may become apparent during the application process.

To apply or to suggest a prospect, please email TMGPresident@intentionalworks.com

or contact [Lien Bragg](#) or [Laura Lovelace](#).