



JOLLEY FOUNDATION INDEPENDENT TRUSTEE RECRUITMENT

Jolley Foundation is pleased to invite expressions of interest for community members to join the Board of Trustees with terms beginning January 2026. The Foundation's charter provides that the organization will be governed by up to 11 Directors, 4 of whom shall be family members or family member designees and the remainder consisting of independent trustees.

Interested candidates aligned with the Foundation's vision, mission, and values are invited to review the materials below and submit the online [Interest Questionnaire](#) by August 29, 2025, for full consideration. If you know of someone who would be a good fit for this role, please forward this information to the individual and encourage them to submit the required information for consideration.

All submissions through this open call process will be considered by the Foundation's current Board of Trustees in consultation with a trustee selection committee made of community members with deep understanding of Jolley Foundation. We anticipate adding up to 3 new independent trustees.

WHO IS JOLLEY FOUNDATION

Jolley Foundation is a private family foundation established in 1947 with the intent to improve the quality of life for the people of Greenville County, particularly its most vulnerable residents. The Foundation has made a significant contribution to the local community for nearly 80 years, and it continues to play an important role in supporting and propelling efforts to address the myriad of complex issues that prevent opportunity and prosperity in our community.

Our Vision: A just, compassionate and vibrant community

Our Mission: Eliminate the root causes and effects of poverty and discrimination

Over the years, the Foundation has made grants to a variety of organizations and collaboratives focused on education, housing, health, arts, the environment, civic engagement, and general community welfare. More recently, the trustees have supported organizations and coalitions working for systemic change and have also increased support to organizations led by and focused on helping marginalized populations and those working at the grassroots level to effect change. This work has evolved into a firm "stake in the ground" strategic goal of advancing racial equity and social justice, with a commitment to use all forms of philanthropic capital – social, moral, intellectual, reputational, and financial – to propel progress.

Through the deliberate actions of the trustees with the support and leadership of the staff, the Foundation has transitioned to a relational partnership model with both directed and responsive grant-making focused on critical issue areas and supporting strategic, systemic, and capacity-

building initiatives. Grantmaking concentrates on project-based funding, capacity building, and general operating support.

One of the most important roles the Foundation plays in the community is as a partner. The nonprofit organizations that receive funding from the Foundation are seen as allies and collaborators dedicated to improving the lives of Greenville residents in different ways, and trustees and staff view each as an essential element of a stronger community. Other key roles are convenor and connector. The Foundation is increasingly engaging not only nonprofit partners but stakeholders across multiple sectors – corporate, neighborhood, public, philanthropic – to identify common goals and agendas and to align efforts. It utilizes data and research, and also ensures that the stories and accounts from people with lived experience are part of the decision-making process.

Jolley Foundation was committed to racial equity and social justice well before 2020, when inequities were amplified as a result of the COVID-19 pandemic and a global movement focused on addressing oppression of Black communities in direct response to the murder of George Floyd. These commitments remain unchanged because they are integral to the Foundation's mission and vision. The Foundation is unshaken in its belief that Greenville can and should be a place where everyone has access and opportunity to thrive.

The Foundation has adopted five funding strategies in deploying resources to support and serve our community partners in advancing our mission.

1. Empower Those with Proximity and Lived Experience to Effect Change: We will listen to and amplify the voices of those with lived experiences in making our funding decisions by supporting organizations that prioritize these voices and recognize the multi-dimensional nature of systemic change.
2. Invest in Advocacy, Policy Change, and Movement Building: We will encourage cultivation of grassroots advocacy to remove barriers to self-sufficiency and connections with grassroots advocates to form social justice coalitions by contributing to initiatives grounded in community power-building for strategic, long-term impact.
3. Build Capacity, Leadership, and Innovation: We will promote learning and design thinking within the nonprofit community by funding meaningful capacity-building work, transformative leadership development and well-reasoned risk-taking.
4. Strengthen Collective Impact Through Partnerships and Coalitions: We will foster collaboration and collective impact among nonprofit partners by contributing to initiatives that eliminate duplication of effort and maximize effectiveness of each partners' strengths in effecting systemic change. To this end, we also commit to leveraging our relationships with local, regional, and national philanthropic partners to grow investments in local efforts.
5. Elevate Equitable Economic Development: We will invest in neighborhood-centered development that prioritizes wealth building for existing community residents rather than simply attracting wealth in a way that leads to gentrification and displacement. This includes supporting initiatives that promote inclusive economic growth.

WHAT IS THE OPPORTUNITY

The new independent trustees will join the current board of 4 family members in realizing the Foundation's full potential and power of its leadership and grantmaking to advance its mission. Jolley Foundation is committed to leveraging all aspects of its philanthropic capital to achieve impact, including strategic thought leadership, mission-aligned investment practices, and value-aligned support service procurement. Incoming trustees have the opportunity to advance effective governance, strategy, capacity building, and other Foundation priorities. Incoming trustees will also have an opportunity to participate in and contribute to the continued development of Jolley Foundation's work and strategy both internally and externally. As full voting participants and strategic partners on the Board, independent trustees will play an important role as peers alongside multiple generations of family members.

Ideal candidates for the independent trustee position must share the Foundation's commitment to equity and justice and will complement and broaden the skills, experiences, and expertise currently reflected on the Board. The Foundation welcomes independent trustee candidates who have a knowledge of and passion for racial, economic, environmental, and social justice as well as skills and experiences that inform our work. As an organization deeply committed to diversity of experience and ideas, Jolley Foundation values a wide range of personal and professional backgrounds and perspectives, and we expect candidates will have a diverse range of experiences in their background, combining work in the private, public, philanthropic, and/or nonprofit sectors. Deep connection to Greenville and experience that demonstrates sustained commitment to the wellbeing and advancement of marginalized groups in the Greenville community is highly valued and expected.

Success in this role will require individuals who are:

- Exceptional relationship builders who nurture positive communication, trust, and transparency across a spectrum of diverse community stakeholders.
- Curious learners and effective listeners with an appreciation of the historical and systemic oppression of marginalized groups in the Greenville community.
- Exhibits cultural competency and holds an understanding for how racial, economic, and social justice show up not only in our community, but also in the larger state and national contexts.
- Bold thinkers, effective communicators, and committed bridge-builders who can articulate and amplify the Foundation's values, and who can elevate interconnection across different segments of the community.
- Experienced leaders with community credibility, who bring insights, humility, and strength to the work of change management, governance, and organizational leadership.
- Embody resilience, humility, common sense, practical wisdom, objectivity and partiality, and good judgment in difficult decision making.
- Committed partners, with the time and capacity to engage deeply during this emergent time for the Foundation.

Candidates with skills and expertise in the areas of economic development, government funding or procurement, investment/asset management, community organizing and power building, historical/narrative preservation, or entrepreneurship are desired, but not required.

As a place-based foundation, we will prioritize candidates with demonstrated knowledge and history of commitment to service in Greenville County, SC. While candidates do not need to reside in Greenville County, they must be South Carolina residents.

We encourage nominations from candidates impacted by or with experience addressing structural racism, systemic oppression, and the systems that negatively impact marginalized communities. (E.g., trusted allies; community/grassroots advocates; those with relevant lived experience).

TRUSTEE RESPONSIBILITIES

Jolley Foundation Board of Trustees is a governing board, responsible for setting strategy and ensuring strong and effective governance. The Board delegates authority to the Executive Director and staff to execute that strategy. The primary responsibilities of a trustee are set forth below, though you will learn a fuller scope of responsibilities during orientation.

- Set and live into the mission, vision, and values by committing to exemplify the values of listening and learning, equity and justice, power building and community, and to bring those values, and the learning, into your work inside and outside of philanthropy.
- Ensure strong and effective governance by establishing and administering governance policies in compliance with applicable laws and regulations.
- Set strategic direction by utilizing learning and input from staff, decide on strategic approaches, and review and approve staff recommended tactics and practices.
- Exercise fiduciary responsibility and fiscal oversight by reviewing and approving the annual budget, including grant recommendations, prepared by staff in alignment with Board-set strategic direction, reviewing expenditures made in accordance with the annual budget, retain investment/financial advisors, and set/approve investment policy statements annually to ensure adequate financial resources and alignment with the Foundation's mission.
- Select and evaluate the performance of the Executive Director, as well as delegate to the Executive Director authority to hire staff and consultants consistent with strategic direction and approved budget.
- Elect trustees, select officers, form working committees, and evaluate board performance.
- Represent the Foundation to the philanthropic, nonprofit, and leadership communities and serve as an advocate and ambassador for the Foundation, leveraging resources and partnerships to support and achieve the Foundation's mission

EXPECTATIONS OF TRUSTEES (average of 5 hours/month)

- Term: Trustees commit to serving for a three-year term, which is renewable. Trustees selected during this inaugural recruitment process may have an initial term other than three years to establish staggered term expiration dates.
- Attendance: Board members are expected to attend and actively participate in 6 business/learning meetings (combination of virtual and in-person, ~1.5 hours each) and 2 grant review meetings (typically virtual; 3-4 hours each) per year.
- Preparation: Board members are expected to complete relevant Board pre-work, including reading the Board package, prior to meetings. Board members are also invited to participate in quarterly check-ins with the Executive Director, as necessary and desirable, outside of scheduled meetings.
- Committee service: Board members are encouraged to serve on committees as they are assigned and able.
- Individual Learning: In addition to learning during Board meetings, the Foundation encourages individual learning including on-site engagement with grantee partners as arranged through Foundation staff.
- Conduct: Abide by the Foundation's policies, disclose all actual or potential conflicts of interest, and maintain the confidentiality of sensitive information.
- Trustee Compensation: Board members are compensated for their participation. Specifics regarding compensation will be provided prior to commencement of the trustee's term.

RECRUITMENT PROCESS & TIMELINE

Expression of Interest Forms are due by noon on August 29, 2025.

All submitted Expression of Interest Forms will be reviewed by the trustee selection committee, and the committee will recommend ten to fifteen (10-15) candidates for consideration by the current Board.

The Foundation will invite select candidates to a Zoom meeting in the latter half of September.

The Board will select up to three (3) independent trustees at the October Board meeting, and newly elected independent trustees should expect notification of selection by October 20, 2025.

Newly elected independent trustee(s) should expect to attend the December 2025 Board meeting (virtual) and will begin their term of service in January 2026.