

LEADERSHIP OPPORTUNITY – PRESIDENT/CEO

We are passionate about the power of community.

At Community First Foundation, our name says it all. Since 1975, we have been helping generous donors and innovative nonprofits come together to improve the quality of life and create positive change in Jefferson County, the Denver metropolitan area and beyond. We serve as a connector, partner, collaborator and resource to fuel the power of community for the greater good. We are proud to use our energy, leadership and trusted stewardship of financial resources to energize giving across our state, strengthen nonprofits, support donors and find new ways to address community needs.



We Join Forces.

We help fuel positive change by uniting the power of many. We sparked the state's largest community giving movement – Colorado Gives Day – and strive to help the community work together for the good of all.

We Support the Do-ers.

We find innovative and collaborative ways to strengthen nonprofits. After all, they are the heart and soul of the change we seek. We work side-by-side to offer connections, tools, resources and education to help them focus on their mission.

We Inspire the Givers.

We engage people to be a positive force for change. We want it to feel good to do good – so that one do-gooder will bring along another – and so on, and so on, and so on.

We Bring the Good Together.

When it comes to doing big things in our community, we say the more the merrier. We foster partnerships and work collaboratively with individuals, organizations and other foundations to address community challenges in new ways.

We Wear our Heart, and our Credentials, on our Sleeve.

The National Standards seal by our name is official confirmation from the National Standards for U.S. Community Foundations that we have met **the nation's highest standard** for philanthropic excellence. It demonstrates our commitment to transparency, quality, integrity and accountability as we carry out our mission.

Community First Foundation has been bringing donors and nonprofit organizations together for more than 40 years.

We are proud of our beginnings and the many ways we have grown and expanded over the years to serve our community.

We were founded in 1975 as Lutheran Medical Center Foundation, the fundraising arm of Lutheran Medical Center, a nonprofit hospital supporting Denver's west side.



Over the years, our name changed and our geographic focus expanded to respond to community need and help generous donors and innovative nonprofits come together to improve the quality of life and create positive change in Jefferson County, the Denver metropolitan area and beyond.

As we look to the future, we take our position as a leading Colorado community foundation seriously. This makes us more determined than ever to bring community partners together and find real solutions for some of our most challenging social problems.

The Opportunity

The board of Community First Foundation now seeks a new **President/CEO** to lead the foundation in its next chapter of development and impact.

The President/CEO is the leader of and works closely with CFF's senior leadership team to execute the foundation's strategic direction and accomplish defined goals and objectives. Principal responsibilities include broad leadership, overall organization management, strategic planning, and implementation of goals and objectives of this \$400+ million community foundation.

The incoming President/CEO will have the opportunity to:

- Continue to enhance our grant making strategies and impact.
- Identify new opportunities to bring innovation to our philanthropic work such as the highly successful **ColoradoGives** program started in 2007 and which has raised more than \$200 million for organizations across the state and the **Innovators Society** that directs investments in promising, but not yet proven, nonprofit innovations to increase awareness and change perceptions of mental health.
- Provide new opportunities and outlets for donors to optimize their own philanthropy through new funds and other funding mechanisms.
- Continue to strengthen the financial and operational capacity of nonprofits across the Metro Denver area.
- Support the professional development of foundation staff and board to ensure the foundation's standards of excellence continue.
- Partner with the board, staff, and external stakeholders in the development of our future strategic direction and vision.

What it Takes

To lead Community First, the incoming President/CEO needs to have experience in leading a significant and growing enterprise. We seek candidates who genuinely care about the marginalized in our communities and want to elevate their voices. We look for a leader who is strategic, inspiring, relational, and results-oriented, who knows how to take calculated risks while ensuring adherence to strong, proven processes and policies to guide effective and efficient operations.



Our core values include Integrity, Service, Innovation, and Stewardship; our leader must embody these and guide others to embed them in their work on a daily basis.

Specifically, qualified candidates will have experience in these areas:

1. Leadership, Management & Communication Skills
 - Minimum of eight years in upper level administrative management capacities in the nonprofit, public, or corporate sector with experience in directing effective growth and managing change
 - Proven revenue generation and finance skills and experience
 - Demonstrates sound business judgment and strong financial and investment acumen
 - Excellent management, team-building, and collaborative skills
 - Understands and values equity as an organizational operating principle and is committed to continued learning on issues related to equity, diversity, and inclusion
 - Proven ability to manage public, government and community relations
 - Excellent oral and written communication skills

2. Relationship Development Skills
 - Inspires the trust of the board of directors, staff and the community
 - Has experience in working with a volunteer governing board and supporting their development
 - Demonstrates deep, effective relationship building and public relations skills
 - Works well in a team environment and is committed to shared success
 - Empowers team members to deliver agreed results and meet goals
 - Works well with people of diverse backgrounds and experiences
 - Demonstrates effective counseling, diplomacy, and conflict resolution skills
3. Other
 - Graduate degree in nonprofit administration, business administration, or a closely-related field, or equivalent work experience preferred
 - Willingness to live in and be an active participant in the Metro Denver community

The President/CEO is disciplined but flexible, takes personal responsibility for results, is creative, thrives in a challenging environment, and has strong critical thinking and problem-solving skills.

Compensation

Community First Foundation offers a competitive salary commensurate with experience coupled with an attractive, comprehensive benefits package. The board also provides an annual contribution of \$25,000 to a donor advised fund directed by the President/CEO to support his/her philanthropic interests.

How to Apply

If you are ready to lead one of the most dynamic and innovative community foundations in the country, then please send a cover letter, resume, and salary requirements to Carolyn McCormick of Peak HR Consulting, LLC at carolyn.mccormick@peakhrconsulting.com. All applications are to be submitted electronically. To learn more about Community First Foundation and this position, please visit us at www.communityfirstfoundation.org.

Community First Foundation supports the principles of equal opportunity and provides employment and services without regard to race, color, religious creed, sex, national origin, ancestry, citizenship status, pregnancy, childbirth, physical disability, mental disability, age, military status or status as a Vietnam-era or special disabled veteran, marital status, registered domestic partner or civil union status, gender (including sex stereotyping and gender identity or expression), medical condition (including, but not limited to, cancer related or HIV/AIDS related), genetic information, or sexual orientation.