POSITION PROFILE

Chief Executive Officer
Telluride Foundation
Greater Telluride Region
Telluride, Colorado
ABOUT TELLURIDE FOUNDATION

In 2000, a group of local residents recognized a need for community assistance to support the workforce in the region and to keep Telluride and its surrounding rural communities thriving. Thirteen individuals each donated $100,000, kicking off the beginning of the Telluride Foundation. Today, the Foundation has raised and invested over $65 million in the region to help improve the lives of those who live and work in the Foundation’s service area of San Miguel County, Ouray County, and parts of Montrose and Dolores Counties, Colorado.

Since its inception, the organization has grown to be a prominent leader and convener across the region. Today, 88% of every dollar donated is used for program (rather than supporting) expenses. This ratio is in the top tier of all nonprofits across the country. The Foundation is not only a regional leader but is nationally recognized for being a leader in community innovation and support, and rural dynamics. Differing from other community organizations, particularly due to its lack of an endowment, the Telluride Foundation is constantly innovating based on community needs and changes. As such, the Foundation has come to be known as a flexible and adaptive organization after which other community foundations have modeled themselves.

As a pillar of the communities across its service area, the Telluride Foundation’s mission is to:

PROMOTE INCLUSION
The Foundation supports initiatives that are inclusive, universal and maximize benefit to all who are part of the greater Telluride community, regardless of residency, income, or occupation.

BUILD TO SELF-RELIANCE
The Foundation supports initiatives that fuel and nurture self-reliance. Whether meeting immediate and urgent needs or making long-term investments, the Foundation’s efforts are designed to support a self-sustaining community.

BE A CHANGE AGENT
The Foundation believes in the importance of creating meaningful and lasting change both at the individual and community level. Telluride Foundation continually seeks out fresh ideas and novel approaches to achieve tangible, lasting change. Consistently measuring outcomes is an important element.
ABOUT TELLURIDE FOUNDATION

The Telluride Foundation serves a unique, remote and rural region of Southwest Colorado. This is a region of diversity, innovation and natural beauty, where people from all over the world come to recreate and to live. Situated in the Rocky Mountain high country, the area is known for incredible alpine skiing, cultural events like the Telluride Film Festival, and more than anything, authentic mountain character and rich history. Many of the towns across this region situated among 14,000-foot peaks played an important role in the history of the American West. In 1964, the town of Telluride was designated a National Historic Landmark District. The towns of Telluride and Mountain Village are linked by a free gondola – the first and only public transportation of its kind in the United States. Along the San Miguel river lie communities with historical routes dating back to the Ute Mountain Ute Tribe and the early mining culture of Colorado.

This is a unique Foundation committed to pursuing endeavors that push the envelope in the world of philanthropy. For 20 years, Telluride Foundation has focused its efforts on creative, entrepreneurial solutions to help solve the region’s most pressing challenges.

The Foundation provides year-round support to local organizations involved in health, human services, education, the arts, conservation, athletics and other community-based efforts. The Foundation makes cash grants to regional nonprofits and community groups, as well as provides capacity building support to help strengthen their effectiveness.

Through the Foundation’s Impact Initiatives, it also tackles critical issues not presently being addressed in the region with a laser focus on where it can have a direct and significant impact.
The Foundation focuses its efforts in the following impact areas:

COMMUNITY GRANTS

The Telluride Foundation’s Community Grants Program is a sustained effort to support local organizations that are addressing community issues consistent with the mission of the Foundation. The annual competitive grants program focuses on measuring outcomes and developing financially healthy nonprofits. Grants are awarded once a year, at the end of December, with grant awards distributed throughout the following year.

IMPACT INITIATIVES

From bolstering and diversifying the regional economy to bringing broadband service to the region, Telluride Foundation’s Impact Initiatives focus on innovative and creative solutions to the communities’ most critical and unmet needs. This approach allows the Foundation to attack a community challenge with an “All in” approach and positions the Telluride Foundation at the forefront of philanthropic innovation. Some of these initiatives include rural housing, workforce development, and the Telluride Venture Network.

The tri-county rural region served by the Telluride Foundation is currently facing a housing crisis. Creating affordable housing is a challenge due to high construction costs, the inability to secure capital and a general lack of development capacity in rural communities, from planning, financing and construction to property management. A key Impact Initiative, the Telluride Foundation’s Rural Housing Initiative, has assembled statewide public, private and philanthropic partners (Colorado Department of Local Affairs – DOLA, Colorado Housing Financing Authority CHFA, Colorado Health Foundation, as well as Developers) to form a Coalition to jump-start the development of affordable rental and ownership housing in the region, aligned and working closely with local residents and communities. The Coalition is developing a tool kit to include planning, construction, financing, and management resources for rural communities across Colorado and ultimately the nation.

CONVENING SUMMITS

The Telluride Foundation is a seasoned convener and gathers experts and decision makers across a wide spectrum of professional fields to help local communities tackle many of the challenges they are facing. From one-day convenings to multi-year-long efforts, the Foundation provides the financial resources and expertise to help regional communities thrive. Recent convenings have included a regional trails collaboration and a summit on rural economic resilience.
ABOUT TELLURIDE FOUNDATION

DONOR STEWARDSHIP

At the Telluride Foundation, one of the top priorities is ensuring that contributions connect donors to the areas they are most interested in supporting. The Telluride Foundation offers the opportunity to co-create Donor Stewardship initiatives for those looking to fund specific projects or purposes.

SAFETY NET PROGRAMS

Through its partner organization, Tri County Health Network, the Telluride Foundation provides safety net programming across the entire region. Telluride Foundation’s Good Neighbor Fund provides emergency assistance for local families and individuals with limited resources in times of financial crisis. The goal of the Good Neighbor Fund is to help individuals stay in the community and households stay intact. The Fund achieves this by providing one-time hardship grants to assist with certain qualified needs, including housing, transportation and medical treatment.

COLLEGE SCHOLARSHIPS

The Foundation’s scholarship programs support students across five school districts and are awarded to hard working students with proven financial need. In addition to an annual Telluride Foundation Scholarship that supports one student in each of the 5 school districts, the following scholarships are available and managed by the Foundation: Chang Chavkin Scholars and Neil Armstrong Scholarship.
THE OPPORTUNITY

The Telluride Foundation is seeking an innovative and dynamic leader to serve as its CEO.

As only the second CEO in the Foundation’s history, this is a rare opportunity to take the helm of a bold organization, leading it into its next chapter following long-time CEO Paul Major, with an opportunity to have sustained and meaningful impact at the individual, community and national level.

This leader will have the ability to lead across a rapidly-growing and changing region, engaging with people from all socio-economic backgrounds and a growing Latinx population. The CEO will be partnering with supporters and constituents across the region from community changemakers to industry leaders. The Telluride Foundation is a very financially sound, healthy organization with a rich history and a reputation of trustworthiness. There is an opportunity to re-energize and broaden the donor community and to advance innovative initiatives on critical needs across the region. For a leader excited by growth and innovation, who brings a respect and passion for remote and rural communities, this is a rare opportunity with the Telluride Foundation to consider exploring.

Reporting to the Telluride Foundation Board of Directors, the CEO will provide vision and leadership for Telluride Foundation in service of its mission and is responsible for the overall strategic, financial and cultural success of the organization and its six staff and 33 Board members.
CANDIDATE PROFILE

The ideal candidate will have the following professional and personal qualities, skills, and characteristics:

VISIONARY & STRATEGIC LEADERSHIP

- A change agent who is inherently curious and creative; a forward-looking leader who will be eager to identify new opportunities across the service region.
- A record of developing cross-functional partnerships and leveraging relationships to execute on goals and strategies.
- Expertise in place-based leadership, elevating opportunities and considering the unique nature of a region when driving solutions.
- A “doer” who can bring big-picture conceptualization to fruition through clear, goal-oriented execution on projects.

COMMUNITY LEADERSHIP

- A diplomatic community leader who can represent the Foundation in local and regional business, government and civic arenas and is comfortable, credible and effective at conveying Telluride Foundation’s mission and vision to a broad range of constituents.
- Experience working with diverse populations, embodying the respect necessary to develop rapport with people of varying experiences, backgrounds and opinions.
- A politically astute thought leader who can expand the Foundation’s footprint with local policymakers and civic leaders through convening community members.
- An ambassador for the Foundation who is comfortable in a diverse range of settings. An eagerness to bridge divides and find mutually beneficial solutions for issues facing the region.
CANDIDATE PROFILE

FUNDRAISER AND RELATIONSHIP BUILDER

• A highly visible leader with experience in developing relationships and collaborating with internal and external constituents.
• A chief fundraiser with a natural ability to build trust, inspire and communicate a clear vision for the future of the Telluride Foundation.
• A strong communicator who can serve as the relational glue for diverse networks across both the region and state who can illustrate the translation of dollars into impact.
• A creative, think-outside-the-box fundraiser who can build relationships with donors in a variety of settings, particularly through recreation and community convening.

COMMITMENT TO THE RURAL REGION

• An authentic respect and appreciation for the region’s diversity of opinions and perspectives.
• An ability to navigate relationships with a diversity of community members; a welcoming attitude that focuses on listening before speaking.
• A passion for and experience of living in small, remote and rural communities shaped by diverse socioeconomic backgrounds.
CANDIDATE PROFILE

STAFF & ORGANIZATIONAL LEADERSHIP

- A thoughtful and inspirational leader with the ability to lead and manage a talented and diverse team of six staff members.
- A culture builder who develops and uplifts staff, is approachable and inclusive, and is always seeking improvements to the Telluride Foundation employee experience.
- A record of building strong processes around finances, operations and staff management. The ability to set clear priorities and to delegate and guide investment in people and systems.

BOARD DEVELOPMENT & MANAGEMENT

- A facilitator who can partner with Board members to grow, develop and diversify the Board and its function over time while staying grounded in the mission and vision of the Foundation.
- Board governance expertise and fiduciary knowledge; a leader who understands the importance of a robust partnership with the Board and will ensure fiduciary responsibility and sound financial management practices and accountability to the Board.
- An ability to lead a Board of Directors towards developing awareness, comfort and confidence in order to address and champion diversity, equity and inclusion in all aspects of the Foundation and its services.
COMPENSATION & BENEFITS

The annual base compensation for this role will start at $200,000 commensurate with qualifications and experience.

The Telluride Foundation also offers a competitive benefits package with all of the general benefits expected for a non-profit CEO, including paid vacation, health insurance and retirement benefits.

The Foundation’s office is located in Telluride and its service area is across the Telluride region in San Miguel County, Ouray County and parts of Montrose county. The CEO will need to live in the Telluride region. Recognizing the challenge of affordable housing in the area, the Board of Directors is committed to providing housing assistance for the incoming leader, if needed.
Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Kara Teising and Libby Cornelssen are leading this search. To make recommendations or to express interest in the role please visit this website.

All nominations, inquiries, and discussions will be considered strictly confidential.

Telluride Foundation is an equal opportunity employer and strongly encourages expressions of interest from people of color, persons with disabilities, women, and LGBTQ+ leaders.

About Koya Partners

Koya Partners, a member of the Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—The Right Person in the Right Place Can Change the World—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

Koya is an equal opportunity employer fully committed to creating an environment and team that represents a variety of backgrounds, perspectives, styles, and experiences. We encourage all to apply because we believe a diversity of voices leads to better discussions, decisions, and outcomes for everyone.

For more information about Koya Partners, visit www.koyapartners.com.