



BLUE MOUNTAIN  
COMMUNITY  
FOUNDATION

*Serving Donors. Strengthening Communities.*

President & CEO Search

# Position Profile

Founded in 1984, the Foundation is a constructive catalyst in the Blue Mountain region and Walla Walla Valley philanthropic community.



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## President & CEO

Located in Walla Walla, WA, the Blue Mountain Community Foundation has embarked on a search for a President & CEO to succeed its long term Executive Director who plans to retire at the end of September 2020.

Walla Walla is in southeast Washington state surrounded by significant beauty in its mountains, wheat lands and world class vineyards and wineries. It is a community that works together and provides a fantastic quality of life for families and singles alike. It is a place people come to and stay.

The CEO works with and reports to the Foundation's fifteen member volunteer Board of Trustees. The CEO is responsible for and has authority over day to day operations of the Foundation and works in concert with the board on strategic planning, financial planning and policy development. The CEO works with a staff of four other dedicated team members who are highly respected in the community.

BMCF has had significant growth in the past few years. It now has more than \$50 million in assets in over 340 charitable funds that benefit people in Garfield, Columbia and Walla Walla counties in Washington and Umatilla County in Oregon. The population of the area is approximately 145,000. In 2019 the Foundation awarded over \$2.5 million in grants and scholarships.

# Organizational Overview

The Blue Mountain Community Foundation is a highly respected and vibrant organization that is a key leader in philanthropy and the nonprofit community.

BMCF provides donors an excellent opportunity to keep their funds working in the local community. A wide variety of giving options exist for donors including bequests, donor-advised funds and permanent endowments. Permanent endowment options include Scholarships, Designated funds, Discretionary funds, Field of Interest funds and Sustaining Funds for BMCF operations. BMCF is committed to always honor the interests and intents of its donors.

Great potential exists for the Foundation in the generational transfer of wealth in the region with special opportunities for gifts of agricultural land. As an example BMCF owns and is trustee of the 3,000 acre Lamar Farm.

The Foundation is actively tuned into community needs. It has been very successful in building collaborations with other organizations to address both emergency and emerging needs. In February 2020, the Foundation was a leader in a collaboration addressing regional flood devastation. It is also playing a key role supporting other nonprofits as they experience the challenges of the COVID-19 Pandemic. Between mid-March and mid-June The Foundation raised and disbursed nearly \$900,000 for those two emergencies.

The Foundation embraces Diversity, Equity and Inclusion in its mission. These values are integral to BMCF's governance, operations and programs including fund-raising, awarding scholarships and grants including distributions from BMCF's varied funds, and collaboration with the community. The Foundation seeks participation of a wide variety of people so that BMCF is as effective as possible in its mission, solving problems and improving the quality of life in our communities.



## Mission

Connecting people, charitable causes and community needs.

## Vision

Improving quality of life for all in the Blue Mountain area through philanthropy.

## Values

- Respect—We honor the dignity and worth of all people.
- Integrity—We constantly strive to do the right thing.
- Stewardship—We are steadfast, committed to the long-term sustainability of the Foundation's varied assets.
- Engagement—We embrace the full participation and diverse perspectives of others.

For more info about Blue Mountain Community Foundation visit: [www.bluemountainfoundation.org](http://www.bluemountainfoundation.org)



# Blue Mountain Community Foundation's Strengths and Focus



## Strengths

- Stellar fund management reputation
- Responsive to ongoing community needs while nimble enough to respond to emergencies like February floods and COVID-19
- Actively promotes and joins collaborations with other community organizations
- Committed and effective Board of Trustees and Staff
- Positive, substantial growth on an annual basis

## Initial (12-month) Focus for the New President & CEO

- Be an active listener and student of the Blue Mountain region and Walla Walla Valley
- Focus on developing and maintaining positive relationships with Board members, staff members, key stakeholders and other community leaders
- Actively engage with fund holders and donors to develop trusting relationships
- Continue to support changes driven by the COVID-19 pandemic
- Begin review and update of strategic plan
- Focus on diversity, equity and inclusion in all activities of the Foundation



## Longer-Term Challenges & Opportunities

- Effectively steward current donors and fund holders
- Position the Foundation as a key partner in the generational transfer of wealth with potential donors, estate planning professionals and wealth managers
- Work with large agricultural land owners in their estate plans to carry out their long term dreams for their land
- Continue the focus on diversity, equity and inclusion



# THE POSITION



## REPORTING & AUTHORITY

The President & CEO of the Foundation will play a high profile role in the Blue Mountain and Walla Walla Valley area, recognizing the Foundation's position as a major funder of scholarships and other nonprofits in the region. Reporting to the 15 member Board of Trustees, the President & CEO will have overall strategic and operational responsibility for the Foundation, its donor and fund holder relations and mission achievement. The President & CEO leads a staff of four additional team members.

## BASIC DESIRED QUALIFICATIONS

The ideal candidate will have a BA or better with 7+ years of progressively more responsible senior management experience in a community foundation or comparable nonprofit organization. Strong financial acumen and the ability to lead and work in a small team is required. In addition, experience in the following areas is highly desirable:

- Marketing/public relations including social media and CRM
- Collaboration with other organizations
- Grant making
- Fundraising
- Estate planning/wealth management
- Experience working with or serving on a nonprofit board
- Strategic planning

## PERSONAL ATTRIBUTES REQUIRED FOR SUCCESS

- Ability to view issues from multiple perspectives
- Approachable
- Authentic
- Collaborative
- Committed to Diversity, Equity & Inclusion
- Confident
- Connector
- Curious, active learner
- Effective communicator
- Empowering
- Healthy sense of humor
- Inclusive
- Mission focused
- Outward facing
- Politically astute
- Receptive to ideas of others
- Respectful and respected

## COMPENSATION & BENEFITS

The initial hiring range for the position is \$110,000—\$125,000 per year, depending on experience and past success. Employee benefits include medical, dental, long-term disability, limited life insurance coverage and retirement plan.



## LIVING & WORKING IN WALLA WALLA, WA

It is often said that Walla Walla is such a great place to live that it was named twice. A vibrant reflection of the past and the present, downtown Walla Walla is the place where you begin to discover what makes the city so special. A walk down tree-lined streets reveals an eclectic mix of vintage shops, boutiques, cafes, bookstores, tasting rooms, and restaurants. Downtown Walla Walla has been recognized time and again as one of the best small-town Main Streets in the country. Located right on the Oregon border, Walla Walla proper has 33,000 residents.

The surrounding Walla Walla and Blue Mountain area has more than 145,000 people. It is experiencing tremendous economic growth in the business, agriculture and viticulture industries. Tourists and locals enjoy renowned restaurants, shopping and an active arts community with theater, museums, sculpture and the longest performing symphony west of the Mississippi.

Walla Walla has long been known as one of the most fertile agricultural areas in the nation, producing many crops, including the famous Walla Walla Sweet Onions. The area's beauty is enhanced by its thousands of acres of beautiful wheat lands and wide spread vineyards. Walla Walla is world renowned for its wine with more than 100 wineries in the area attracting wine connoisseurs from all over the world.

Walla Walla is a wonderful place to raise a family. The Walla Walla area has excellent public schools and private schools along with four institutions of higher learning — Whitman College, Walla Walla University, Walla Walla Community College and Blue Mountain Community College. With a classic drive-in movie theater, two large community pools (complete with water slides), and fun events like the annual hot air balloon festival and the Walla Walla Fair & Frontier Days, Walla Walla keeps kids busy and happy. The Walla Walla Sweet Onion Festival is held annually in July, celebrating the onion's rich tradition. Walla Walla currently has two farmers markets, both held from May until October. Golf, hiking, fishing, hunting, skiing and biking round out a high quality outdoor lifestyle.

If you're not familiar with Walla Walla, a quick Google search will provide glowing reviews from The New York Times, Vogue, Forbes and Travel + Leisure, just to name a few.

You can find more information on living in Walla Walla by going to [www.wallawalla.org](http://www.wallawalla.org).





# TIMING AND APPLICATION

## APPLICATION AND SELECTION PROCESS

Candidates are encouraged to submit their interest as soon as possible. While applications are currently open until August 15, 2020, Blue Mountain Community Foundation reserves the right to accelerate the selection process.

**To register as a candidate or view the most current timeline, please go to:**

[www.hagelsearch.com/bmcf](http://www.hagelsearch.com/bmcf)

All submissions will be acknowledged and will be held in strict confidence

Finalists for the position will be required to participate in a behavioral assessment. The assessment is web-based, takes about 65 minutes and helps match the candidate's attributes and competencies with the desired attributes and competencies for the position. All results are held strictly confidential. Formal background checks will be conducted on finalists for the position, with their permission.

## Contact Information

For further information please contact: Frank Hagel (253) 572-2439 x304 or Marcia Walker (253) 572-2439 x310. Or email: [frank@hagel.net](mailto:frank@hagel.net) or [marcia@hagel.net](mailto:marcia@hagel.net). DO NOT submit your application to these email addresses.



## EQUAL OPPORTUNITY

The Blue Mountain Community Foundation is an equal opportunity employer. It is our policy to make all hiring and other employment decisions without regard to an individual's sex, race, national origin, religion, pregnancy, marital status, sexual orientation, ethnicity, age, or physical or mental disability.