



Pikes Peak Community Foundation
Chief Executive Officer



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Executive Search

The Organization:

The Pikes Peak Community Foundation (PPCF)[<https://www.ppcf.org>] is a 501(c)(3) public charity which traces its founding to 1928. PPCF is located in Colorado Springs, Colorado and serves the Pikes Peak Region.

Our vision is to create a generous culture of philanthropy in which people work collaboratively to build a thriving and caring community, now and forever. Our projects and funds support the very things that make the Pikes Peak region the place we all want to live, work and play. With more than \$92 million in assets under management, we are building for the future of the region.

In 2025, PPCF focused on improving lives in the Pikes Peak region by supporting important work on the issues and priorities that matter most to residents. The Foundation advanced **Our Spacious Skies**, a community-driven effort to better understand the priorities and values of people across the Pikes Peak Region, and internal processes were refined, including how discretionary grants are issued to be more transparent, responsive, and aligned with community need. Grants awarded in 2025 totaled over \$8mm to 605 nonprofit organizations representing human services, education, arts and culture, civic and community service and health.

The Foundation facilitates philanthropy and stewards a growing pool of charitable assets, representing the trust of donors, families, and organizations across the region. Each year, charitable funds are invested in nonprofits and initiatives that strengthen our community and beyond.

As PPCF approaches its 100th Anniversary, the Foundation is focused on substantial asset development allowing for continued impact in the community.

SINCE 1928

Working together to build a thriving, resilient, and sustainable community

We believe strong, vibrant communities understand their greatest needs and address them directly with meaningful grants funded by well-managed charitable funds. Since the very first grant was made nearly a century ago, the Pikes Peak Community Foundation has worked with individuals, corporations and nonprofits, investing more than \$164 million in our region.

Position Overview

The Chief Executive Officer (CEO) reports to the Board of Trustees (Board) and is accountable for leading the organization in pursuit of its mission, including executive leadership of the Foundation, its grantmaking, investments and initiatives, stewardship of its current and future donors, and ensuring its financial health and sustainability. The CEO works closely with the Board and PPCF's small but mighty team of eight staff members to achieve the goals and objectives of the Foundation.

The CEO of PPCF is a key civic leader in the region, a strategic thought partner to the Board and inspirational leader of PPCF staff. The CEO is responsible for accomplishing the Foundation's mission through execution of the Board-approved **Strategic Plan (2024-2028)**. This includes all aspects of organizational performance including board governance, community asset development and donor relations, community leadership and partnership-building, strategic marketing and communications, capacity building and infrastructure, ensuring financial stability and staff leadership and development.

Priorities of the position include but are not limited to:

- Increase PPCF's visibility and value proposition in the Pikes Peak region
- Lead asset development through individual, corporate and foundation giving and partnerships with professional advisors' network.
- Develop and diversifying the donor base and grow unrestricted assets
- Ensure organizational infrastructure and capacity to meet anticipated growth
- Build trust and encourage community-wide collaboration and inclusion of all PPCF constituents
- Cultivating a culture of innovative philanthropy, thought leadership and best practices

The ideal candidate is a visionary leader and an active participant in the Pikes Peak community. They will lead efforts to attract new resources and expand investors taking the organization to the next level of excellence in philanthropy and develop partnerships and initiatives that will have a sustainable impact in the region.

This is a compelling opportunity for a community foundation champion who can leverage genuine community goodwill, past achievements, as well as current opportunities, and work in partnership with a committed Board and talented staff to position PPCF as the community's go-to organization for strategic grant making and community-driven philanthropy.



Key Responsibilities:

Strategic Leadership & Vision

- Provide visionary, collaborative leadership aligned with community needs and PPCF's mission.
- Develop and execute PPCF's strategic goals in partnership with the Board to guide the next phase of growth.
- In partnership with the Board and staff, develop and implement an ongoing planning process articulating the Foundation's vision; implement it in a continuously changing environment, responding to changes in the community and new opportunities for growth and leadership in philanthropy.
- Articulate a clear, differentiated value proposition for PPCF and identifying business and financial models geared toward sustainability in the context of a competitive and evolving philanthropic landscape.
- Ensure PPCF is considered a go-to place to invest philanthropic funds in service to donors and the community.

Asset Development and Donor Relations

- Lead asset development through individual, corporate and foundation giving and partnerships with professional advisors' network.
- Work closely with current donors, reach out to lapsed donors and build new relationships growing endowed and non-endowed Field of Interest and Donor Advised Funds; build a robust pipeline of new legacy gifts of all types of funds.
- Cultivate a culture of innovative philanthropy and further diversify the donor base; encourage and inspire giving among current and emerging generations of donors.
- Ensure gift stewardship in partnership with donors and advisors.
- Monitor and evaluate fundraising activities.

Board Relations & Governance

- Serve as the primary liaison to the Board of Trustees.
- Create and maintain a relationship with the Board characterized by open and thoughtful communication, trust and a cooperative spirit.
- Support and facilitate the Board's work in exercising their leadership responsibilities through collaboration, communication and education around local issues and innovative trends in philanthropy.
- Keep Board members fully informed about all aspects of the status and development of PPCF; support the Board Chair, other officers and committee chairs in making recommendations and implementing policies.
- Assist the Board in identifying and recruiting new board candidates, provide ongoing training, and ensure Board members remain engaged, informed, and are advancing the PPCF's mission.

Elevate the PPCF Brand with all Community Stakeholders, Build & Maintain Strong Community Partnerships

- Serve as primary spokesperson, effectively conveying PPCF's mission, vision, and achievements to diverse audiences across the community.
- Seek out and respond to opportunities to enhance PPCF's visibility and reputation, and advance its standing as a trusted, community centered institution.
- Build and maintain relationships with donors, nonprofit organizations, civic leaders, professional advisors, and other foundations to advance collaborative philanthropy, and create a vibrant community for all Pikes Peak residents.
- Engage in clear and effective communications and support consistent branding of PPCF to raise its profile and reach new audiences.

Organizational & Internal Management

- Oversee all aspects of PPCF's operations, including programs, staff team, finance, marketing, communications, and compliance.
- Ensure the organizational structure, systems and business processes support the strategic goals and growth of the Foundation and enable staff to do their best work.
- Ensure financial stability, sustainability, transparency, and compliance with all statutory and accounting regulations.
- Develop and manage operational budgets and financial performance.
- Forsee and manage risk to the organization and develop plans for mitigating risk.
- Stay abreast of regulatory, legislative and financial changes that affect community foundations, fundraising and taxation.
- Promote an open and collaborative workplace that encourages employee development, facilitates cross-functional cooperation and teamwork, and fosters transparent communication.

Programmatic Leadership

- Maintain a strong focus on continuous improvement in client service and program development in response to the evolving needs of the community.
- Utilize PPCF's deep knowledge of the nonprofit community to grow grantmaking and programmatic initiatives assisting with the direction of funds to maximize community impact.
- Leverage the work of Our Spacious Skies to add further dimension to fundraising efforts and additional programs.

The Leader:

Education

Bachelor's degree required

Professional Experience

- Minimum 10 years of senior executive management experience with financial and investment oversight and organizational operations.
- Strategic leadership experience in a community foundation, other grantmaking foundation, community development or large/complex nonprofits; private sector candidates should be service-oriented and have experience sitting on boards and volunteering in their communities.
- Experienced fundraiser with a track record of building innovative and lasting partnerships and growing diverse donor bases.
- Familiarity with the latest thinking on community foundation structure, purpose, financial model, and trends preferred.
- Demonstrated success in leading an organization through continued strategic growth and change that inspires new ways of doing business and achieves objectives in asset development, donor services, community building and, nonprofit capacity-building.
- Exceptional team builder and leader of high performing and dedicated staff.
- Comfortable working in a community setting and proven history building rapport with a community of similar size.
- Familiarity with marketing, public relations and social media strategies.
- Strong understanding of investment management and complex financial administration preferred.
- Experience working with complex philanthropy and tax planning (income and estate) including non-cash gifts, charitable trusts, and bequests preferred

Personal Attributes

- Commitment to innovative community philanthropy; passion for the Pikes Peak community and the mission, vision and strategic goals of PPCF.
- Ability to build relationships with all constituents including donors, staff, board members, external partners, and nonprofit community.
- Effective spokesperson, public presence and approachable.
- Strategic thinker willing to take calculated risks; advocate for new ideas, actively seeks opportunities and proposes solutions.
- Politically astute with strong relationship-building, communication, and public speaking skills.
- Demonstrated proactive approaches to problem-solving with strong decision-making capability.
- Collaborative leadership style; views as essential mentoring and developing professional staff.
- Demonstrated ability to listen, learn, and collaborate with all constituents.
- Change agent; comfortable with change and complexity.
- Demonstrated business acumen.
- Strong value system and work ethic; authentic and leads by example.
- Knowledge of the Pikes Peak region is desirable.

Location:

Colorado Springs, CO (Full-time relocation is expected)

Compensation:

- Expected base salary range: \$225,000 to \$250,000, commensurate with experience.
- Competitive benefits package, including health insurance, retirement plan, paid time off, and professional development opportunities.

Pikes Peak Community Foundation seeks diverse perspectives, experiences, and skills to enhance our culture and fulfill our commitment. Employees are expected to contribute to a welcoming environment by embracing inclusion and treating all colleagues, volunteers and customers with respect and dignity.

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If you have an interest in this opportunity, please share a resume and brief cover note to:

Janet Albert

Partner, Bridge Partners

Janet. Albert @bridgepartnersllc.com

Priority will be given to applications submitted by September 14th
although we will continue to receive and review applications until the position is filled.