



Job Title:	Chief Philanthropy Officer	Reports to:	CEO
Department/Division:	Gift Planning	Direct Reports:	Director of Development and Regional Engagement Team
Status:	Full Time - Exempt	Date:	September 2024

Mission

To ignite generosity that transforms lives and communities.

Vision

Vibrant and sustainable communities where every person has the opportunity to thrive.

Office Culture Statement

At Innovia Foundation, we invest in our staff and create an empowering and innovative work environment.

- We are passionate about serving our communities.
- We trust and treat each other with honesty and respect.
- We support, inspire and encourage each other.
- We are accountable to ourselves and each other.
- We respect our colleagues by being present and having direct and open communication.
- We are intentional in our interactions.
- We have a deep commitment to equity internally and throughout our region.
- We celebrate our successes.

About Us

Innovia Foundation ignites generosity that transforms lives and communities. We envision vibrant and sustainable communities, where every person has the opportunity to thrive. As the community foundation for Eastern Washington and North Idaho since 1974, we partner with people who want to make our part of the world better.

We believe that generosity is the most powerful source of positive change to achieve our shared goals and values. We partner with generous individuals, families, businesses and organizations to address our region’s most pressing causes and greatest opportunities. We offer innovative products and giving solutions to catalyze greater impact and inspire donors to take a more active approach to philanthropy.

We thoughtfully collaborate with community leaders and stakeholders to build and strengthen relationships, so that our work is more reflective of and relevant to the priorities of our region. We are committed to being present and engaged, learning about community needs and supporting community momentum. We work together to address and solve our region’s

problems, help those in need, identify and respond to our greatest opportunities, and leave a lasting impact.

The Innovia team is made up of people with different strengths, experiences and backgrounds who share a passion for investment in the promise of our region. We are deliberate, intentional and purposeful about the kind of culturally diverse team we are building.

Each year, Innovia invests nearly \$10 million into our communities through grants and scholarships.

Innovia's service region encompasses 10 counties in Eastern Washington, 10 counties in North Idaho, and six Native American Tribes are located within this region.

If you're someone who...

- Is **mission-driven** and embraces **collaboration**, open community and constructive team partnerships
- Shows up with a **sense of purpose, heart and authenticity**
- Is adept at **project management** and **detail** work, who genuinely thrives on providing the best **team support** possible
- Is compelled by your innate **curiosity and love for learning** to dig deep, research and explore new perspectives and ideas

... then we have an exciting and rewarding opportunity for you!

We welcome you on this journey to improve people's lives and make our world a better place!

Position Summary

Are you looking for a rewarding career fueled by purpose? Do you want our region to be the best it can possibly be? Place, purpose and innovation drive our mission, so Innovia Foundation may be the place for you. As the region's leading community foundation and one of the most prominent in the nation, we serve 10 counties in Eastern Washington and 10 counties in North Idaho.

We bring together:

- *Donors – Supporting causes and organizations that improve our community.*
- *Nonprofits – Delivering experiences that improve people and place.*

The Chief Philanthropy Officer reports directly to the CEO and will work collaboratively with the entire Strategic Leadership Team, Gift Planning Team, the Regional Engagement Team, and across the organization.

We are seeking an experienced, talented and enthusiastic development professional to lead and champion Innovia's philanthropic services, asset development and fundraising efforts, managing staff and programs that provide donors and fundholders with high-quality stewardship and services to increase the impact of their philanthropy.

Innovia's mission is to ignite generosity that transforms lives and communities, leading to positive, community-led change in our region. We invest in a future where everyone in our

region has equitable opportunities to thrive. Our region is geographically and culturally diverse, and rich in opportunity for the individuals and families who call it home. To ensure this potential is accessible to all, our team actively listens and learns about the region's challenges and opportunities, connects nonprofit, philanthropic and community leaders advancing solutions, and partners with donors and funders to catalyze community-led change.

The Opportunity

The Chief Philanthropy Officer will build, lead and manage an organization-wide strategic integration of Innovia's community impact learning and storytelling priorities; cultivation and stewardship of new and current philanthropists; creation of increased donor education opportunities; development of Innovia's fundraising plan; and (potential) management of future impact investing efforts.

The Chief Philanthropy Officer will report directly to Innovia's CEO and serve as a member of the Strategic Leadership Team. As a senior leader, the Chief Philanthropy Officer will also work closely with Innovia's Board of Directors and serve as the staff liaison to the Gift Planning Committee and the Ignite Foundation.

This position will lead a dedicated and highly talented staff overseeing the Director of Development and Regional Engagement Team (in partnership with the Chief Community Investment Officer). The Chief Philanthropy Officer will help set a solid institutional vision for Innovia's role in philanthropy. They will shape a philanthropic impact strategy, enabling philanthropists to do more with their giving. With this strategy, the Chief Philanthropy Officer will support donors in being community-centered and guided by the community on how to move resources to where they are needed most.

The Chief Philanthropy Officer will also be responsible for aligning all fundraising efforts and is expected to plan, develop and lead Innovia's overall funding and donor engagement plan, focusing on building, cultivating and engaging new individual, corporate, institutional funder and investor partnerships. In addition, this role will partner with members of the Strategic Leadership Team to shape the parts of this strategy focused on external communications, marketing, community sponsorships and signature events. The Chief Philanthropy Officer engages, cultivates and solicits new business and major investments from high-net-worth individuals to increase philanthropic capital that will drive Innovia's visionary efforts for transformational, sustained, community-led impact. To be successful, the Chief Philanthropy Officer will need to focus on attracting the next generation of philanthropists, major donors and prospects. Furthermore, this leader will help transform existing philanthropic relationships into collaborative, long-term investment partnerships that drive greater regional engagement and opportunity.

Candidate Profile

Inspiring and Inclusive Leader

This leader will be an inspiring, empathetic, approachable and inclusive leader with an infectious optimism and adept ability to lead through periods of change. They will be a lifelong learner, excellent listener, and a strong multi-generational communicator with the propensity to take initiative and be proactive. This leader will understand and deeply respect the nuances of the communities and people Innovia serves. They will be able to attract, cultivate and retain a diverse team with a broad set of ideas and skills, and achieve organizational impact by recognizing and leveraging individual strengths, expertise and teamwork.

Expertise in Fundraising and Philanthropic Services

The Chief Philanthropy Officer will be a results-driven, experienced leader in the development field with a measurable track record of success. This leader will ensure that all fundraising and development activities for Innovia are clear and in alignment with the vision and overall objectives of Innovia. This candidate will have broad and deep knowledge of philanthropy with a proven track record of securing major gifts, managing campaigns and annual giving, and showing evidence of exceptional cultivation and stewardship. Through strong written, oral and presentation skills, this leader will be a natural partner to Innovia's internal and external communities and constituencies. Finally, the Chief Philanthropy Officer will have high standards for integrity, productivity, professionalism and cooperation in the workplace.

Relationship Builder with Strong Emotional Intelligence

This leader will possess highly developed interpersonal skills and emotional intelligence and be skilled at listening to and learning from a broad set of stakeholders. They will be able to develop a powerful sense of shared purpose in others and motivate donors at all levels to engage in the opportunities and challenges ahead. They will have demonstrated experience building effective relationships at multiple levels within a complex environment, including Innovia's external community of donors and fund holders. Experience working with diverse populations, cultures and socioeconomic backgrounds is important to us.

Passion for the Mission and Our Future Impact

The Chief Philanthropy Officer will have a passion for the mission of Innovia and the potential for future impact in supporting communities across our service region. They will feel a sense of ownership to accelerate change by motivating and empowering others to contribute to a shared vision and purpose. They will carry a growth mindset and model openness, humility, clarity and accountability to colleagues.

Qualifications, Experience and Skills

- Experience leading in a collaborative work environment; developing, motivating and managing professional staff; managing strategy and budgets.
- A proven track record of partner prospect identification, cultivation and stewardship in the realms of donors, donor-advised fundholders, nonprofit fundholders, legacy donors, and/or professional advisors.
- Experience communicating with various constituents across different platforms, issues backgrounds and cultures.
- Excellent written, verbal and organizational skills, including attention to detail, strong writing and copy-editing skills, and exceptional presentation and speaking skills.
- A creative and strategic thinker who brings new ideas to systems, processes and structures.

Required

- At least 10 years of donor services experience in a multi-faceted nonprofit or financial services organization.
- Experience managing relationships with stakeholders, working with high-net-worth individuals, major gift solicitation, wealth advising, and applying analytics to inform and evaluate targeted strategies.

- A working knowledge of charitable- and planned-giving strategies and vehicles.
- An understanding of how to strengthen organizations through endowment building and other sustainable revenue opportunities.
- An affinity for nonprofit, philanthropic and relationship work, including donor identification, prospecting, cultivation, stewardship and moves management.
- A deep understanding of philanthropic operations, administration and prospect-research systems.
- Knowledge of Innovia's community and/or rural community, including strengths, challenges, trends and the regional philanthropic sector.
- Understanding of the unique role of community foundations.

Preferred

- History of community engagement and developing/leveraging networks.
- Experience with, or understanding of, policy, regulatory and legal matters relating to state and federal tax laws impacting donor-advised funds, community foundations, charitable giving, and/or the philanthropic sector.
- Experience with a diverse range of grantmaking processes, approaches, tools and tactics, including Impact Investing tools, such as Community Development Financial Institutions Fund (CDFI).
- One or more of the following certifications: Certified Fund Raising Executive (CRFE); Chartered Advisor In Philanthropy (CPA); 21/64.

Salary and Benefits

This full-time, exempt position's hiring range is \$130,000 - \$160,000. The offered salary will be commensurate with internal parity, internal salary ranges, local and national sector benchmarks and the candidate's relevant qualifications, experience and skills. Innovia offers a robust benefits package that includes employer-covered medical, dental and vision insurance coverage, 403B match, and generous paid leave programs. Innovia's office is located in Spokane, Washington. The position is on site and requires travel, mainly within the 20-county region served by Innovia.

Interested candidates can submit their resumes and cover letters by email to: lautrey@innovia.org.

This position is open until filled. Application review begins October 4, 2024.

Innovia is an Equal Opportunity Employer. To learn more about Innovia, please visit our website at www.innovia.org.