



# INNOVIA

## FOUNDATION

**Chief Philanthropy Officer · Innovia Foundation**

**Position Guide · December 2024**

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Chief Philanthropy Officer  
Innovia Foundation**

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## OVERVIEW

**Position** Chief Philanthropy Officer

**Reports to** CEO

**Location** Spokane, WA

### MISSION

To ignite generosity that transforms lives and communities.

### VISION

Innovia Foundation envisions vibrant and sustainable communities where every person has the opportunity to thrive.

### HISTORY

Innovia Foundation was founded in 1974 by the Junior League of Spokane in response to the World's Fair and the need for continued community revitalization. In 2018, the Foundation was rebranded and changed its name from the Inland Northwest Community Foundation to Innovia Foundation.



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

Innovia Foundation ignites generosity that transforms lives and communities. As the community foundation for Eastern Washington and North Idaho since 1974, Innovia partners with people who want to improve their communities and make the world a better place. Innovia envisions vibrant and sustainable communities where every person has the opportunity to thrive.

Innovia believes generosity is the most powerful source of positive change to achieve shared goals and values. Innovia partners with generous individuals, families, businesses and organizations to address the region's most pressing causes and greatest opportunities. As a result of these strong partnerships, Innovia offers innovative products and solutions to catalyze greater impacts and to inspire donors to take a more active approach to philanthropy.

Innovia thoughtfully collaborates with community leaders and stakeholders to build and strengthen relationships, so that its work is more reflective of and relevant to the priorities of the region. Innovia is committed to being present and engaged, learning about community needs and supporting community momentum.

Innovia's service region encompasses 10 counties in Eastern Washington, 10 counties in north Idaho and six Native American tribes. The organization focuses its grantmaking in five major areas of impact:

- **Arts and Culture:** The arts bring us creativity, vibrancy and joy. Innovia provides cultural experiences, exposes youth to enrichment activities and supports regional artists.
- **Education and Youth Development:** Innovia opens doors to success for children and adults by ensuring they receive the education and support they need to learn, grow and thrive.
- **Health and Wellbeing:** Healthy individuals make up a healthy community. Innovia strives to ensure basic needs are met, and it looks for ways to help people live healthier, happier lives.
- **Economic Opportunity:** Economic opportunity opens the door to a brighter and more sustainable future for individuals, families and entire communities. Innovia catalyzes innovation and collaboration to support and strengthen the economy.

- **Quality of Life:** Innovia is passionate about the region and about protecting and preserving what makes its part of the world so special.

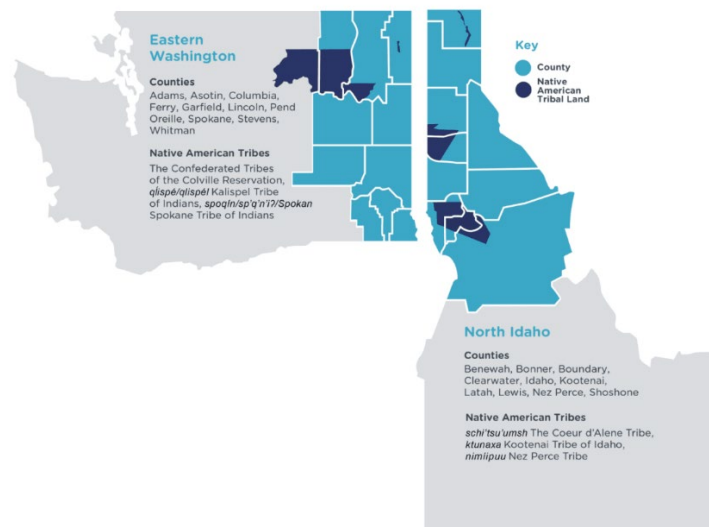
Woven together, the grants in each impact area contribute to building a vibrant and sustainable community where every person has the opportunity to thrive. Innovia Foundation's strategic framework focuses strongly on a vision for the future of the region, and each year, Innovia invests nearly \$10 million into its communities through grants and scholarships.

The Innovia team is made up of people with diverse strengths, experiences and backgrounds who all share a common passion for investment in the promise of the region. Innovia Foundation is deliberate, intentional and purposeful about the kind of culturally diverse team it is building. The organization invests in staff and creates an empowering and innovative work environment.

Innovia's values include:

- Passion for serving its communities.
- Trust and treating each other with honesty and respect.
- Supporting, inspiring and encouraging each other.
- Accountability to ourselves and each other.
- Respect for colleagues by being present and having direct and open communication.
- Intentional in its interactions.
- A deep commitment to equity internally and throughout the region.
- Celebrating Innovia's successes.

You can learn more about Innovia's values and Strategic Framework [here](#).



## THE OPPORTUNITY

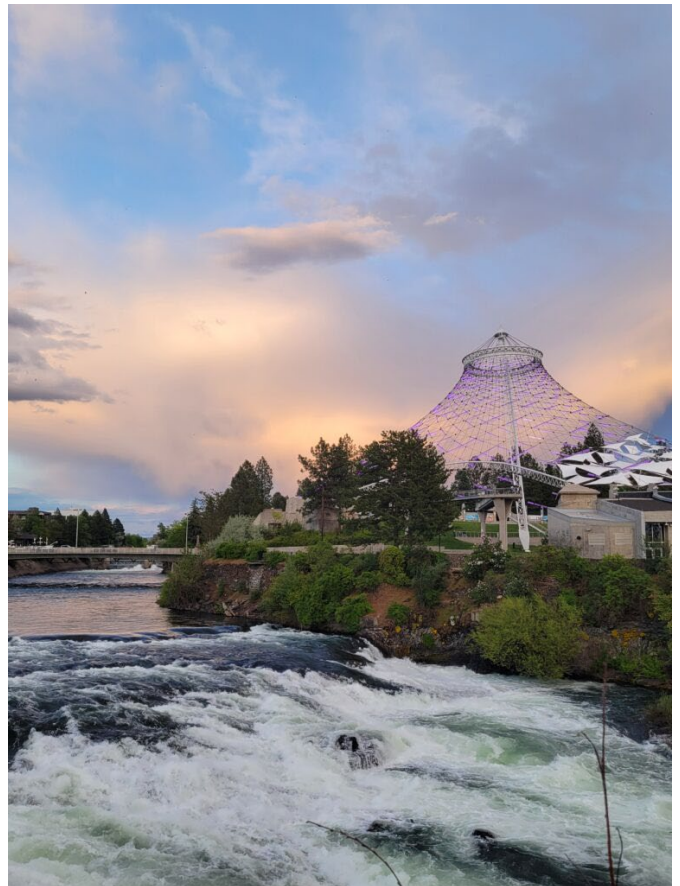
To be successful, the Chief Philanthropy Officer will need to focus on leveraging strategic opportunities to address the complex needs of the community.

Innovia Foundation is seeking a Chief Philanthropy Officer (CPO) who will build, lead and manage an organization-wide strategic cultivation and stewardship of new and current philanthropists; creation of increased donor education opportunities; development of Innovia's development plan; and (potential) management of future impact investing efforts.

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

The CPO will supervise a team of two to three staff members, including the Director of Gift Planning and a Program Associate. They will also be a resource to the Regional Engagement Team; the CPO will help create 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 CPO will support donors in being community-centered and will work with Innovia's local staff in the rural communities it serves, directing resources to where they are needed most.



The CPO will also be responsible for aligning all development efforts and is expected to develop and lead Innovia's overall funding and donor engagement plan that focuses on building, cultivating and engaging new individual, corporate, institutional funder and investor partnerships.

The CPO 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. This leader will help transform existing philanthropic relationships into collaborative, long-term investment partnerships that drive greater regional engagement and opportunity. To be successful, the CPO will need to focus on attracting the next generation of philanthropists, major donors and prospects. Finally, this role will partner with members of the Strategic Leadership Team to shape Innovia's strategy on external communications, marketing, community sponsorships and signature events.

The CPO 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.

### ***Inspiring and Inclusive Leader***

The ideal candidate 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. They will understand and deeply respect the nuances of the communities and the people Innovia serves.

### ***Expertise in Fundraising and Philanthropic Services***

The CPO will be a results-driven, experienced executive with a measurable track record of success in building long-term philanthropic relationships. This leader will ensure that all development activities are clear and in alignment with the organization's overall vision and objectives. This candidate will have broad and deep knowledge of philanthropy, planned giving and a proven track record of helping organizations develop long-term sustainable growth by 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. The CPO will also 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, fund holders and strategic partners. Experience working with diverse populations, cultures and socioeconomic backgrounds is important.

### ***Passion for the Mission and Our Future Impact***

The CPO will have a passion for the mission of Innovia and the potential for future impact in supporting communities across its 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.

### ***Other requirements include:***

- At least 10 years of donor services experience in a multi-faceted nonprofit or financial services organization, with preference for experience with the community foundation model.
- Understanding of the unique role of community foundations in the philanthropic ecosystem and their competitive advantage.
- 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.
- Strong 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 Foundation's community and/or experiences working in rural communities, including strengths, challenges, trends and the regional philanthropic sector.

### ***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 (CFRE); Chartered Advisor In Philanthropy (CAP); or 21/64.

## Innovia Foundation offers a competitive salary and benefits package.

The salary range for this position is between \$130,000 - \$160,000. Innovia Foundation offers comprehensive benefits that include paid holidays, vacation, health and dental insurance, and retirement benefits.

## How to apply

To apply, please confidentially submit a current resume and cover letter to Kittleman & Associates. The cover letter is an opportunity to showcase your passion for Innovia Foundation's vision and mission, as well organizational impact in current or prior roles.

For best consideration, kindly submit your application prior to January 17, 2025.

→ **[SUBMIT YOUR APPLICATION TO KITTLEMAN ONLINE HERE](#)**  
**[\(CLICK THE APPLY BUTTON AT THE BOTTOM OF THE PAGE\)](#)**

## DIVERSITY, EQUITY & INCLUSION STATEMENT

Innovia Foundation serves a 20-county region and six tribal communities with a vision to support vibrant and sustainable communities where every person has the opportunity to thrive. At the center of this vision lies our commitment to DEI work that will expand opportunities and reduce inequities. We recognize that persistent and systemic disparities create visible fractures in our communities. We will work to bridge that divide. We approach our work to advance diversity, equity and inclusion with both humility and determination, recognizing that our practice of anti-racism efforts must speak louder than well-written statements.