

The Collins Foundation Seeks a New CEO



About The Organization

Our Mission Toward an Equitable Future

Formed in 1947 by members of the Collins family, The Collins Foundation invests in Oregon nonprofit organizations, both rural and urban, that are dedicated to improving quality of life and well-being for the people in their communities. As a funder and partner, we are committed to the pursuit of equity, both in how we allocate resources across Oregon's diverse communities and how we shape our internal structures.

Our Vision for Oregon

We want the state of Oregon to be a place where all people have access to high quality, culturally responsible services in sectors such as health, social services, education, housing, and employment. We also envision vibrant neighborhoods and communities where residents enjoy access to healthy food; a rich variety of artistic and cultural expression; and the benefits of Oregon's natural environment.

Our Grantmaking

Racial equity is a high priority in our grantmaking. Further, we promote inclusion for all communities that are systematically denied access to resources and the opportunity to make decisions on matters that affect them, particularly people of color, immigrants and refugees, people with disabilities, LGBTQ+ people, low-income individuals and families, and rural communities.

We understand that organizations, including The Collins Foundation, are at different stages in their pursuit of equity based on their history, leadership, and community, and we are interested in supporting the learning and growth of our grantees throughout Oregon.

The Foundation has assets in excess of \$200 million and in 2019 awarded more than \$11 million in grants.

How We Understand Diversity, Equity, and Inclusion

- We welcome, and work to include, the multiple perspectives that diversity brings.
- We know that diversity and inclusion are essential to equity.
- We define equity as the practice and promotion of justice and the fostering of conditions necessary for all people to achieve their full potential.

About the Position

Position Summary

The Chief Executive Officer (CEO) is responsible for the overall leadership and management of the Foundation, which includes contributing to, and implementing all aspects of the Foundation's strategic priorities and plans, overseeing the Foundation's grantmaking and partnership activities, overseeing operations and staffing, and serving as a spokesperson and ambassador for the Foundation, along with the trustees.

The CEO strives to build a culture of learning, transparency, collaboration, and mutual support among Board and staff, leading and living the Foundation's values around diversity, equity, and inclusion both internally and in its grantmaking.

In partnership with the Board and staff, the CEO works to ensure the Foundation fulfills its mission, operates with high ethical standards, responds with agility to evolving conditions, and has the systems and processes in place to monitor its effectiveness in achieving its goals.

Key Relationships

Reports To: The President of the Board of Trustees

Direct Reports: Chief Financial Officer, Director of Programs, Grants Manager, Executive Office Administrator

Other Key Relationships

- Total Foundation Staff (8)
- External Community Leaders
 - Area Non-Profits
 - Other Foundations
 - Local and State Leaders

Portland Gay Men's Chorus





Wisdom of the Elders

What We're Looking For

Required Experience (Minimum Qualifications)

- 10+ years of management experience gained in a mission-driven organization, including management of staff and budget.
- An understanding of the role of philanthropy in helping bring about change and addressing inequity, including systemic racism and racial disparities.
- Excellent interpersonal and communication skills.
- A solid understanding of the needs of different communities throughout Oregon, including rural communities and communities of color, and has experience and relationships here.
- A track record of leading and building strong, diverse teams and a proven ability to mentor and coach staff.
- Successful experience working with a Board of Trustees.
- An undergraduate degree is preferred; however, commensurate experiential learning will be considered.

LINK TO THE FULL POSITION PROFILE AND HOW TO APPLY:

https://drive.google.com/file/d/1rOlsLDlxcj4EY_B_VGd9VvaHnK6BvK7_/view

QUESTIONS?

Please refer any questions to our search consultant, Joseph Wahl of Wahl and Associates, LLC at: joseph@wahlandassociatesllc.com.



Wahl & Associates, LLC