

Employment Opportunity

**Chief Executive Officer**  
**La Crosse Area Community Foundation**  
**La Crosse, WI**



Please apply on our website:

<https://www.qtigroup.com/job-posting/ceo/BH244312102>



# ABOUT THE ORGANIZATION



**La Crosse Area Community Foundation** has exclusively retained **The QTI Group** to lead the search for a **Chief Executive Officer**.

**Mission:** Connecting people, passion, and giving in the La Crosse area forever.

**Vision:** The catalyst for a vibrant, generous, and inclusive community.

**La Crosse Area Community Foundation (LACF)** is a charitable organization created through gifts from individuals who care about enhancing the greater La Crosse area. First created in 1930, we are one of the oldest community foundations in the nation.

We work as a liaison between donors and local nonprofit organizations to ensure La Crosse County is a healthy, safe, vibrant place to live. Our donors' gifts are the building blocks of permanent endowment funds that the foundation invests. The earnings from these funds are used to provide grants to qualified local nonprofits that are meeting identified community needs.

Any individual, family, business, or qualified charity can start a fund that is managed by the foundation in perpetuity. Gifts made to funds continue to grow and provide resources for the community forever. This is why we say we are "For Good. Forever."

## Community Impact

Thanks to our generous donors, we have awarded more than \$65 million in grants and scholarships from our various funds since our founding in 1930.

A key benefit of the community foundation model is that it can adapt to the changing needs and opportunities of the people and communities it serves. Our staff has a deep, unique knowledge of the community, the ability to objectively evaluate nonprofit organizations, expertise in impactful charitable giving, and a commitment to sustainable philanthropy. We pride ourselves on being the learning resource in facilitating the power of philanthropy in the region.



## Support Beyond the Grant

The foundation also provides support outside of our grantmaking programs to nonprofits looking to improve internal capacity for increased community impact. Our nonprofit resource center provides access to free or low-cost training and information around some of the most frequent nonprofit challenges such as board governance, financial reporting and compliance, fundraising, and more!

**Investing in communities. For good. Forever.  
Connecting people, passion, and giving to help create a thriving,  
vibrant community for five generations.**

# ABOUT THE OPPORTUNITY



**La Crosse Area Community Foundation** is seeking a CEO with a passion for leading a dynamic, forward-thinking team and organization. The ideal candidate inspires community action through innovative approaches, strategic partnerships, impactful planning, and the development of social capital. The CEO works closely with the Leadership Team and Board of Directors to lead the Foundation. The CEO serves as the public face of the organization, including being a champion for local philanthropy and a trusted, empowering partner to donors who are passionate about enriching the quality of life in La Crosse County. The CEO engages with other funders, groups, and organizations in La Crosse County to drive positive community change by identifying areas where the Foundation's relationships, donors, strengths, and capacity can be leveraged to meet current and emerging community needs.



## Chief Administrator

- Ensure that the Foundation meets the highest standards of quality, integrity, and customer service.
- Oversight of organization policies, best practices, and procedures.
- Ensure compliance with applicable laws governing a 501c3 nonprofit corporation/trust and LACF's Declaration of Trust and By-laws.
- Serve as the primary contact/liaison to trustee leadership.
- Oversee budget development with the Board of Directors and manage programs and services to ensure long-term financial viability.
- Develop and monitor operational metrics and related budgets and financials.
- Supervise, support, and provide annual evaluations to the Foundation's Leadership Team.

## Board Governance

- Serve as a collaborator and a liaison between the Board of Directors, Executive Committee, and LACF team.
- Coordinate with the Board and committee chairs to plan and create meeting agendas and priorities.
- Collaborate with the Executive Committee to recruit, nominate, and orient new Board members.
- Facilitate training to the Board about issues pertinent to LACF and the community.

## **People & Culture Leadership**

- Lead with honesty, transparency, and clear communication.
- Inspire and engage staff around a shared vision that supports LACF's mission, while setting the tone for a positive organizational culture that shapes how we interact with each other and the community.
- Understand individual teammate motivators & talents, and provide meaningful recognition, coaching, mentoring, and development opportunities for staff.
- Champion of people management, especially during times of change and growth.

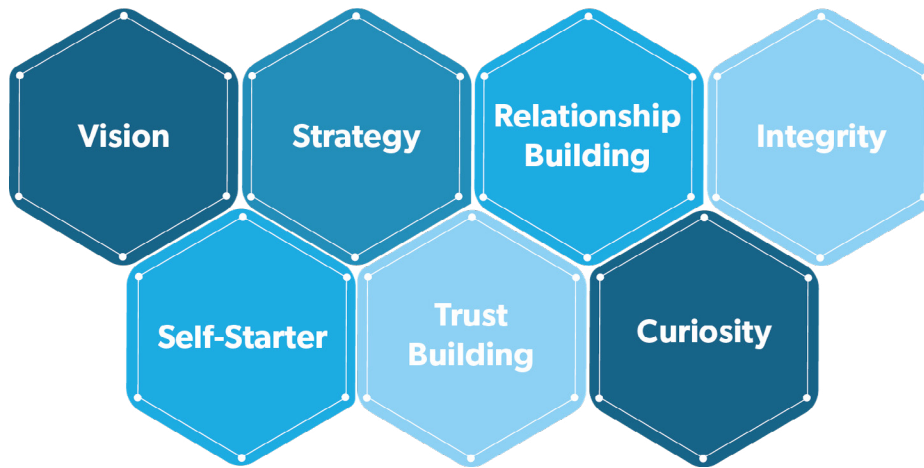
## **Business Development & Program Support**

- Build existing and new permanent endowment funds and other contributions to increase the scope and effectiveness of LACF to address community needs.
- Cultivate relationships with current and potential donors, advisors, and community organizations to raise awareness about LACF, inform them about local needs and opportunities, and highlight the various ways LACF can help address those needs.
- Support both the Donor Services Team in developing and implementing a comprehensive donor stewardship plan, and the Impact Department Team in creating competitive grantmaking programs and the Nonprofit Resource Center.

## **Community Leadership & Organizational Strategy**

- Represent LACF with the Council of Foundations and other professional organizations to stay on top of upcoming changes, regulations, and opportunities in the philanthropic industry/field.
- Oversee the public image and brand of the foundation as an innovative leader in the community.
- Build community partnerships and establish relationships with donors and organizations who will support LACF's strategic success.
- Collaborate with current and potential community leaders and partners to create strategies that align with LACF's mission and strengthen the greater La Crosse area.
- Generate innovative ideas and identify key projects and programs that align with and advance the Foundation's mission, strategic plan, and vision.

## Core Competencies & Attributes



## Required Qualifications & Demonstrated Experience

- A bachelor's degree in a professional discipline relevant to providing executive leadership.
- Proven track record of influential and authentic leadership.
- Strategic, forward-thinking passion for advancing the quality, beauty, liveability, and sustainability of the greater La Crosse area.
- Extensive experience in non-profit leadership and management, including an understanding of working with a volunteer Board of Directors, nonprofit financials and investments, planned giving, fundraising, grantmaking, strategic planning, budgets, and internal accounting systems.
- Superior verbal and written communication skills. Excellent listening and comprehension skills. Skilled and enthusiastic in preparing professional presentations and delivering public speeches to both small and large audiences.
- Effective ambassador of LACF and its initiatives to current and potential donors, partners, and the community at large.
- Proficiency in the use of technology, including word processing, spreadsheet, and database applications.
- Access to a reliable means of transportation that enables attendance at various meetings within and outside of the area.

# APPLICATION & SELECTION PROCESS



**La Crosse Area Community Foundation** has exclusively retained **The QTI Group** to lead the search for a **Chief Executive Officer**. The QTI group is a comprehensive human resources advisory services firm founded in 1957. QTI is headquartered in Madison, WI.

**Target Start Date:** December 16, 2024.

**Salary Range:** \$120,000-\$150,000 (based on job-related knowledge, skills, and experience)

**For more information, please contact:**

Brooke Hintze, MSE, CDR  
Executive Search Consultant  
[Brooke.hintze@qtigroup.com](mailto:Brooke.hintze@qtigroup.com)  
608.257.1057

**Apply Online:** <https://www.qtigroup.com/job-posting/ceo/BH244312102>

**Application Deadline:** November 8, 2024, at 4:00 p.m.

# ABOUT THE GREATER LA CROSSE, WI AREA



This role is located in the vibrant community of La Crosse, WI. La Crosse is just steps away from the Mississippi River and offers a historic downtown, a beautiful Riverside Park, unique shops, and lively entertainment. It is also home to University of Wisconsin – La Crosse, Viterbo University, and Western Technical College which provides a collegiate feel to the city.

The greater La Crosse area has a population of 170,300. It is home to Granddad Bluff, a destination point for thousands each year. This 600-foot-high bluff overlooks the city of La Crosse and offers views of three states: Wisconsin, Minnesota, and Iowa. The La Crosse area also offers arts and culture activities including the Pump House Regional Arts Center, the La Crosse Community Theater and La Crosse Symphony Orchestra. It is also home to two major healthcare institutions of national prominence, Emplify (formerly Gundersen Health) and Mayo Clinic.

To learn more about the Greater La Crosse area, visit: <https://explorelacrosse.com/>

