



POSITION: President and CEO

REPORTS TO: Board of Directors

LOCATION: Denver, Colorado

Mission

Food Bank of the Rockies helps families thrive by efficiently procuring and distributing food and essentials to the hungry through our programs and partner agencies.

Vision

Food Bank of the Rockies makes food security a reality for every Colorado Family.

What is Food Bank of the Rockies?

Founded in 1978, originally Food Bank of the Rockies (FBR) was known as the Colorado Food Clearing House. Operating from a schoolroom in Northwest Denver, the fledgling organization collected food from nearby Safeway stores and distributed it to one agency. Today, its efforts reach across the Denver Metro area, rural Colorado, the Western Slope & Wyoming, providing food to nearly 700 hunger-relief programs and directly to clients through their programs. FBR is a member of Feeding Colorado, a statewide coalition of food banks serving the entire state and Feeding America, a national network of food banks.



In fiscal 2017, FBR distributed nearly 49 million meals (60.6 million pounds of food and non-food essentials) for hungry children, seniors and families. These numbers translate to more than 134,000 meals each day for hungry families. Signature programs include:

Fighting Hunger Feeding Hope is the central distribution program of FBR, serving nearly 700 hunger-relief programs in the service area. These food pantries and

other direct service organizations obtain the food needed to serve their targeted audiences.

Programs for Children FBR offers several programs providing nourishment to children facing hunger.

- *Kids Cafe* is a cooperative effort between FBR, youth services organizations, schools and community centers to provide meals (most prepared in FBR kitchen) at several sites throughout Denver and the Western Slope. In 2017, the Kids Cafe program served nearly 634,000 meals to children at risk of hunger.
- *After School Snacks* works with elementary schools and community centers that provide afterschool tutoring, mentoring, and gang-intervention programs in low-income neighborhoods. During the last school year, FBR supplied more than 200,000 nutritious snacks.
- *Totes of Hope®* provides nutritious food to children on the weekends when other nutrition programs are not available. Children are given family-friendly food to take home each Friday. Last year, FBR's Totes of Hope® provided more than 230,000 totes to hungry children.



The Emergency Food Assistance Program (TEFAP) through the USDA, helps thousands of struggling families, with fresh and nonperishable food. FBR contracts with the state to distribute this food in several counties.



The Commodity Supplemental Food Program (CSFP) through the USDA, provides needed hunger relief to low-income seniors. Monthly boxes are designed to supplement the nutritional needs of seniors who meet certain income requirements. Boxes are distributed through FBR and its partner agencies throughout its service area, including a homebound delivery program. Last year, more than 89,000 boxes were distributed along with other food and essentials, including fresh produce, dairy and bread.

Food Rescue Program sends refrigerated trucks to collect surplus food from retailers throughout the city. Donations come from supermarkets, restaurants and caterers who provide frozen and perishable foods, dairy products and other nutritious items. Last year, Food Rescue Program safely picked up more than 18

million pounds of food, the equivalent of more than 15 million nutritious meals that otherwise would have been discarded.



FBR's Mobile Pantry Program launched in 2010 to bring needed food into rural communities where pantry programs were unavailable or in need of more assistance to serve these small communities. With the success of FBR's rural program, in 2011, FBR started an urban program, targeting communities where additional assistance was greatly needed. Last year, the program distributed more than 4.8 million

meals at 74 sites throughout Colorado and Wyoming.

FBR has an annual operating budget of approximately \$18 million dollars and a staff of 115. Volunteers are the backbone of FBR, assisting in all aspects of warehouse, administrative, and special event operations. Last year, volunteers contributed more than 122,000 hours, the annual equivalent of 59 full-time employees.

For more information about Food Bank of the Rockies' impact please visit www.foodbankrockies.org.

THE OPPORTUNITY

Colorado's rapid economic growth has not reached all individuals and families. One in 10 Coloradans struggles with hunger and 1 in 6 kids live in food insecure households. Hunger is especially hard on children, who make up nearly half of FBR clients and require proper nutrition to grow and learn. FBR is committed to meeting unmet food needs in Colorado and Wyoming by:



- Increasing meals served in underserved communities,
- Strengthening the nutritional value of FBR products,
- Prioritizing agency relationships, strategic alliances, and collaboration to build system-wide capacity to better serve individuals and families in need, while
- Growing donor investments and perpetuating operational excellence.

CANDIDATE PROFILE

FBR seeks a leader who will fight to ensure that everyone has access to nutritious food. This individual will be a tireless advocate for FBR's mission and impact and will inspire others to support successful outcomes.

Key skills and attributes include:

- **Leadership and Vision.** Provides leadership and support to the Board, staff, volunteers and other constituents, in achieving the organization's results and impact. Nimble and effective in implementing organizational change in response to changing market forces and a dynamic business environment. This is a high-profile, high-energy position, requiring a self-motivated individual who is comfortable working with a wide variety of constituents and interests. The President and CEO must embody the highest standards of integrity and demonstrate a commitment to FBR's mission and vision.
- **Relationships.** Builds strong and sustainable relationships that translate into successful community engagement, strategic collaborations and fundraising results. Creates excitement for the organization's initiatives and gains access to critical constituents to achieve policy impact.
- **Business acumen.** Establishes goals and quantifiable objectives, runs a fiscally sustainable organization, brings mission criteria and financial rigor to opportunity assessment, and leads a strong management team that builds and executes a strategic plan to grow the impact and results of the organization. Is accountable for all organizational results.

Duties and Responsibilities

- Oversees development and implementation of the organization's strategic and operating plans. Establishes metrics for performance on external relations, program objectives, financial results and the diversification of revenue sources. Is responsible for FBR's annual operating results and financial performance.
- Assesses organizational capacity to implement strategies, identifies gaps in systems and staffing, and develops plans for correction, contingency and succession; anticipates factors accelerating or impacting success. Ensures coordination and alignment of all activities, initiatives and programs within FBR's mission, values and strategic direction.
- Works to strengthen and grow the human capital of this organization, through ongoing staff and volunteer development. Builds the bench strength of the organization and creates succession opportunities for staff. Manages, coaches and mentors the senior staff.

- Supports the Board's development as the strategic, governing body for FBR. Identifies and develops issues for Board review, discussion, input and action. Helps the Board maintain an effective nominating process and provides thorough orientation for new Board members. Advocates and supports the Board's self-study, evaluation and performance.
- Builds, maintains, and leverages relationships with diverse constituents, including: individuals, corporations, donors, elected officials, government agencies, and other nonprofit organizations. Builds effective, durable relationships with strategic partners including hunger relief organization.
- Fosters effective strategic alliances with Feeding Colorado and Feeding America. Utilizes the Feeding America network to advance the work of FBR. Ensures compliance with and annually reviews all components of the Feeding America Member contract, in conjunction with the Board.
- Consistently cultivates individuals, corporations, foundations and government to achieve fundraising results. S/He provides essential leadership, direction and focus to the fundraising program, challenging the Board and staff to innovate in enhancing the fundraising results.
- Elevates the organization's presence and image in Colorado, Wyoming, regionally and nationally as appropriate. Spokesperson who will serve as FBR's public face representing the organization to the media, policy makers, partners and a broad range of constituents. Demonstrates facility with digital media and has outstanding written and oral communication skills.
- Maintains stewardship and accountability for the organization's overall operational, ethical, and fiduciary integrity, within the guidelines and policies set by the Board and applicable laws and/or regulations.

Qualifications

This individual will demonstrate a career path of progressive leadership experience in the nonprofit, corporate or government sectors. We are seeking a proven leader, who has significant experience in leading and directing complex organizations. This individual will have a background that includes strategy development, high-level decision-making, and implementing best organizational practices. The ideal candidate also brings creativity, a collaborative style and the ability to build consensus to drive a shared vision for achieving the organization's strategic priorities through well-defined short and long term plans.

The ideal candidate has demonstrated the ability to establish and maintain effective and collaborative external relationships with current funders, potential donors and other key leaders in business, government and community-based organizations. The person will be a compelling and credible advocate in written and oral media, both one-on-one and in group settings.

An ability and desire to raise private contributions for operating and capital are necessary, as well as a successful track record in revenue diversification.

The successful candidate must be able to demonstrate the ability to operate effectively within a nonprofit governing environment. A bachelor's degree from an accredited four-year college or university is expected.

To apply, please send a current resume and letter of introduction on or before Friday, July 6, 2018, 2018 to Kittleman & Associates, LLC at <https://www.kittlemansearch.com/food-bank-of-the-rockies/>

Food Bank of the Rockies is an Equal Opportunity Employer

Food Bank of the Rockies is dedicated to the principles of equal employment opportunity. We prohibit unlawful discrimination against applicants or employees based on age, race, sex, color, religion, national origin, disability, military status, genetic information, or any other status protected by applicable state or local law. This prohibition includes unlawful harassment based on any of these protected classes.