

COLUMBIA LAND TRUST

CALL FOR BOARD MEMBER APPLICATIONS

Columbia Land Trust seeks passionate board members representing the full diversity of the Pacific Northwest to sustain and guide the organization in stewarding vital lands, waters, and wildlife in the Columbia River region.



Search Conducted By





WHO WE ARE

Columbia Land Trust is dedicated to conserving and caring for the vital lands, waters, and wildlife of the Columbia River region through sound science and strong relationships. Since our founding in 1991, Columbia Land Trust has permanently conserved more than 60,000 acres and restored thousands of these across our ecologically diverse region, for the benefit of both wildlife and communities. The region we serve follows the lower Columbia River for 230 miles, from The Dalles to the Pacific Ocean. We work in Oregon and Washington.

Columbia Land Trust is nationally recognized as a leader in conservation and is locally appreciated as an organization that cares deeply about the places where we live and work. We take on high-priority conservation opportunities and work at a scale that connects fragmented landscapes and watersheds. Our successes will benefit generations to come.

Our ambitious long-term goals are only achievable by living up to our commitments to support more equitable conservation through diverse collaborations and thoughtful land management practices. We strive to ensure that all our employees, colleagues, partners, and supporters feel a sense of belonging and connection with nature, and know that their contributions to our mission are valued.

We work with urgency and purpose because once our landscape is fragmented or converted, it is lost forever.

The time to conserve the Northwest is now.

COLUMBIA LAND TRUST

BY THE NUMBERS

TOTAL ACRES CONSERVED

60,000+ acres



STAFF SIZE



43

ANNUAL BUDGET

\$7.6M



ENDOWMENT

\$22M



2023

ACCOMPLISHMENTS



2,370 acres

CONSERVED

ESTABLISHED

108

MONITORING SITES TO COLLECT DATA AND INFORM HABITAT RESTORATION



ENGAGED NEARLY

500

PEOPLE WITH NATURE DURING OUR EVENTS AND VOLUNTEER OPPORTUNITIES



SUPPORTED BY

1,300

GENEROUS DONORS





WHY SERVE ON THE BOARD OF DIRECTORS?

By joining the Columbia Land Trust Board of Directors, you will directly support our mission to conserve and care for the Pacific Northwest, give back to the natural environment that gives so much to us, and ensure the benefits of our conservation are shared equitably. Serving on the board is an invaluable opportunity for personal and professional development and to work as part of a team of diverse, accomplished board members. It is also a chance to learn from, connect with, and support conservation experts, community members, and other partners and allies.



COMMITTED TO DIVERSITY, EQUITY, AND INCLUSION

Columbia Land Trust is firmly committed to becoming a more culturally responsive organization, recognizing the inextricable link between nature, equity, and social justice. Our work can impact different communities in different ways. The inclusion of diverse viewpoints, lived experiences, and circumstances is essential to what we do, to reduce repetition as we believe that everyone belongs in community-based conservation. We strive to ensure that all our employees, colleagues, and partners feel a sense of belonging and that their contributions to our mission are valued.

Read more about our equity commitments on our website at columbialandtrust.org/about-us/equity.



Credit: Brian Chambers Photography

RELATIONSHIPS LEAD TO RESTORATION

In 2019, land in Skamania County, Washington along Wildboy Creek, including the Kwoneesum Dam, was put up for sale. The dam, which was built in the 1960s by a summer camp for recreational use, has significantly disrupted the local ecosystem in the ancestral lands of the Cowlitz Indian Tribe. Recognizing a crucial opportunity, tribal staff partnered with Columbia Land Trust, who raised funds and purchased the 1,300-acre site in 2020 using public and private grants and donations. Earlier this year, a ceremony to celebrate the dam's impending removal was attended by tribal leaders, Columbia Land Trust representatives, state and local officials, project funders, and the media.

Removing the dam and the reservoir behind it will restore Wildboy Creek's natural state, improving habitat for coho salmon and steelhead trout. As well as enhancing the environmental health of the Washougal River, which flows into the Columbia River, the project preserves and honors the Cowlitz Tribe's cultural heritage. "By restoring fish passage and nurturing the ecosystem within the Washougal River watershed, we're honoring our ancestors, while improving the health of a river system that our tribe, our community, and our region depends on," said Patty Kinswa-Gaiser, former Cowlitz Indian Tribe General Council Chair.

WHAT WE ARE LOOKING FOR

Columbia Land Trust's 25-year Conservation Agenda provides a shared blueprint for taking action to conserve the nature of the Northwest. To fulfill this vision, we need passionate, committed leaders representing the diversity of our communities to transform and sustain our organization as it meets the challenges our region is facing, including the historic inequities related to conservation and land. Our board is core to this effort, and we believe that Columbia Land Trust provides an effective, fun, and inspired way to make a difference.

We welcome applicants from diverse backgrounds who bring fresh perspectives and unique skills to our organization. If you care deeply about the Pacific Northwest and you believe your voice adds new depth and resonance to our governance, we encourage you to apply, even if you don't find yourself represented in the criteria below.

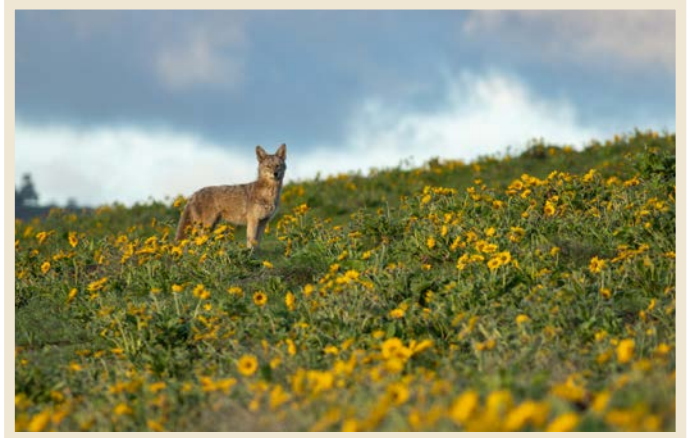
AS A COLUMBIA LAND TRUST BOARD MEMBER...

You must be...

- ✦ Passionate about the mission and vision of Columbia Land Trust
- ✦ Representative of the growing diversity of people in the Pacific Northwest
- ✦ Prepared to dedicate your time and resources to actively participate in board meetings, committees, and donor engagement activities
- ✦ Willing to build support for the Land Trust through your own networks, relationships, and giving, to the extent that you can
- ✦ Curious and strategic with the ability to work toward long-term goals
- ✦ A champion of Diversity, Equity, and Inclusion principles who actively promotes inclusion in decision-making and governance and cultivates a culture of belonging and mutual support
- ✦ A strong communicator and a good listener with the ability to collaborate effectively and build relationships with diverse constituents
- ✦ Respectful of different opinions and perspectives and approach challenging issues with professionalism and empathy as we work together toward shared goals.



Credit: Tandem Stills + Motion



You might be...

- ✦ Experienced in nonprofit governance, strategic planning, community partnerships, or fundraising
- ✦ A skilled leader in board, professional, or volunteer roles
- ✦ Connected to key community, civic, corporate, or philanthropic resources
- ✦ Experienced in relevant professional fields such as executive leadership, law, finance, investment, government relations, marketing and communication, conservation, real estate, or natural resources
- ✦ A member of a group that is often under-represented in board leadership, including young people, working professionals, People of Color, Native Americans, and rural residents
- ✦ Connected to the Columbia River, its tributaries, or watershed.

You don't need to have...

- ✦ A professional background in conservation or land trusts, nor expertise in land stewardship or acquisition
- ✦ Prior board experience
- ✦ Significant philanthropic resources.

CURRENT BOARD MEMBERSHIP

Lisa Amato, President

Elaine Harvey, Vice President

Barbara Johnson, Secretary

Tim Spofford, Treasurer

Charles Bishop, Director

Stephan Dillon, Director

Janet Gifford, Director

Molly Jones, Director

Laura Planck, Director

Rudy Salakory, Director

Stephen Shields, Director

Lindsay Thane, Director



WHAT WE ASK OF YOU

Board members will share responsibilities for the following key areas to govern Columbia Land Trust and to ensure its work is equitable and inclusive.

EXPECTATIONS

BOARD MEETING ATTENDANCE: Regularly attend and actively participate in board meetings, contributing insights, ideas, and expertise to discussions.

COMMITTEE INVOLVEMENT: Serve on standing and ad hoc committees as needed, lending expertise to areas such as governance, finance, investment, fundraising, or conservation.

RESOURCE DEVELOPMENT: Assist in fundraising by leveraging personal networks, making financial contributions, and actively participating in fundraising campaigns and donor cultivation activities.

COMMUNITY OUTREACH: Serve as an emissary of Columbia Land Trust by promoting our work and advocating for support from the community, partners, and constituents, and ensuring the organization's work appropriately and equitably addresses constituents' needs.

LEADERSHIP AND HUMAN RESOURCES: Cultivate diverse board membership, select and support the Executive Director, enact personnel policies, and ensure the organization's work and workplace are equitable and inclusive.

STRATEGIC PLANNING: Plan for the organization's short- and long-term future, including setting and reviewing goals and work plans, and evaluating the organization's programs and operations.

FINANCIAL MANAGEMENT: Exercise fiduciary responsibility by ensuring financial accountability, overseeing budget development, approval, and review, and ensuring that there is adequate oversight of properties and investments.

OPERATIONS: Ensure that the board's operations and the organization's legal structure and administrative systems are adequate and appropriate. Approve standards and practices and review compliance.



TIME COMMITMENT

Board service will vary from month to month. However, the general time expectation for board members is six to ten hours per month, including preparation and attendance for:

- ✦ Quarterly board meetings
- ✦ Monthly committee meetings
- ✦ Occasional donor tours, outreach activities, and fundraising events

A term of office for board members is three years. Board members may serve up to three consecutive terms.

GIVING EXPECTATIONS

We ask that you actively participate in fundraising to the extent you can. This includes routinely donating what you are able and prioritizing Columbia Land Trust as one of your top three charitable recipients. However, we do not have a required donation level for board participation, and we recognize that the ability to contribute will vary based on personal circumstances.

In our commitment to ensuring the best candidates can join our board, we are open to exploring other giving models with individuals. We welcome your suggestions and innovative ideas for making philanthropy more accessible and meaningful for all members of our community.



GET TO KNOW US

Columbia Land Trust hosts various events across the region we serve. From conservation happy hours to nature tours, we are always looking for ways to involve our supporters and make meaningful connections to people and nature. We welcome you to attend our upcoming events to get to know us better and deepen your understanding of our work.

Upcoming Events

- Our Summer Picnic is **Thursday, July 18** from 12:00 to 2:00 p.m., on the front lawn outside our office in Vancouver, Washington. This casual event brings together Land Trust donors, staff, and board members for food, drinks, and a short program.
- Our Wild Splendor gala will take place on the evening of **Thursday, October 17** at Avenue Portland. Tickets go on sale July 15.
- Anticipated events for later in 2024 include:
 - A Habitap brewery event in Astoria, Oregon featuring trivia, prizes, and more
 - Coffee & Conversation at our Vancouver office with Executive Director Meg Rutledge, Land Trust staff, and a small group of supporters
 - End-of-year nature tours in November and December to watch migrating Sandhill Cranes and chum salmon spawning

You can keep an eye on our website, where we will post new public events and details as they become available: columbialandtrust.org/news/events.

We also host donor stewardship events and tours that are offered to donors as appreciation for their generous annual support. Prospective board member candidates who have submitted applications are welcome to join us on these tours as space allows. Please email us to inquire about opportunities.

Please email events@columbialandtrust.org AND acostello@columbialandtrust.org if you plan to attend any of the events listed above, or if you have any questions.



TO APPLY

We welcome your interest, no matter your prior connection to the Land Trust. Local, regional, and national candidates who reside in, work in, or have deep ties to the Columbia River region and who are available for in-person meetings and to participate in Columbia Land Trust events and programs are invited to apply. We look forward to welcoming you as an integral member of our leadership team.

Visit potrerogroup.com/columbia to apply. Submit your resume along with written responses to the prompts. In your responses, please highlight your experiences that align with the position's criteria and how you anticipate making unique contributions to the organization.



ADDITIONAL INFORMATION

More information on Columbia Land Trust can be found at columbialandtrust.org.

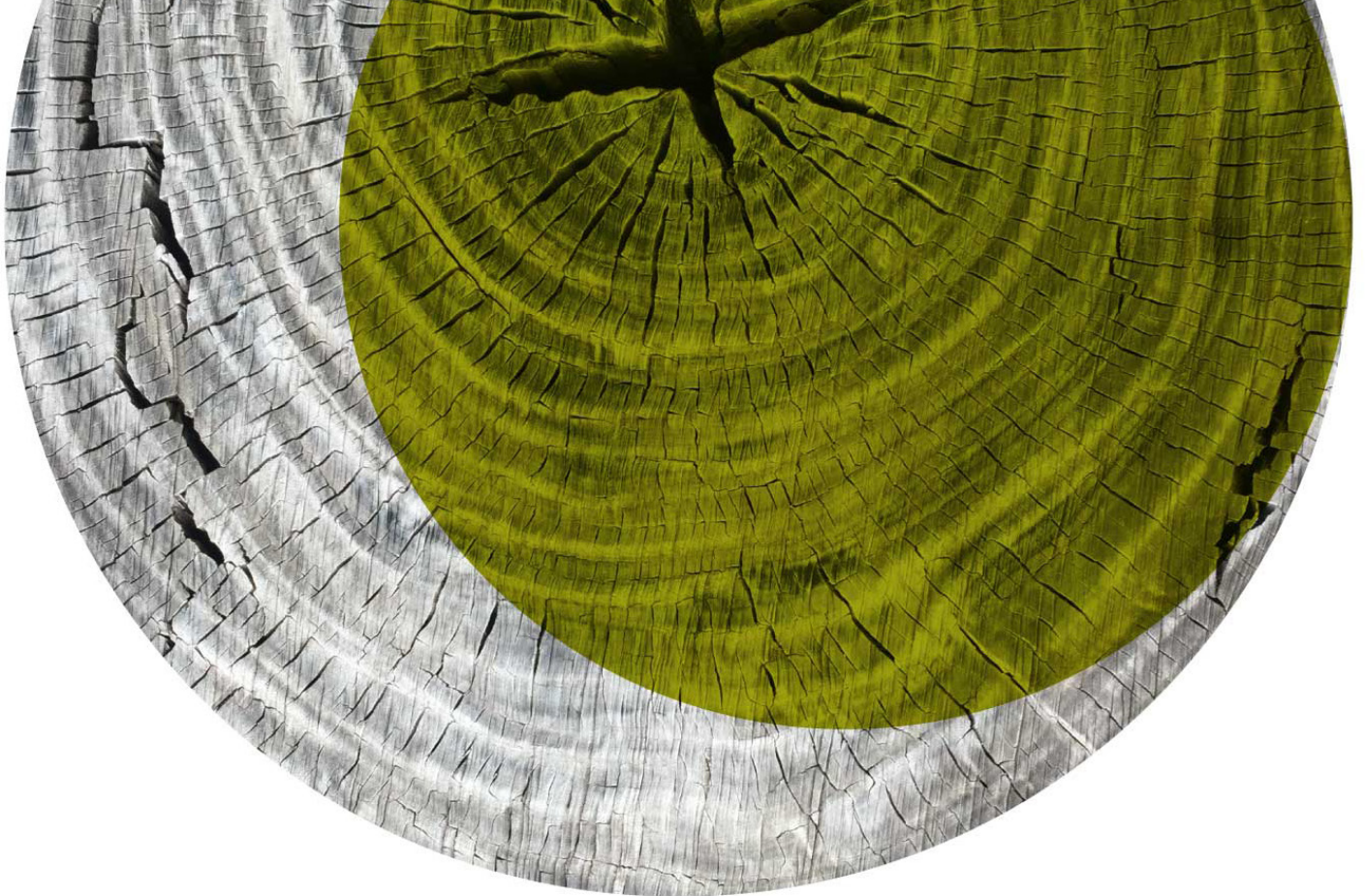
For additional information regarding this opportunity, please contact

jkuznik@potrergroup.com



COLUMBIA LAND TRUST IS AN EQUAL OPPORTUNITY EMPLOYER

Columbia Land Trust is an equal opportunity employer and does not discriminate on the basis of race, color, national origin, religion, sex or sexual orientation, marital status, disability, age, military service, family medical history, legal source of income, gender identity, political affiliation, or family leave obligations.



Potrero Group is honored to coordinate this search on behalf of Columbia Land Trust. We support innovative leaders and organizations making a difference in the world by providing rigorous strategy and business planning, organizational effectiveness, and nuanced search services to mission-driven organizations. We are committed to equitable and inclusive practices in all of our work.

To join our mailing list and be notified of future opportunities, please visit

PotreroGroup.com