



NEXTFIFTY INITIATIVE POSITION GUIDE

Search for President & Chief Executive Officer



INITIATIVE

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Position: President & Chief Executive Officer

Reports to: Board of Trustees

Location: Denver, Colorado

ABOUT NEXTFIFTY INITIATIVE

NextFifty Initiative (NFI) is a Colorado-based private foundation which seeks to fund game-changing efforts to improve and sustain the quality of life for people in their second 50 years. Furthermore, NFI pays forward what it learns from these funding outcomes to both educate and advocate for transformational change within the aging space. NFI is an engine for innovation that transforms aging and its work will positively impact lives for generations to come.

NFI was formed in 2016 through the sale of InnovAge, a nonprofit PACE (Program of All-Inclusive Care for the Elderly) provider, to a private equity firm. With initial assets of over \$200 million, the foundation was created as an independent nonprofit entity separate from InnovAge. NFI retained a focus on and commitment to serving the older adult population. As part of the formation agreement, 80 percent of the initial corpus and any associated investment income is restricted to benefit the residents of Colorado and 20 percent is unrestricted.



NFI launched its grantmaking in November 2017 and to date has awarded over \$50 million in funding to support organizations working to improve the experience of aging. NFI partners with organizations that promote healthier, happier lives, aspire to eliminate aging stereotypes and pioneer technologies that bring vibrancy to life after 50. To achieve this outcome, the board and staff work closely with community leaders, experts in the field of aging and front-line professionals to support programs and projects that positively impact aging and longevity. NFI educates, shares best practices and supports innovation that will transform aging for generations to come.

Headquartered in Denver, Colorado, NFI is governed by an eight-member Board of Trustees. It has a \$12-14 million annual operating budget, over \$225 million in assets and a 14-member staff. For more information, please visit <https://www.next50initiative.org/>.

THE OPPORTUNITY

There are more than 117 million Americans – approximately 35% of the total U.S. population – aged 50 years and older. This age bracket is projected to grow to 132 million people over the next decade. Simultaneously, the 50 and older population is becoming more racially and ethnically diverse. It will hit 157 million by 2050 bringing opportunities and challenges to the economy, infrastructure and institutions.

NFI met in 2020 for the second strategic planning session and later that same year developed a strategic plan for 2021-23. This process focused on the organization's existing vision and mission, as well as the lessons learned during grantmaking since the organization's creation. The board and staff recognize that inequities in society cause harm to communities and individuals, including the older people NFI is here to serve. For that reason, NFI is committed to building an inclusive, equitable and diverse organization. NFI actively works to eliminate the systems and barriers, including those in this organization, that perpetuate inequities.

NFI's leadership and investments will positively impact the lives of older adults by addressing the cultural stereotypes and systemic challenges of aging in our society. To advance progress on this goal, NFI will focus on the following four strategic priorities:

- Provide funding to organizations that promote independence and dignity for the aging population particularly with a focus on low- and moderate-income Coloradans.
- Improve Diversity, Equity and Inclusion (DEI) relative to the community we support and our organization (Board and Staff).
- Support innovative approaches to solving the problems of aging.
- Change perceptions/ the narrative around aging to decrease ageism.

NFI's next CEO will be engaged in the implementation phase of this plan, including the determination and definition of strategic initiatives, quantified objectives and organizational structures and systems as well as establishing quantified measures of success.

Mission, Vision and Core Values

Vision: NextFifty Initiative is a foundation that challenges thinking about aging by encouraging innovation. As a result of NextFifty Initiative's leadership, the lives of older adults will be enhanced.

Mission: NextFifty Initiative's mission is to promote independence and dignity for the aging population, to include the needs of low and moderate income persons, encompassing individuals with physical, cognitive, and/or behavioral disabilities, by encouraging and supporting innovative, affordable and coordinated services and initiatives.

Core Operating Values:

- *Accountability. We hold ourselves and our partners accountable and measure outcomes for the goals we set out to accomplish.*
- *Leadership. We strive to play a leadership role and to be recognized as a respected resource for improving the health and well-being of the vulnerable and under-served aging in the communities we serve.*
- *Learning. NextFifty Initiative reflects upon its successes and failures, and disseminates those lessons to advance the field and to fuel additional innovation.*
- *Innovation. NextFifty Initiative pursues pioneering and game changing ideas and is willing to take risks to advance its mission.*
- *Collaboration. We collaborate with a wide range of diverse partners and encourage those in which we invest to address aging in a holistic manner.*
- *Equity. We value diversity, transparency and inclusion to expand the impact of our work.*



CANDIDATE PROFILE

NFI seeks a leader who has been the spark for accelerating progress on an organization's vision and mission. This effective leader and experienced manager will foster teamwork, pursue quality, support equity and nurture innovation while accelerating progress on promoting independence and dignity for the aging population in Colorado and beyond.

This individual will have demonstrated the ability to establish and maintain effective and collaborative external relationships with stakeholders, partners and community-based organizations. This leader is committed to shared power in decision-making and gaining the trust and support of community members to understand how external resources will address challenges and to improve the quality of life in the community.

Candidates must have the ability to build strategy as well as to set goals, quantified objectives and allocate resources effectively. Experience making thoughtful yet timely decisions in program design and management in pursuit of organizational priorities is expected. The candidate's ability to transform ideas into quantified objectives, specific tactics and program outcomes is critically important.

Responsibilities include:

- **Leads.** Authentic leader who is an approachable, active listener, who engages with and values the life experience and perspectives of others. Connects, engages and inspires! Works transparently, comfortably and effectively with diverse constituencies in many different settings. Builds and maintains effective relationships that translate into successful collaborations and impactful initiatives. Coaches and supports a diverse staff while creating an equitable and inclusive work environment. Works to strengthen and grow the human capital of the organization through ongoing staff development.
- **Advances Business Acumen.** Directs creation of strategic, financial and operational plans and ensures coordination and alignment of all activities, initiatives and programs with NFI's vision, mission and values. Fosters innovation and strategic thinking regarding all facets of the organization. Runs a fiscally sustainable organization and brings mission criteria and financial rigor to opportunity assessment. Enhances infrastructures and systems to support the work of staff and the organization's operating results. Establishes metrics for performance and measures of success for all facets of the organization's operations. 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.
- **Future Focus.** Strategist who is attentive to the rapidly changing external environment and dynamic needs of the communities served. Synthesizes robust streams of data and information to identify themes, trends and opportunities that may benefit people in their second 50 years. Bold strategist who is attentive to the rapidly changing external environment and how changes in that environment may impact constituents and stakeholders. Champion for new approaches to enhance the effectiveness of NFI's grantmaking. Fosters strategic thinking among the organization's board, staff, stakeholders and partners to accelerate progress on the organization's outcomes and to improve effectiveness of programs.
- **Catalyst.** Demonstrates passion and commitment to creating and fostering innovative ways to advance NFI's vision and mission while building an equity-centered, sustainable organization.
- **Governance.** Experience working with and/or serving on nonprofit governing boards. Understands how to support and advance the Board's evolution into a strategic governing body. Develops issues for Board review, discussion, input and action. Supports the Board in maintaining an effective nominating process and ensures a thorough orientation for new Board members. Advocates for and encourages the Board's self-study, evaluation and performance.

- **Champion.** Promotes NFI to stakeholders, the media and partners. Understands the importance of strategic communications and knows how to tell stories that inspire while making topics compelling and accessible. Enjoys being the organization's ambassador and chief spokesperson, providing thought leadership in a variety of forums. Supports deployment of technology and uses digital media to support effective communications with diverse constituencies in a dynamic environment. Also understands when their role as a champion is to elevate and amplify the voices of others.
- **Advocate.** Crosses disciplines, sectors and systems to help identify unmet needs, engages in community-wide planning and supports systems change. Identifies critical constituents who represent varying perspectives and engages them in effective, nonpartisan approaches to achieve desired community impact. Actively involved as a community leader building NFI's reputation and visibility.
- **Integrity.** 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 position requires a dynamic individual who welcomes the opportunity to collaborate and work with diverse constituencies to develop and provide innovative solutions to address complex, systemic issues. Candidates will demonstrate a career path of progressive leadership and management experience in the nonprofit, corporate and/or government sectors.

NFI is dedicated to creating an inclusive organization that promotes equity and recognizes diversity as critical to its mission and impact. The organization seeks a leader with experience and commitment to further this work. The ideal candidate 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.

This individual knows how to balance being results- and relationship-oriented. They will demonstrate success in leading financially accountable and sustainable projects, initiatives and programs. They will also have experience building durable relationships and collaborating with communities, partners, policymakers, stakeholders and constituencies.

The successful candidate must be able to demonstrate the ability to operate effectively within a nonprofit governing environment. This next CEO will have experience with nonprofit boards, preferably serving in a volunteer leadership capacity and as a staff person reporting to a governing body. The candidate will have experience and the ability to foster a collaborative and welcoming work environment in leading and working with a competent, accomplished staff. A proven ability to hire, coach and lead employees as an effective team of closely coordinated, highly professional staff members is a must. This individual will have an inclusive, team-oriented, delegatory management style that inspires, empowers, motivates and develops staff while setting measurable goals and holding each other accountable.

This person will be a compelling and credible advocate for NFI in the media, one-on-one and in group settings. This individual must have strong verbal and written communication skills that translate into effective communications across a variety of platforms.

Prior experience in a grantmaking organization is valued, but not required.

Equal Employment Opportunity Statement

NextFifty Initiative is dedicated to the principles of equal employment opportunity. We prohibit unlawful discrimination against applicants or employees on the basis of age 40 and over, race, sex, gender, sexual orientation, 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. Unlawful harassment includes verbal or physical conduct that has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment.

This policy applies to all employees, including managers, supervisors, co-workers, and non-employees such as grantees, trustees, vendors, consultants, etc.

COMPENSATION AND BENEFITS

The salary range for this position is between \$200,000 and \$245,000 annually and will be commensurate with experience. NFI provides a comprehensive benefits package including medical, dental and vision insurance. The organization covers 85% of the health insurance premium cost for eligible employees and 70% of the cost for dependents. In addition, NFI offers employer-paid life and disability insurance and an employee assistance program. Employer-matched 403(b) retirement plan includes a 3% safe harbor contribution for all employees as well as a 3% matching contribution, both immediately vesting at 100%. NFI places a high priority on work/life balance and encourages time away from work by offering 10 paid holidays per year plus winter break (office closure from Christmas Eve through New Year's Day each year) and a generous paid time off policy.

TO APPLY

To apply, please submit a current resume and letter of introduction to Kittleman & Associates, LLC at <https://bit.ly/3WmoqUH> (click on the Apply button at the bottom of the page).

NFI values accountability, collaboration, diversity, equity, innovation, leadership and learning. We think a fun, positive workplace culture leads to great work, so we aim to create an environment where you'll feel supported, valued and recognized for your unique skills, talents, experiences and perspectives. If you are someone who can bring diverse perspectives and identities to the team—and who also feels strongly about the values of equity and inclusion—please consider joining us. All qualified candidates are strongly encouraged to apply.

