

Community Foundation Boulder County

Strategic Plan 2024-2026



Community
Foundation
Boulder County





Purpose

Beginning in 2020, the Boulder County community faced several disasters and communal traumas, including the COVID-19 pandemic, the Cal-Wood Fire, the King Soopers shooting, and the Marshall Fire.

These collective challenges significantly increased the needs of the already economically disparate community, and yet, these events drove donors to provide additional resources to meet those needs. Community Foundation Boulder County rose to the occasion, responding to these disasters as a key leader and economic equalizer by providing critical support across a variety of areas. Now, the foundation is looking

to recenter its work around its core programming. The focus of this strategic plan is to operationalize equity within the foundation and the community, investing in and uplifting the community by which the foundation was formed. In collaboration with consulting partner Converge Consulting, LLC, Community Foundation Boulder County developed this strategic plan to guide the organization through the years 2024-2026.

Process

Community Foundation Boulder County first engaged Converge, a mission-driven, values-based national consulting firm with a mission to accelerate the creation of a radically just new world where communities of color thrive, to facilitate the process through which Community Foundation Boulder County could develop a three-year strategic plan.

Converge utilizes a three-phase strategic planning process that includes (1) Research and Discovery, (2) a Strategic Planning Retreat, and (3) Strategic Plan Development. The final plan includes four strategic directions, core strategies, and desired outcomes. The section below provides a brief background of the process for each phase.

Research and Discovery

The Converge consulting team conducted interviews & focus groups with 63 stakeholders, including staff & board members, donors, grantees, disaster response leaders, local elected officials, as well as other partners. The Converge team also reviewed organizational documents including the most recent strategic plans, budgets, grant proposals, governance and infrastructure documents, and overviews of programs and services. Converge used this data to build an analysis of Community Foundation Boulder County's strengths, weaknesses, opportunities, and threats (SWOT). Converge's analysis was refined by the Strategic Planning Committee and was used as a foundation for developing the strategic plan.

Retreat

After conducting data analysis, Converge facilitated a one-day, in-person vision building retreat with foundation board, staff, and Strategic Planning Committee members. To guide the development of an effective strategic plan, the committee recognized that the foundation first needed to refine the organization's vision, mission, values and constituency statements.

Plan Development

Building on the work from the vision building retreat, the Converge team worked with the Strategic Planning Committee and additional staff, board, and community partners over the following months to draft and finalize the strategic plan, including the goals, strategic directions, and key activities.

Vision and Mission

The following statements reflect an overall shift toward and clarity around the foundation's unique philanthropic role in Boulder County to intentionally support the most underrepresented communities. The following vision statement reflects the world which the board and staff of the foundation wish to see because of their work. Supported by its mission statement, the foundation looks to clearly define and carry out its role in the field of philanthropy.



Our Vision

We envision a thriving, equitable, and inclusive community that collaborates to ensure everyone in Boulder County experiences a life of opportunity and fulfillment.



Our Mission

We nurture and activate the ideas, generosity, and leadership of the community to galvanize resources and support equitable solutions for all who live/work in Boulder County.



Values

The foundation seeks to embody the following values throughout its work, both internally and externally.



Humanity

Serving the community and growing our circle of concern through care and compassion.



Trust

Responsibly stewarding resources with integrity, transparency, and responsiveness.



Collaboration

Partnering with community members to adapt and innovate.



Strategic Directions

Strategic Direction

1

Continue building a sustainable organization with strong operational functioning and diverse leadership that reflects all of Boulder County.

Strategic Direction

2

Reinforce the foundation's role as a key convener, catalyst, or collaborator for supporting community-led equity initiatives.

Strategic Direction

3

Demonstrate the unique value-add that the community foundation provides both within the local philanthropic sector and in creating a more inclusive and equitable Boulder County.

Strategic Direction

4

Grow and align the resources that are distributed in the Boulder County community.

Each strategic direction includes various approaches and key activities that will guide the implementation of the strategic plan towards the shared goal.

Acknowledgments

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Strategic Planning Committee

- Carey Mason, DEI4BIZ
- Elliot Forsyth, Wells Fargo
- Arvind Sundar, Bank of the West
- Tatiana Hernandez, Community Foundation Boulder County
- Trisha McKean, Community Foundation Boulder County
- Eric Schoenborn, Community Foundation Boulder County
- Ken Long, Community Foundation Boulder County
- Hannah Rosenblume, Community Foundation Boulder County
- Perla Delgado, I Have a Dream Foundation of Boulder County
- Anne Tapp, Safehouse Progressive Alliance for Nonviolence
- Amy Divine, Donor-Advised Fund (DAF) Holder/Donor
- Dave Friedlander, Donor

Strategic Direction Working Group Members

Strategic Direction 1 Working Group:

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- Hannah Rosenblume
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- Sarah Harrison