

Employment Opportunity

# Chief Executive Officer

La Crosse Area Community Foundation

La Crosse, WI



Please apply on our website:

<https://www.qtigroup.com/find-a-job/details/chief-executive-officer/BH425173326>



# 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, it is one of the oldest community foundations in the nation, serving the greater La Crosse area for more than 95 years!

LACF serves as a liaison between donors and local nonprofit organizations to ensure La Crosse County is a healthy, safe, vibrant place to live. Its 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.

## Guiding Principles

At all times, LACF strives to adhere to these principles for its donors, nonprofit partners, and the community:

- Opens its doors to everyone and anyone who aspires to build upon the contributions of the past and present to shape our county's shared future.
- Exists to amaze those we serve through nurturing lifelong relationships that span generations.
- Believes diverse voices, engagement, and participation are essential to building and sustaining thriving communities.
- Flexible, responsive, open to innovative strategies, and can take prompt action with ease.
- Believes in the transformative power of partnerships around shared passions and objectives.
- Dedicated to being trusted stewards of our community's past and future assets.

## Community Impact

Thanks to its generous donors, LACF has awarded more than \$65 million in grants and scholarships from its various funds since 1930. The foundation currently has over 400 funds, \$80M Total Assets, and distributes \$4M-\$5M in grants annually. View the foundations [2024 Annual Report](#) for more information.

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. Staff have a deep, unique knowledge of the community, the ability to evaluate nonprofit organizations objectively, expertise in impactful charitable giving, and a commitment to sustainable philanthropy.

The foundation also provides support outside its grantmaking programs to nonprofits seeking to improve internal capacity to increase community impact. Its 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 (LACF)** 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 provides strategic leadership in close partnership with the Leadership Team and Board of Directors, serves as the Foundation's chief ambassador, and advances a strong culture of local philanthropy. Through trusted relationships with donors and community partners, the CEO leverages the Foundation's resources, strengths, and connections to address both current and emerging needs and to drive lasting positive impact across La Crosse County.



## Organizational & Strategic Leadership

- Ensure the Foundation operates at the highest standards of quality, integrity, and customer service through effective oversight of organizational policies, procedures, and best practices.
- Oversee budget development in partnership with the Board of Directors and manage programs and services to ensure long term financial viability, supported by the development and monitoring of operational metrics and financial performance.
- Generate innovative ideas and identify key projects and programs that align with and advance the Foundation's mission, strategic plan, and vision.
- Serve as the primary contact/liaison to trustee leadership.
- Ensure compliance with applicable laws governing a 501c3 nonprofit corporation/trust and LACF's Declaration of Trust and By-laws.

## Community Leadership

- 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.

## Donor Stewardship & Development

- 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.

### Team Development and Leadership

- Lead a high-performing team and foster a culture rooted in professionalism, 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.
- Supervise, support, and provide annual evaluations to the Foundation's Leadership Team.

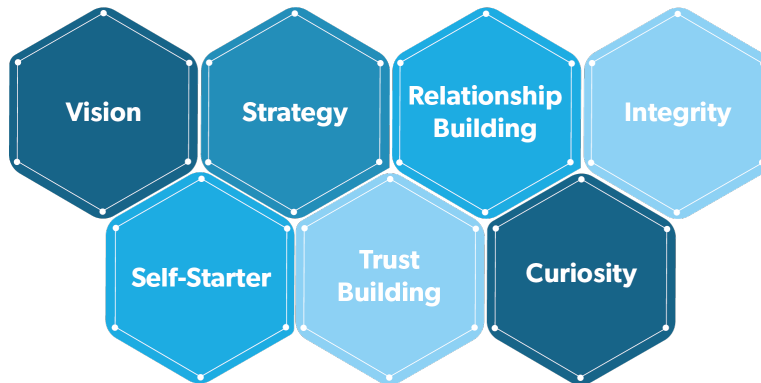
### Board Governance

- 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.

### Core Competencies & Attributes

#### Required Qualifications & Demonstrated Experience

- A bachelor's degree in a professional discipline relevant to providing executive leadership.



- 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.
- A proven strategic and organizational leader with the ability to align vision, people, mission, and operations.
- 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.

# 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.

**Compensation:** \$165,000 - \$200,000, commensurate with experience and qualifications.

**Target Start Date:** August 2026

**For more information, please contact:**

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

**Apply Online:** <https://www.qtigroup.com/find-a-job/details/chief-executive-officer/BH425173326>

**Application Deadline:** May 15, 2026, at 4:00 pm CT.

# 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/>

