

ASPEN LEADERSHIP GROUP

PRESIDENT & CHIEF EXECUTIVE OFFICER

PROJECT ANGEL HEART

DENVER, COLORADO



Aspen Leadership Group is proud to partner with Project Angel Heart in the search for a President & Chief Executive Officer.

The President & Chief Executive Officer will partner with the Board of Directors and senior leadership team in a strategic and tactical planning agenda that ensures the fulfillment of Project Angel Heart's mission. The President & Chief Executive Officer will oversee a 45 person staff and a large volunteer community, while managing the financial well-being of a \$7 million organization. The President & Chief Executive Officer will foster a collaborative and respectful environment and nurture the team's passion for the mission of Project Angel Heart, while ensuring high performance through the effective recruitment, training, professional development, mentoring, and evaluation of staff. As the primary spokesperson and revenue generator for Project Angel Heart, the President & Chief Executive Officer will cultivate relationships across a diverse range of stakeholders as well as through media engagements and public speaking while also serving as a key liaison to community organizations, dedicating time to building and sustaining strong, impactful partnerships.

Project Angel Heart was founded more than 30 years ago and today addresses a major challenge for Coloradans who are severely ill — getting the nutrition they need to get stronger, heal, and remain at home. Many are too sick to get to the grocery store and unable to cook for themselves. Others find they must choose whether to buy food or medication to make ends meet. That is why Project Angel Heart prepares and delivers medically tailored meals to people living with severe illnesses. Each week, a staff of professional chefs and registered dietitians prepare thousands of delicious meals from scratch, and tailor them to meet the specific medical and dietary needs of those who are ill. Volunteers then help package and deliver each meal at no cost to clients.

Project Angel Heart's meal recipients report better health, less stress, and more energy because of this work. Recipients are better able to afford their health care and adhere to their prescribed health care regimen. And it's easier for them to live independently in their homes. Groundbreaking research also shows that many Project Angel Heart meal recipients have lower health care costs and hospital readmission rates.

Project Angel Heart's vision is for all Coloradans living with severe illness to have access to nutritious food that supports their health and well-being. To that end, Project Angel Heart compassionately delivers comfort and support through high-quality nutrition services, including medically tailored meals, while also advocating for the principles of "Food is Medicine."

In 1991, when Charles Robbins returned to Denver from Los Angeles, he found that friends living with HIV/AIDS were wasting away before his eyes. He founded Project Angel Heart in response, modeling it after Project Angel Food — a Los Angeles organization where he had been a volunteer. At first, Charles and a group of friends solicited food from local restaurants and distributed it on the weekends. Project Angel Heart's first meal was a pan of lasagna donated by Racine's restaurant and delivered to 12 clients. Soon, Project Angel Heart needed its own kitchen, and St. Barnabas Episcopal Church in Capitol Hill welcomed the organization.

Project Angel Heart grew steadily over the next three years. By 1994, meal preparation and delivery were happening six days per week. In 1996, Project Angel Heart moved to a larger kitchen in Our Savior's Lutheran Church to keep up with the growth in demand.

By 1999, the need for home delivered meals for people living with other serious illnesses like cancer and congestive heart failure became too great to ignore, so Project Angel Heart expanded its mission. This expansion required more physical space than was available in the church kitchen, so community members raised \$600,000 for Project Angel Heart to relocate to a spacious, modern, affordable, and easy-to-clean kitchen in Northeast Denver in 2001. Project Angel Heart continued to grow, converting to a primarily frozen meal delivery system that year and launching services in Colorado Springs in 2005.

In 2007 the program's growth caused Project Angel Heart to run out of space again so a campaign was launched to raise the funds needed to buy and renovate a 30,000 square foot facility in Denver's Globeville neighborhood. Thanks to generous partners in the community, the \$7.1 million goal was met, and a state-of-the-art kitchen was designed. Project Angel Heart moved into its new home at 4950 Washington Street in 2012.

In 2018, Project Angel Heart's first in-depth research project, which investigated the impact of medically tailored meals on hospitalization rates and health care costs, helped spur tremendous growth for the organization. Data from the project demonstrated that Project Angel Heart meals were effective in decreasing the rate of hospital readmission for clients and showed that most clients saw significant decreases in monthly health care costs while receiving the meals. In late 2018, Project Angel Heart made a strategic decision to increase the number of meals provided to clients from five to seven.

Over the past two years, Project Angel Heart has undertaken the most significant expansion of its program in its history. With transformational support from partner Kaiser Permanente, Project Angel Heart has doubled its delivery area to more than 1,600 square miles along the Front Range.

Project Angel Heart is the Rocky Mountain-region expert in providing medically tailored meals with a proven track record of success. In the past 30 years, Project Angel Heart has prepared and delivered more than 10 million meals and expanded its delivery footprint to serve severely ill neighbors from Longmont to Pueblo. By 2025, Project Angel Heart is working to prepare and home-deliver 800,000 medically tailored meals per year; grow the program to serve neighbors in need across 75% of the Front Range Urban Corridor; engage and sustain a dynamic and diverse community of volunteers; and advocate for expanded inclusion of medically tailored meals as a benefit in federal and state-regulated insurance programs.

REPORTING RELATIONSHIPS

The President & Chief Executive Officer will report to the Board of Directors, led by Chair Heather Miller. The President & Chief Executive Officer will oversee a team of approximately 45 staff, including three direct reports, the Chief Development Officer, Chief Financial Officer, and Chief Operating Officer.

FROM THE CHAIR

This is an exciting time to join Project Angel Heart as the President & Chief Executive Officer. With a strong and committed Board of Directors and a passionate staff, this is an opportunity to join an organization that during the past three years has increased more than 85 percent the number of medically tailored meals we have prepared and delivered to severely ill Coloradans. We are seeking a growth-minded leader, with a proven track record in fundraising, operational acumen, and leading, managing, and inspiring a diverse team. Our culture is unique and one that we cherish. It's a part of our DNA and our success and we look forward to meeting candidate that want to be an integral part of fostering and nurturing that culture for success.

— Heather Miller, Chair

PRIMARY RESPONSIBILITIES

The President & Chief Executive Officer will

- work with the Board of Directors and senior leadership team to ensure that the mission of Project Angel Heart is fulfilled through regular strategic and tactical planning;
- in partnership with the Chief Financial Officer, prepare an annual budget for approval by the board;
- champion a positive and inclusive culture, promoting collaboration and respect within the organization;
- oversee effective and sustainable operations of all programs and services to ensure that program objectives are met in keeping with the mission of Project Angel Heart;
- assure an exceptional level of team performance via the selection, training, professional development, motivation, and annual evaluation of staff;
- approve expenditures in accordance with approved budget and grant stipulations;
- activate and support the board and staff in fundraising and resource development activities that further Project Angel Heart's mission, and broaden its base of support;
- serve as the lead spokesperson for Project Angel Heart, nurturing connections and engagement through media and public speaking;
- serve as an advocate for the "Food is Medicine" initiative and research efforts; and
- serve as chief liaison and partner to peer community organizations and key constituent groups, investing considerable time in building and sustaining strong stakeholder relationships.

BOARD OF DIRECTORS

Project Angel Heart is governed by an active and engaged 19-member Board of Directors, vested with the management and control of its resources, activities, and affairs. The Board of Directors works in concert with Project Angel Heart leadership to provide time, wisdom, and resources. The board is comprised of highly-respected leaders from the corporate, healthcare, and nonprofit sectors — all passionate about Project Angel Heart's mission to improve health and well-being for people with life-threatening illnesses. Heather Miller, Retired, Chief Marketing Officer, UMB Financial Corporation serves as Chair. Other officers include Vice Chair Jeff R. Bontrager, Vice President of Initiatives and Partnerships at Caring for Colorado Foundation; Treasurer Roopesh Aggarwal, Senior Director, Investor Relations, Excel Energy; and Secretary Maureen Girard, Retired, Vice President, Sales, Association of periOperative Registered Nurses. You may learn more [here](#).

PREFERRED COMPETENCIES AND QUALIFICATIONS

Project Angel Heart seeks a President & Chief Executive Officer with

- a commitment to the mission of Project Angel Heart — to improve health and well-being for people with life-threatening illnesses by preparing and delivering medically tailored meals and promoting the power of food as medicine;
- experience in strategic and tactical planning within a mission-focused non-profit organization;
- working knowledge of non-profit fiscal management, budgeting, administration, operations, and staffing and a commitment to strong balance sheets that maximize financial performance;
- fluency in public speaking, written and oral communication, and interpersonal relations across platforms;
- experience recruiting, managing, mentoring, and assessing high performing teams;
- experience working with boards and leveraging the time, talent, and resources of boards and volunteers;
- experience with program development and assessment; and
- strong fundraising skills and experience establishing lasting relationships with institutional and individual donors.

A bachelor's degree or an equivalent combination of education and experience and at least seven years of senior level non-profit management experience or the equivalent, is preferred for this position. A deep understanding of the experiences of people living with HIV/AIDS is desirable. Project Angel Heart will consider candidates with a broad range of backgrounds. If you are excited about this role and feel that you can contribute to Project Angel Heart, but your experience does not exactly align with every qualification listed above, we encourage you to apply.

SALARY, BENEFITS, AND CULTURE

The salary range for this position is \$175,000 to \$200,000 annually. Project Angel Heart offers comprehensive health insurance options from both Aetna and Kaiser Permanente (vision and dental as well); short and long-term disability insurance; a generous paid time off program; parental leave; a sabbatical program; wellness and meal benefits; and a matching retirement fund after one year of employment.

Project Angel Heart is dedicated to creating a welcoming and inclusive environment in every aspect of its work. Its culture is built on the foundation of its core values and is supported by a team committed to fostering a strong sense of community. Project Angel Heart has a diversity, equity, inclusion, and ability (DEIA) committee that meets monthly, and all staff are encouraged to participate.

The following values have been adopted by the Project Angel Heart Board of Directors, and adherence to these values is expected of every employee while at work, representing Project Angel Heart, or while in the presence of any Project Angel Heart donor, client, volunteer, board member, or staff member.

Community – Project Angel Heart's clients, volunteers, staff, supporters, and neighbors *are* Project Angel Heart. Project Angel Heart seeks to foster community and partnership in all it does by recognizing everyone has an important role to play in serving the Project Angel Heart mission.

Excellence – The challenges Project Angel Heart's clients face require its best work and an openness to change. Project Angel Heart's clients trust they are receiving the highest quality of service. Project Angel Heart honors that by giving its best, most empathetic selves to its mission.

Gratitude – Project Angel Heart expresses its appreciation for the trust the community places in it to use their time and resources responsibly. Project Angel Heart is the steward of their generosity and therefore remains accountable and transparent about the use of their support.

Inclusivity – Project Angel Heart's community and its work are made stronger through its diversity. It creates space for new people, experiences, and viewpoints and welcomes them into its mission. Project Angel Heart creates paths for inclusion and representation.

Learning – Project Angel Heart's best work requires humility, recognizing what it does not know and seeking out the knowledge it needs to do better. Project Angel Heart's programs are constantly evolving to reflect the latest science and evidence.

Sustainability – Project Angel Heart's success relies on the hard work of those who came before it and those who follow; therefore, it promotes practices that reduce or minimize harm to the environment and each other while establishing systems and procedures that will sustain Project Angel Heart for years to come.

LOCATION

This position is in Denver, Colorado.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of Project Angel Heart as well as the responsibilities and qualifications stated in the prospectus.***

To apply for this position, visit: [President & Chief Executive Officer, Project Angel Heart](#).

To nominate a candidate, please contact [Don Hasseltine](#) or [Tonya Malik-Carson](#).

All inquiries will be held in confidence.