

# **The Colorado Mountain Club**

**Board of Directors Recruitment Packet**



Dear Prospective Board Member,

For more than a century, the **Colorado Mountain Club (CMC)** has played a defining role in Colorado's outdoor recreation and conservation story. Founded in 1912, CMC has grown into one of the state's most respected and enduring outdoor organizations, helping to shape how people explore the mountains, learn essential skills in order to safely enjoy a life outside, and advocate for the protection of the landscapes that make Colorado unique.

At its core, CMC exists to build a strong, inclusive community of outdoor enthusiasts, educators, and advocates who share a passion for the mountains and a commitment to responsible stewardship. Through education, recreation, and conservation, the Club empowers individuals to safely enjoy the outdoors while fostering a collective responsibility to protect Colorado's public lands for future generations.

Today, CMC serves thousands of members across the state through a wide range of activities: outdoor skills courses, leadership and instructor training, guided trips, conservation initiatives, and public lands advocacy. The organization also plays an important role in promoting safety, inclusivity, and responsible recreation as outdoor participation continues to grow across Colorado.

CMC is now seeking engaged, mission-aligned leaders to serve on its Board of Directors. Board Members provide strategic governance, fiduciary oversight, and thoughtful partnership with the Chief Executive Officer to ensure the organization's long-term health, relevance, and impact. Board service offers a meaningful opportunity to help steward a trusted institution while shaping its future at a pivotal moment for Colorado's outdoor community.

We are especially interested in individuals who bring senior leadership experience, strong judgment, and a genuine commitment to outdoor education, conservation, and community. Board Members serve as ambassadors for The CMC, helping to develop strategic partnerships, broaden member and corporate participation, and ensure the organization continues to thrive for its next century of impact.

If you share CMC's passion for the mountains and believe in the importance of education, access, and stewardship, we invite you to explore this opportunity further. Serving on the CMC Board is both a responsibility and a privilege that allows you to help protect Colorado's outdoor heritage and inspire the next generation of Colorado's outdoor adventurers.

**Sincerely,**

*Colorado Mountain Club Board of Directors*

## Colorado Mountain Club — Organizational Overview

### Mission:

CMC fosters connections to Colorado landscapes through community, stewardship, and outdoor education and recreation

### Vision:

The Colorado Mountain Club envisions a Colorado inspired by place, grounded in inclusive outdoor experiences, and sustained by every generation.

**Founded:** 1912

**Headquarters:** Golden, Colorado

**Reach:** Statewide (The CMC Press has nationwide reach and The Club runs international trips, as well)

**Focus Areas:** Outdoor Education • Recreation • Conservation • Advocacy

For more than a century, the Colorado Mountain Club has been a cornerstone of Colorado's outdoor community. As one of the nation's largest and most respected outdoor recreation organizations, CMC plays a unique and influential role at the intersection of education, safety, access, and stewardship of Colorado's natural places.

CMC serves thousands of members and volunteers across the state through:

- Outdoor skills education and leadership training
- Safe, responsible recreational opportunities
- Conservation and public lands advocacy
- Community-building and volunteer engagement

With Colorado's population and outdoor participation continuing to grow, CMC stands at a pivotal moment—honoring its legacy while evolving to ensure inclusive access, responsible recreation, and long-term protection of the landscapes that define the state.

The Board of Directors is central to this work, providing strategic direction and governance, fiduciary oversight, and leadership to help CMC remain relevant, resilient, and impactful for generations to come.

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## **The Colorado Mountain Club Board of Directors — Prospect Overview**

### **Why Serve on the CMC Board?**

Board service with CMC offers a rare opportunity to influence outdoor education, conservation, and recreation at a statewide level. Board Members help steward one of Colorado's most trusted outdoor institutions while shaping its future in an increasingly complex environmental, social, and recreational landscape.

### **Role & Responsibilities**

Board Members provide mission-driven governance and strategic leadership in partnership with the Chief Executive Officer. Responsibilities include:

- Setting strategic direction and monitoring organizational performance
- Providing fiduciary oversight of finances, risk, and compliance
- Supporting and evaluating the CEO
- Serving as ambassadors to members, partners, donors, and the public
- Upholding CMC's values of safety, stewardship, inclusion, and education

### **Expectations of Board Members**

- Active participation in Board and committee meetings
- Willingness to engage in strategic discussion and governance-level decision making
- Annual philanthropic contribution at a meaningful level, commensurate with personal capacity
- Leveraging professional and community networks to support CMC's mission
- Commitment to equity, inclusion, and responsible outdoor recreation

### **Time & Term Commitment**

- **Term:** 3 years (eligible for one additional term)
- **Time:** Approximately 2-5 hours per month
- **Meetings:** Quarterly Board meetings plus committee meetings

- **Compensation:** Volunteer service (approved expenses reimbursed)

### **Ideal Candidates**

CMC seeks leaders with integrity, sound judgment, and a passion for Colorado's outdoors. Candidates may come from business, nonprofit, government, conservation, outdoor recreation, or related fields. Prior Board experience is valued but not required.

**Contact Robby Vaughn**, current Vice President with application interest and/or resume: [robby.vaughn@gmail.com](mailto:robby.vaughn@gmail.com)

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### **Non-Discrimination:**

Colorado Mountain Club firmly supports the principle and philosophy of equal opportunity of all individuals, regardless of age, race, gender, creed, national origin, disability, veteran status or any other protected category, pursuant to applicable federal state or local law.

## **The CMC Board of Directors Skills & Experience Matrix**

CMC seeks a **diverse and well-balanced Board** with complementary skills and perspectives. Candidates may contribute expertise in one or more of the following areas:

### **Governance & Executive Leadership**

- Prior nonprofit Board experience
- CEO, COO, EVP, Partner, or equivalent leadership
- Strategic planning and organizational growth
- Change management or organizational transformation

### **Finance, Audit & Risk**

- Financial oversight, budgeting, or audit experience
- Accounting, finance, or investment expertise
- Risk management or insurance
- Legal, regulatory, or compliance background

### **Fundraising & Philanthropy**

- Major gifts or capital campaigns
- Foundation or corporate philanthropy
- Donor cultivation and stewardship
- Sponsorships and strategic partnerships

### **Outdoor Recreation & Safety**

- Mountaineering, climbing, hiking, skiing, or backcountry experience
- Outdoor instruction or education leadership
- Safety systems, risk mitigation, or search and rescue
- Outdoor industry or guiding experience

### **Conservation, Advocacy & Land Use**

- Public lands policy or advocacy
- Conservation or environmental nonprofit experience

- Government relations or public affairs
- Sustainability or climate-related expertise

### **Community, Equity & Access**

- Diversity, equity, and inclusion leadership
- Youth or community education programs
- Expanding access to outdoor recreation
- Engagement with underrepresented communities

### **Marketing, Communications & Technology**

- Brand strategy or communications
- Membership growth or digital engagement
- Media, storytelling, or public relations
- Technology, data, or systems modernization

**\* The above list is not all-inclusive, and The CMC welcomes a Board of Director application from anyone who is interested and passionate to fill the role.**