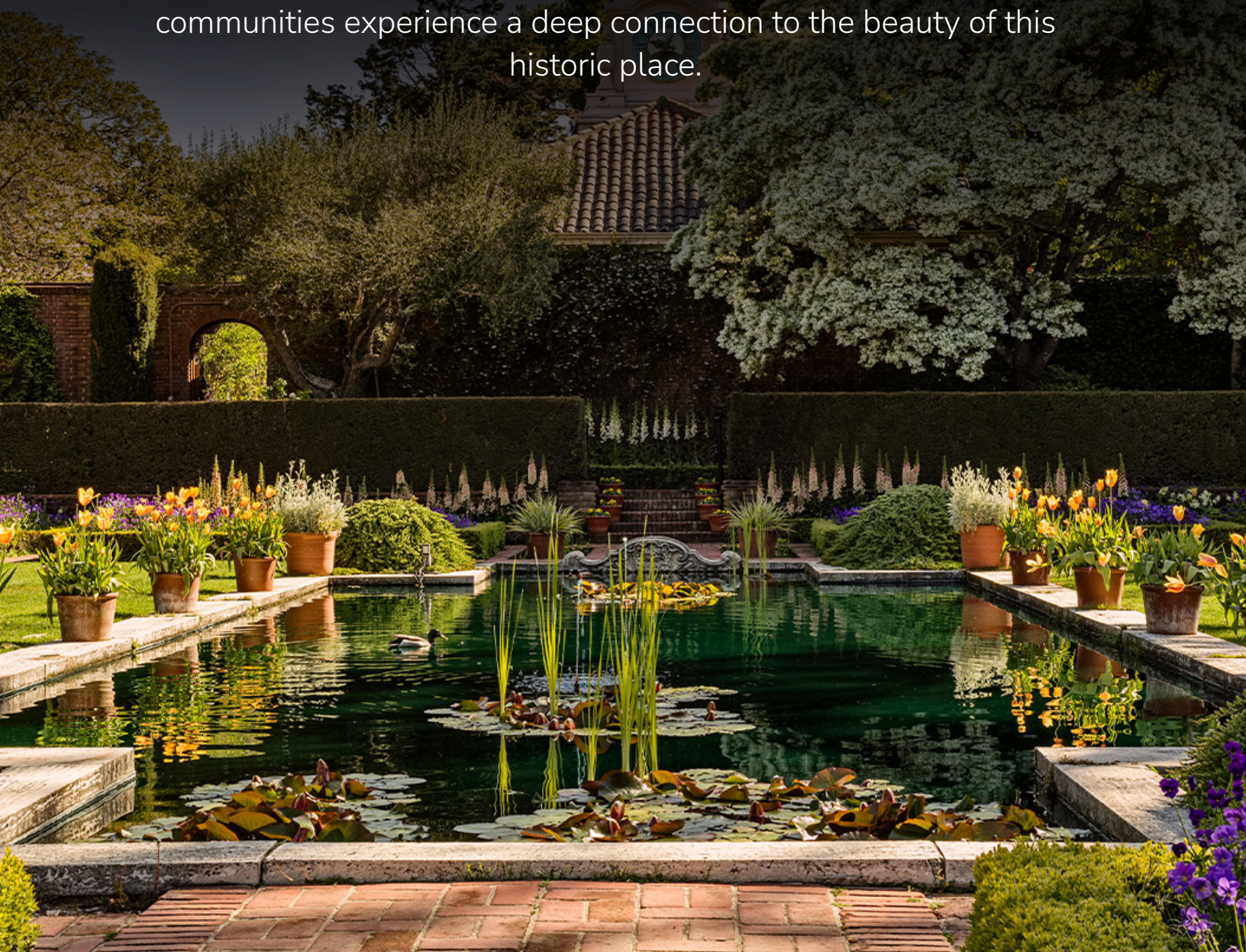


Call for Nominations to the Board of Directors

Filoli seeks new Board Members to amplify our mission and vision by providing clear and strategic oversight and ensuring that diverse communities experience a deep connection to the beauty of this historic place.



filoli

Search Conducted By





Who We Are

Mission

To connect our rich history with a vibrant future through beauty, nature, and shared stories.

Vision

We envision a time when all people honor nature, value unique experiences, and appreciate beauty in everyday life.

Core Values

Filoli's values are rooted in **INTEGRITY**; we are accountable for our work, actions, and impact on our visitors, community, and environment.

INCLUSIVE Remove barriers to participation, enjoyment, and belonging and seek unique viewpoints that broaden our perspective.

WELCOMING Serve as gracious hosts and provide exceptional, engaging experiences in every interaction.

INNOVATIVE Inspire our audiences by leading boldly, courageously, and creatively, adapting to changing needs and expectations.

COLLABORATIVE Connect people, community, and place through respectful dialogue, interactive participation, and meaningful action.

STEWARDS Embody an enduring commitment to preserve Filoli's rich history and implement sustainable practices for the future.

Land Acknowledgement

Filoli sits on the unceded ancestral homeland of the Lamchin, an independent tribe of the Ramaytush Ohlone peoples, the original inhabitants and stewards of the San Francisco Peninsula. Lamchin families from the village of Supichom had an intimate relationship with this land.

The impacts of colonization are ongoing and adversely affect the Indigenous peoples of the Bay Area. As we use the land to gather, live, learn, and work, we are beneficiaries of those past injustices. Filoli is a sanctuary for healing for all people; honoring this truth is a vital first step to transcend barriers of heritage and difference.

Read Filoli's [full Land Acknowledgement](#) and commitment to action.



Where We Are Going

Filoli is a vibrant landscape of the Bay Area, situated on the unceded ancestral lands of the Ramaytush Ohlone, in Woodside, California. The estate boasts 654 acres of beauty nestled along the slopes of California's coastal range. Originally built as a private residence in 1917, Filoli was opened to the public in 1977 as a 501(c)(3) nonprofit organization and site of the National Trust for Historic Preservation. The property is considered one of the finest remaining country estates of the 20th century, featuring a 54,000+ square-foot Georgian revival-style mansion, 16 acres of exquisite English Renaissance gardens, a 6.8-acre Gentleman's Orchard, and hundreds of acres of Natural Lands with five distinct ecosystems and a one-mile Estate Trail.

Strategic Vision

In 2024, Filoli launched a five-year strategic vision that amplifies our fundamental cultural commitment to diversity, equity, accessibility, and inclusion and ensures that diverse communities experience a deep connection to the beauty of this historic place.

Filoli is seeking Board leadership who will represent, embrace, and serve as leaders in the goals of this plan.

Strengthen our connections by growing the number of people who feel welcomed, valued, and inspired by Filoli and by deepening the quality of our relationships with our community.

Steward our natural and built environment through sustainable practices, strategic site development, and land conservation.

Curate and expand unique experiences, stories, and programs for and with our guests.

Establish Filoli as a national workplace of choice and a people-centered culture of integrity and equity.

Embrace our industry leadership role and shape best practices through ongoing innovation and advocacy.

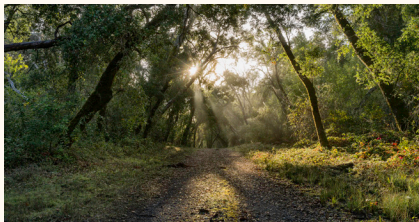
For more information about Filoli, visit filoli.org.

Filoli Is...



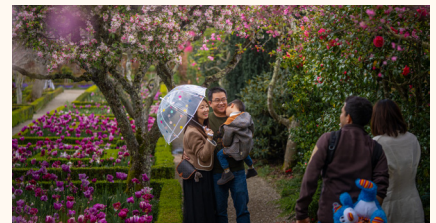
An accredited museum; our 54,000-square-foot Georgian Revival mansion is a testament to the enduring beauty and historical significance of American country estates of the early 20th century.

A public garden surrounded by 16 acres of formal garden that blooms all year round. Our horticulturists draw on historic photos and oral histories to inspire seasonal plantings.



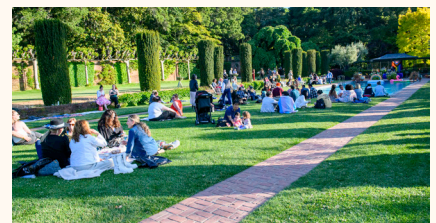
A nature preserve rich in biodiversity, it has 654 acres of natural land, five distinct ecosystems, and a one-mile Estate Trail.

A tourist destination that represents a California experience through the ecological diversity of the Bay Area, historic story threads that connect the Indigenous, Spanish Missionaries, Mexican Rancheros through the Gold Rush, and connections that resonate today such as immigration, agriculture, and sustainability.



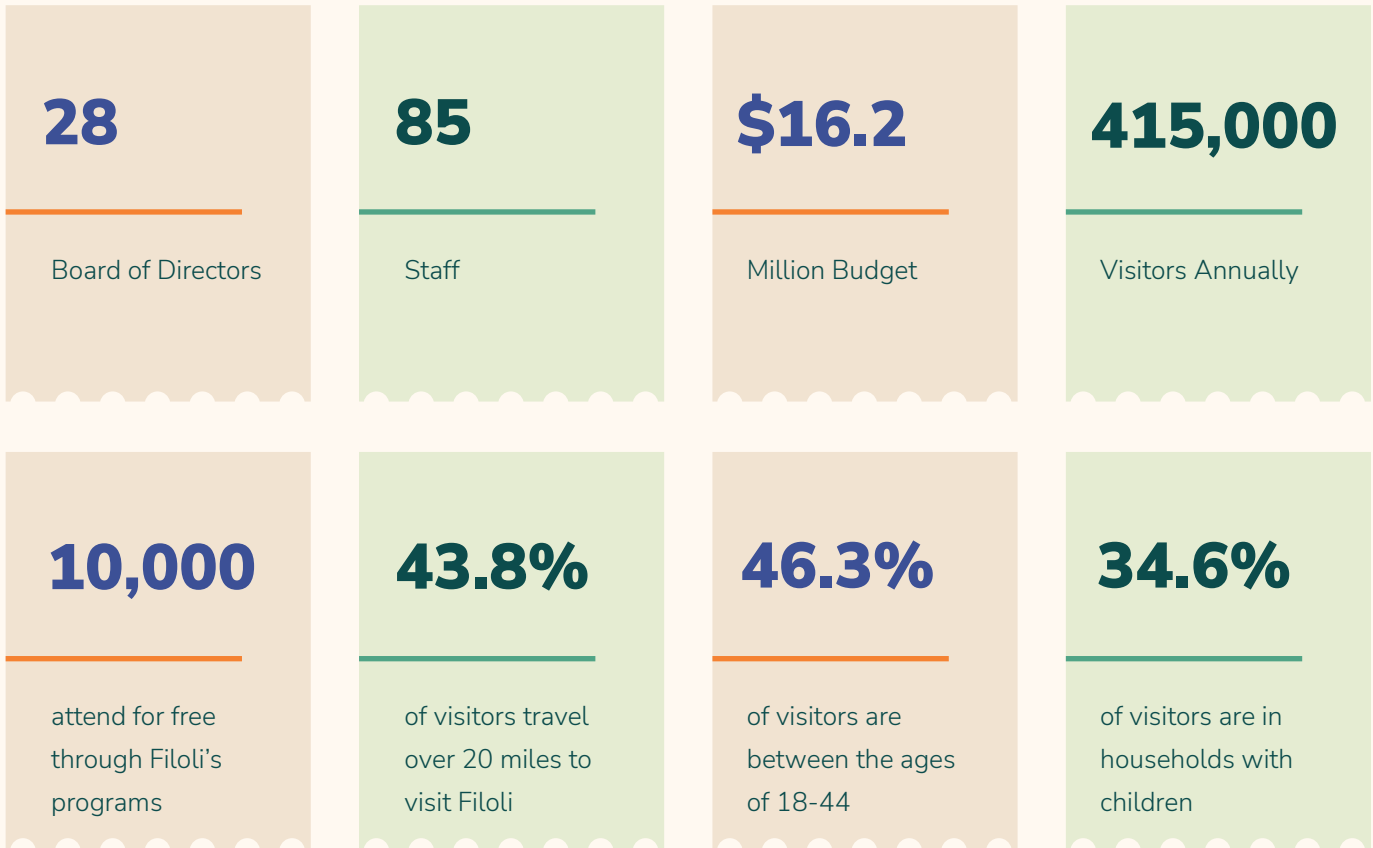
An educational organization that inspires learning, connecting the past with the future through shared stories. With a focus on underserved communities, Filoli's youth programs are supported through partnerships and contributions.

A place that brings people together by inviting people from all walks of life to gather and celebrate amidst its breathtaking beauty.

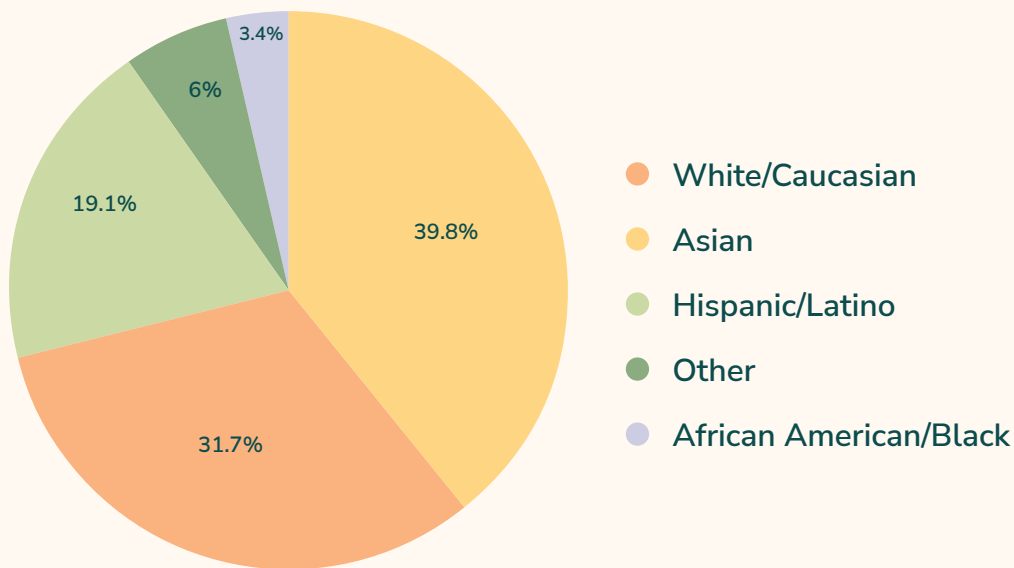


A place where values are centered on people with a focus on the needs of our guests and the incredibly talented team that delivers Filoli's mission and vision. Filoli was one of the first cultural organizations in the country to pay a living minimum wage.

Filoli by the Numbers



Visitor Demographics



What Diversity, Equity, Accessibility, and Inclusion (DEAI) Means to Us

Filoli is dedicated to nurturing and growing diversity, equity, accessibility, and inclusion in all that we do. Our core mission is to connect our rich history with a vibrant future through beauty, nature, and shared stories. We strive to create a sanctuary for healing and building connections for all people. We are open to all and work tirelessly and collaboratively to create a place that welcomes and respects everyone. We strive to live our credo authentically to fight for a just cause, love our fellow man, and live a good life.



DEAI Action Plan Priority Actions

- Educating our staff, Board and Filoli community through training on unconscious bias and inclusion including audience-specific training.
- Participating in national dialog through our membership and partnership with Sites of Conscience, the American Alliance of Museums, and other progressive leaders.
- Ensuring that Filoli Board, staff, and partners represent our community and that our onboarding practices celebrate differences.
- Creating connections in the community through marketing, outreach, and partnerships and extending the Filoli platform to amplify unique perspectives and co-create diverse experiences for our visitors.
- Acknowledging multiple perspectives in our storytelling by developing exhibitions and interpretation in partnership with community members and/or working with diverse artists and cultural institutions to amplify their work.
- Developing Filoli as a cultural center that provides opportunities for listening to and reflecting on current issues in our community and creating opportunities for cross-community conversations.
- Evaluating business practices to prioritize inclusivity and creating policies and procedures that allow and encourage a supportive environment and that recognize differences in multiple audiences.

Inspiration from a Garden

Click [here](#) to watch a message about diversity, equity, accessibility and inclusion from Filoli's Board of Directors. Shared by Filoli Board Member Joyce Hammel.



What We Are Looking For

Filoli is seeking a cohort of new visionary leaders to join our volunteer Board who will expand our community representation, ensure a balance of leadership, and set a standard for continued excellence. As we look ahead to the next 3–5 years, we envision a Board that embodies a diverse range of experiences, perspectives, and expertise to guide Filoli into its next chapter of growth and impact.

Qualities

STRATEGIC VISION AND GOVERNANCE: We seek individuals with the ability to analyze complex issues and make informed decisions, a deep understanding of governance principles, and a dedication to advancing and shaping Filoli's strategic direction.

LEADERSHIP: Prospective members should exhibit strong leadership potential and a commitment to fostering future leaders within our organization.

DIVERSITY, EQUITY, ACCESSIBILITY, AND INCLUSION (DEAI): At Filoli, we embrace diversity in all its forms and recognize the significance of representing the communities we serve. We are particularly interested in candidates who can bring diverse perspectives and lived experiences to our Board, including representation of the LGBTQ+ community and historically underrepresented racial and ethnic backgrounds.

STRATEGIC CONNECTION: We seek individuals with a clear and compelling connection to one of the pillars outlined in our current strategic vision (page 3).

COMMUNITY ENGAGEMENT: Filoli is deeply rooted in our local community and the San Francisco Bay Area. Prospective Board Members should share our passion for the region and demonstrate a commitment to actively engaging with the life of Filoli.

STORYTELLING: We look to utilize storytelling to effectively communicate and connect with governance, staff, peers, communities, and networks.

Board Composition and Engagement

We strive for a balanced blend of new and seasoned Board Members to bring fresh perspectives, continuity, and seamless leadership transition.

We are committed to supporting and empowering younger professionals on the Board, offering mentorship and opportunities for leadership development.

We are united by our belief in the mission of Filoli and our desire to build a sustainable future for our region and our planet.

In addition to traditional Board committee engagement as leaders and community connectors, we encourage involvement in innovative processes, DEAI initiatives, and strategic planning to foster creativity and attract new audiences.

You Don't Need to Have

- **EXPERTISE IN PRESERVATION, COLLECTION, HORTICULTURE, AND GARDENING.** We welcome candidates from adjacent sectors and diverse professional backgrounds who can contribute to our strategic goals.
- **PRIOR NONPROFIT BOARD EXPERIENCE.** We welcome applicants from diverse backgrounds who bring fresh perspectives and unique skills to our organization.

If you believe your voice adds new depth and resonance to our governance, even if you didn't find yourself represented in the criteria above, we encourage you to apply.



What We Ask of You

As a Board Member, your commitment involves supporting our mission, engaging in fundraising efforts, promoting Filoli in your networks, and contributing to strategic planning. Your active participation ensures our organization remains a leader in the field, upholding the highest standards while fostering innovation and inclusivity.

Key Responsibilities:

- Support Filoli's mission and uphold industry standards.
- Help with fundraising and strategic planning.
- Promote Filoli in your circles.
- Maintain confidentiality and focus on governance.
- Understand Filoli's finances and oversee President & CEO management.

Terms: Board of Directors members serve a three-year term, which can be renewed for one term. Following two terms, Board members rotate off and may be considered for re-election.

Board Meetings:

- An orientation is required for new and returning Board Members.
- Four two-hour meetings per year.
- Annual planning retreat, in-person.
- Board Members serve a three-year term, which can be renewed for one term. Following two terms, Board Members rotate off and may be considered for re-election.

Board Committees:

- All Board Members participate in at least one standing committee.
- Board leadership, including officers, also participates in the Executive Committee.
- All Board Members are asked to participate in several working sessions on strategic or planning topics each year.

Engagement

Board Members are also asked to participate in Board socials, public events, and fundraising events. *See page 11 for more information on ways to get involved.*

Contributions

All Board Members are asked to make a financial contribution to Filoli at the level they are comfortable, with Filoli as one of the top three charities they support during their service. Connections to additional support through foundations, companies, or other related revenue sources are expected.

Selected Board Members will begin their term in January 2025.

Opportunities to Engage With Us

Filoli has an extensive calendar of events and engagement opportunities. We aim to strengthen our relationships with the community, spark inspiration, and celebrate every aspect of our work. Whether you participate in volunteer support projects, attend educational workshops, enjoy guided walks, or join member-exclusive gatherings, there's always a way for you to connect and contribute. As you express your interest in joining our Board, we invite you to step into the heart of our work and explore the various ways you can make a difference.

Fundraising Events for 2024 include:

- **SUMMER SOLSTICE SOIRÉE**

Friday, June 21, 2024

Celebrate the beginning of summer with a festive cocktail party in the Garden on the longest day of the year! Experiences in the Garden connect guests with Filoli and shed light on the organization's goals.

- **GALA IN THE GARDEN: FALL HARVEST DINNER**

Friday, September 20, 2024

A spectacular evening and harvest dinner feast at Filoli's premier annual fundraising event!

- **HOLIDAYS AT FILOLI OPENING NIGHT DINNER**

Friday, November 15, 2024

One of the Bay Area's most anticipated holiday parties launches the season at the Holidays at Filoli Opening Night Dinner—where seasonal drinks, music, and joy flow!

For any inquiries on these events, please contact Nova Maldonado at nmaldonado@filoli.org.



Our Leadership

Join our passionate group of leaders

Executive Team



DAVID WESSEL
Board Chair



SYDNEY SI NING
LEUNG
Board Vice Chair



SAPNA MARFATIA
Board Secretary



BOB NIBBI
Board Treasurer

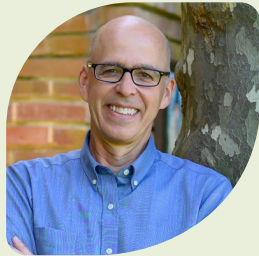


CAROL MORAN
Past Board Chair

Leadership Staff



KARA NEWPORT
President & CEO



ALEX FERNANDEZ
Chief Operations Officer



DAVEY BARRETT
Chief Experience Officer



CHRIS HIRANO
Chief Development Officer



TONY HUEY
Chief Financial Officer



NOVA MALDONADO
Chief of Staff



SUSAN O'SULLIVAN
Chief External Relations Officer



To Apply

We welcome your perspective, no matter your prior connection to Filoli. As a California-based organization, we welcome national candidates and candidates who reside, work in, or have deep ties to our work and who are available for in-person meetings and to participate in Filoli events and programs. Please consider learning, discovering, and growing with us. We look forward to welcoming you as an integral member of our leadership team.

Interested candidates should apply by **July 8, 2024**, for priority consideration.

Please visit potrerogroup.com/executive-search/filoli-board to apply, where you will submit your resume or CV along with written responses to the prompts. In your responses, please highlight your experiences that align with the position's criteria and discuss how you anticipate making unique contributions to the organization.



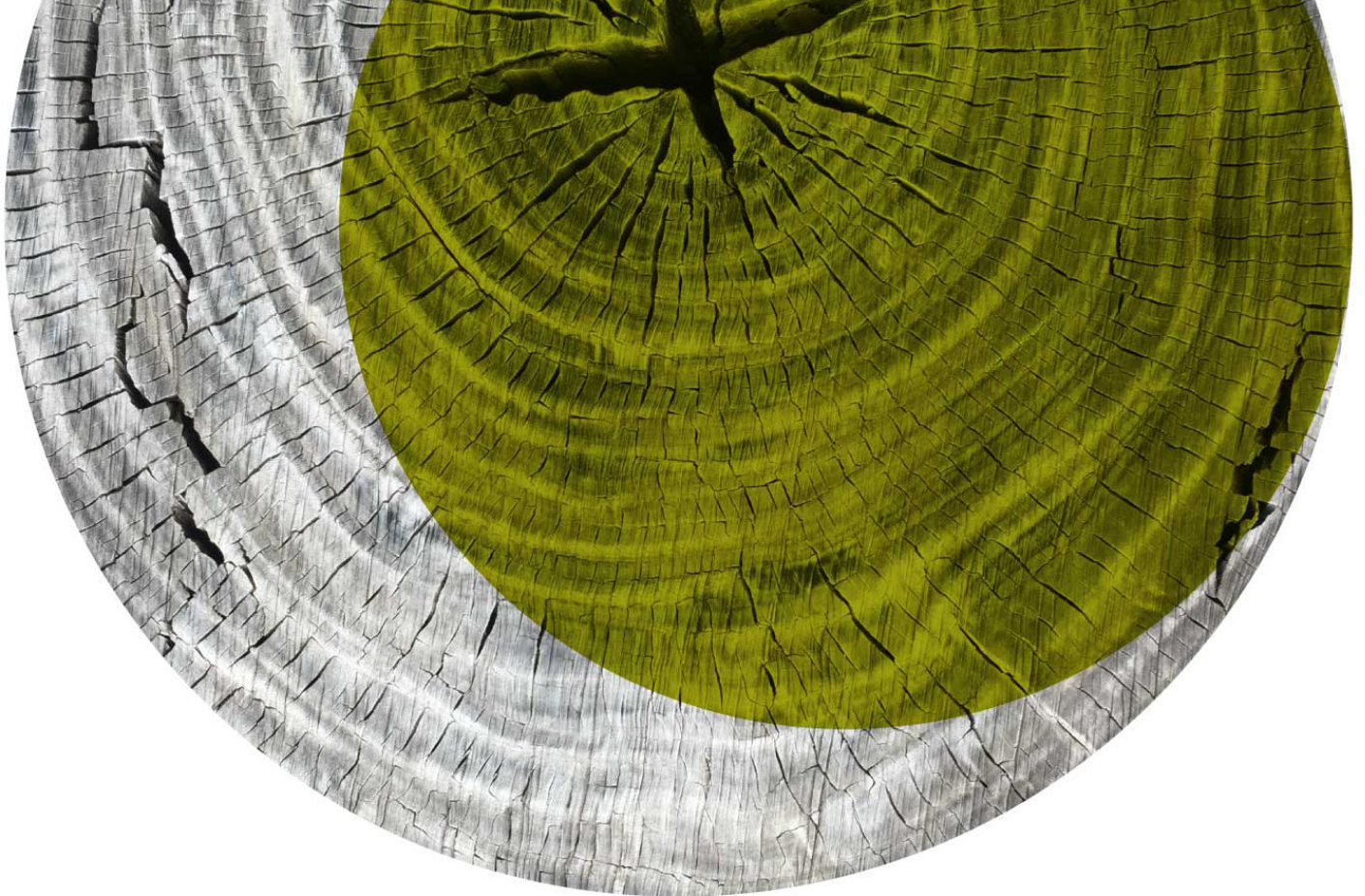
Additional Information

More information on Filoli can be found at filoli.org.

For additional information regarding this opportunity, please contact:

filoli.board@potrergroup.com





Potrero Group is honored to coordinate this search on behalf of Filoli. Supporting a world-class public garden and accredited museum is in perfect alignment with Potrero Group's commitment to providing rigorous strategy and business planning, organizational effectiveness, and nuanced search services to mission-driven organizations. Potrero Group supports innovative leaders and organizations making a difference in the world. We are committed to equitable and inclusive practices in all our work.

To join our mailing list and be notified of future opportunities, please visit

PotreroGroup.com