



filoli

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Call for Board and Committee Members

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



Who We Are

Filoli cultivates connections to nature and community.

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.

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.

Filoli is...



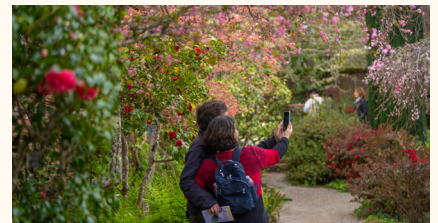
An accredited museum; our 54,000-square-foot Georgian Revival mansion is a testament to the enduring beauty and historical significance of American country estates of the early 20th century.

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 the 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.



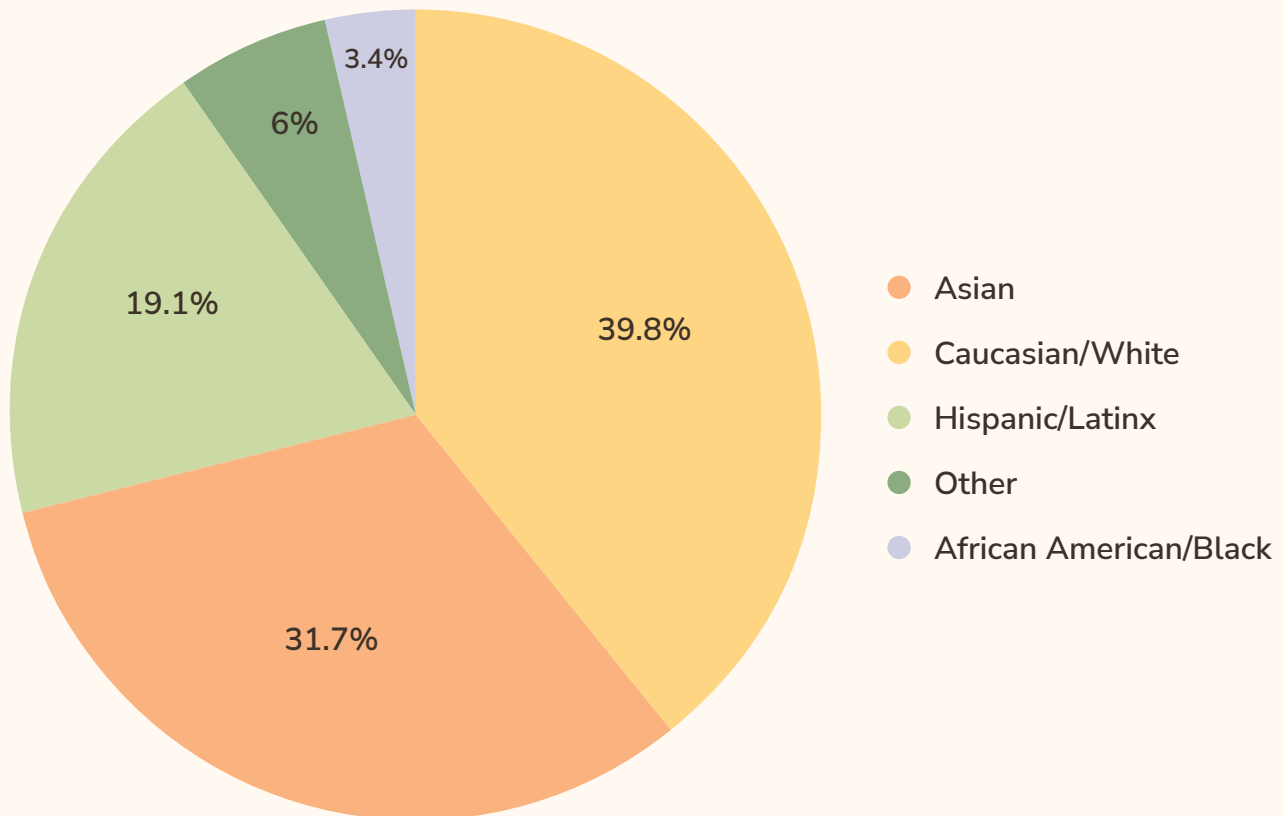
A place where values are centered on people with a focus on the needs of our guests and the incredibly talented team that delivers Filoli's mission and vision. Filoli was one of the first cultural organizations in the country to pay a living minimum wage.

Filoli by the numbers

- ✓ 144 staff
- ✓ \$19.4 million budget
- ✓ 490,000 visitors annually
- ✓ 10,000 attend for free through Filoli's programs
- ✓ 43.8% of visitors travel over 20 miles to visit Filoli
- ✓ 46.3% of visitors are between the ages of 18–44
- ✓ 34.6% of visitors are in households with children



Visitor Demographics





Our Board and Committee Members represent, embrace, and serve as leaders in advancing Filoli's Strategic Vision.

We are committed to building a strong pipeline of governance leadership and invite you to join us in strengthening our organization. United by our belief in Filoli's mission, our governance teams play a vital role in guiding its future.

Strategic Vision Pillars

- ✦ 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.





Equity Centered Engagement

Filoli is committed to fostering an environment where all people feel valued, included, and empowered to engage fully with our history, nature, and cultural experiences. We actively work to remove barriers, amplify historically excluded voices, and create meaningful connections through equitable practices. Rooted in accountability and continuous learning, we ensure that our programs, partnerships, and policies reflect our dedication to fairness, openness, and a sense of belonging for all.

*We live by our credo: Fi Lo Li
Fight for a just cause. Love your fellow man. Live a good life.*

Our Commitments:

- ✦ Cultivating a culture of belonging where every individual feels valued, heard, and empowered.
- ✦ Embedding equity into policies, governance, and culture to drive lasting, systemic change.
- ✦ Reshaping internal systems to ensure equity guides decision-making, leadership, and resource distribution.
- ✦ Building equitable talent pathways that foster long-term inclusion, leadership development, and shared success.
- ✦ Shifting from engagement to co-creation, ensuring communities have real agency in shaping our work.
- ✦ Maintaining accountability through transparent policies, continuous assessment, and intentional repair efforts.

These commitments guide us in creating a Filoli where everyone can see themselves reflected, included, and valued.

Filoli's Board represents the richness of the Bay Area community in ethnicity, gender, generation, region, and perspective. Join this amazing group of leaders!



What We Are Looking For

Filoli is seeking passionate and visionary leaders to join our Board and Committees. Our goal is to expand community representation, maintain balanced leadership, and uphold a standard of excellence. If you're looking for a place to make a meaningful impact and share your leadership, we invite you to explore this opportunity with us.

Desired 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.

Fundraising and Strategic Initiatives

- ✦ We seek individuals who can actively support and enhance Filoli's fundraising efforts. This includes leveraging personal and professional networks, identifying new funding opportunities, and championing our mission to secure financial support. Ideal candidates are passionate about philanthropy and eager to help sustain and grow Filoli's resources. Our fundraising is currently focused on a comprehensive campaign.
- ✦ We seek individuals with a clear and compelling connection to one of the pillars outlined in our current strategic vision (see page 6).

Equity Centered Community Engagement

- ✦ We are committed to fostering a welcoming and inclusive environment where all voices are valued. 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.



- ✦ 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.

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.





Board Membership

Filoli's 29-member Board of Directors brings together a mix of new and seasoned leaders to provide fresh perspectives, continuity, and leadership succession. Board Members support our mission through fundraising, strategic planning, and promoting Filoli within their networks. In addition to their governance role, members actively contribute to initiatives that enhance community engagement and organizational growth.

Key Responsibilities:

- ✦ Support Filoli's mission and uphold industry standards.
- ✦ Lead fundraising and strategic planning.
- ✦ Promote Filoli in your circles.
- ✦ Maintain confidentiality and focus on governance.
- ✦ Understand Filoli's finances and oversee 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 (both in-person and virtual).
- ✦ Annual planning retreat, in-person.
- ✦ Board Members are encouraged to participate in all meetings; however, we recognize there can be conflicting personal and professional priorities, so we ask for at least 75% attendance. We seek to communicate openly and transparently to coordinate time commitments and participation.
- ✦ Board Members are also expected to participate in Board socials, public events, and fundraising events.

Committee Service:

- ✦ All Board Members participate in at least one standing committee. Meeting participation varies by committee. Typically each committee meets 3-6 times per year with each meeting lasting about one to two hours.
- ✦ 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.

Contributions

All Board Members are asked to make a financial contribution to Filoli at the level they are comfortable with, 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. All Board Members are expected to make a contribution to the comprehensive campaign.

Selected Board Members will begin their term in Fall 2025.





Committee Membership

Non-Board Committee Members provide valuable expertise and perspectives to guide strategic conversations and decision making. While we welcome Board applicants, **we expect many top applicants will be offered a Committee position.** Joining Filoli's Committees can serve as a stepping stone towards Board service. By engaging in meaningful work and gaining valuable experience alongside Board leaders, Committee Members can familiarize themselves with Filoli's mission, operations, and governance structure. Filoli is committed to supporting and empowering Non-Board Committee Members by offering mentorship and opportunities for leadership development through this multiyear engagement.

Committees include Audit, Collections, Community Family & Nature Programming, Community Pride, Finance, Fundraising, Governance & Nominating, and Property. Both Board and Non-Board Members serve on Committees.

Key Responsibilities:

- ✦ Support Filoli's mission and uphold industry standards.
- ✦ Provide domain expertise and strategic guidance for committee-specific topics.
- ✦ Promote Filoli in your circles.
- ✦ Understand Filoli's finances.

Terms: No term limits. Most committees are two-year assignments.

Meetings:

- ✦ Orientation is required for new and returning Committee Members.
- ✦ Meeting participation varies by committee. Typically each committee meets 3-6 times per year with each meeting lasting about one or two hours.

- ✦ We ask that you communicate openly and transparently to coordinate time commitments and participation.
- ✦ Committee meetings are both in-person and virtual.

Engagement

Committee Members are asked to participate in occasional Board socials and public events, and play an active role in fundraising and relationship-building to ensure the financial integrity of the organization.

Contributions

We encourage Committee Members to make a financial contribution to Filoli at the level they are comfortable with. Connections to additional support through foundations, companies, or other related revenue sources are welcomed.

Selected Committee Members will begin in Fall 2025.

Our Leadership

Executive Team



DAVID WESSEL
Board Chair



SYDNEY SI NING
LEUNG
Board Vice Chair



PULIN SANGHVI
Board Secretary



MELISSA LOPEZ
Board Treasurer



CAROL MORAN
Past Board Chair



Click [here](#) to learn more about Filoli's current Board of Directors.

Staff Leadership



KARA NEWPORT
President & CEO



NOVA MALDONADO
Chief of Staff



ALEX FERNANDEZ
Chief Operations Officer



DAVEY BARRETT
Chief Experience Officer



ROOPA
GOTTIMUKKALA
Chief Financial Officer



CHRIS O'CALLAGHAN
Vice President of People &
Culture

Meet Filoli

As part of our selection process, we invite interested applicants to join us for the following events. These gatherings offer a chance to connect, learn more about Filoli, and experience our vibrant community.

Register for an Informational Webinar (attendance required to apply)

- ✦ April 4, 2025 | 1:00 – 2:00 PM (PST)
- ✦ April 17, 2025 | 9:00 – 10:00 AM (PST)

Visit potrerogroup.com/filoli to register. Please register for one of the webinars above even if you cannot attend on that date. We will share recordings of the webinar, including instructions on how to apply, with registrants.

Networking Mixer

- ✦ April 30, 2025 | 3:00 – 5:00 PM (PST)

Join us in person to connect with Filoli's governance team and staff.

Summer Solstice Celebration

- ✦ June 20, 2025 | 5:30 PM (PST)

Celebrate the start of summer with a festive cocktail party in the Garden on the longest day of the year. [Please purchase tickets here.](#)

Other Ways to Engage with Filoli Become a Member

Winter, spring, summer, and fall, Filoli members see it all! Become a member and support the preservation and conservation of this historic estate! Not only will you enjoy exclusive member benefits, but you'll also make memories to cherish for a lifetime. [Click here for more information on Membership.](#)

Attend or Sponsor A Filoli Fundraising Event

Get in the celebratory spirit while supporting Filoli! Filoli hosts a variety of *festive fundraising events* to engage people of all ages and from all backgrounds. From the Summer Solstice Celebration designed to welcome new supporters to the Filoli family, to our largest fundraiser of the year, our Gala in the Garden: Fall Harvest Dinner, Filoli events are a great way to support our mission to connect Filoli's rich history with a vibrant future through beauty, nature, and shared stories.

Consider a Donation

Gifts to Filoli support our mission, from the care of the historic House, magnificent Garden, and vast Nature Preserve to public programs and events that invite Bay Area residents and visitors to celebrate beauty, nature, and shared stories in a unique setting. [Check out all the ways you can give, including a gift of stock!](#)

Make Filoli Your Gathering Place of Choice!

Planning a gathering with friends, family, or colleagues? Choose Filoli for your next event! From beautiful event spaces to unique experiences like flower arranging, wreath-making parties, holiday fire pits, and more, Filoli offers something special for every occasion. [Explore all our offerings and make your next gathering unforgettable!](#)

If you have any questions about the webinars, please contact Amy Jiang at ajiang@potrerogroup.com. For inquiries on the Networking Mixer and Summer Solstice Celebration, please contact Nova Maldonado at nmaldonado@filoli.org.





To Apply

We welcome diverse perspectives, regardless of your prior connection to Filoli. While based in California, we encourage applications from regional and national candidates who have strong ties to our work and are available for in-person meetings and events.

Join us in learning, discovering, and growing together—we look forward to welcoming you to our governance team.

To apply, please register for one of our April webinars at potrerogroup.com/filoli. Application links will be provided for all registrants. Please apply by **April 25, 2025** for priority consideration.

For more about Filoli, visit filoli.org.

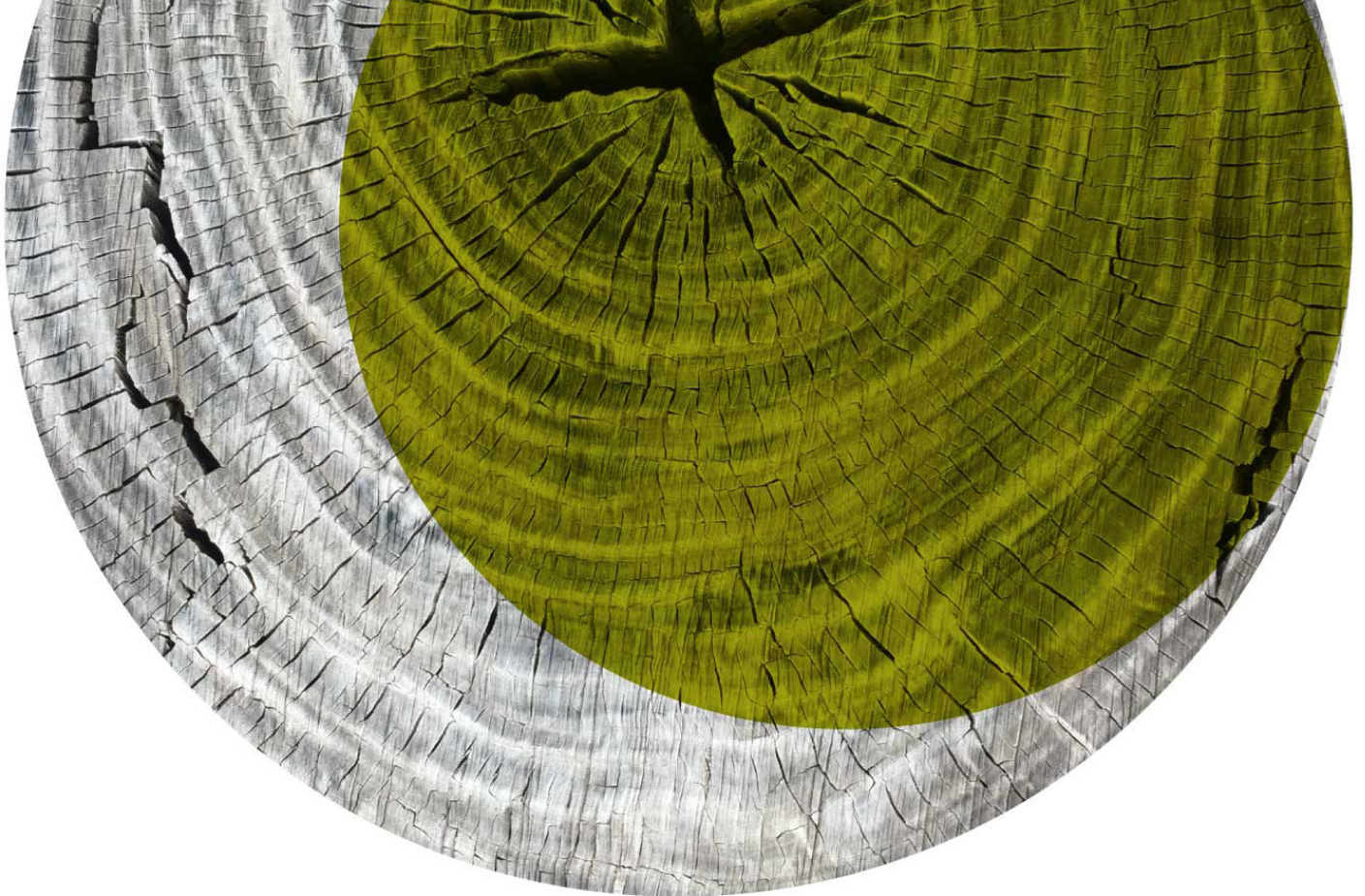
For questions about this opportunity, contact

Daniel Student

Managing Director

dstudent@potrerogroup.com.





Potrero Group is honored to coordinate this search on behalf of Filoli. Supporting a world-class public garden is in perfect alignment with Potrero Group's commitment to helping mission-driven organizations maximize their impact. To learn more and explore further leadership opportunities, visit PotreroGroup.com.