



# Headwaters Foundation **Board Trustee** Position Description



[www.headwatersmt.org](http://www.headwatersmt.org)

## **Join our Board of Trustees!** *Help shape a healthier future for Western Montana.*

We're looking for two new trustees to join the Headwaters Foundation board – folks who live in Western Montana, care deeply about community, and bring a mix of experiences and perspectives related to social determinants of health and community organizing. We're interested in candidates with backgrounds in one or more of the following areas: finance, philanthropy, law, or community organizing. We are particularly interested in candidates with experience in high-level financial strategy, impact investing, and/or endowment management. We're also eager to hear from people who reflect the diversity of the region, including Native American community members, younger leaders, LGBTQ+ individuals, people with disabilities, people of color, women, individuals who have experienced or navigated poverty, and those living in rural areas.

### **About Us**

Headwaters Foundation works side-by-side with Western Montanans to improve the health of our communities. Based in Missoula and created in 2015 with proceeds from the sale of Community Medical Center, we invest in local solutions that address social and economic barriers to health in Western Montana and the Flathead Reservation. Our work goes beyond grantmaking – we build trusting relationships with grantee partners, convene and amplify conversations about health, and offer support that strengthens the nonprofits driving change in our region.

We believe health is about more than access to healthcare – it's about having safe housing, nourishing food, quality childcare, and a voice in the decisions that affect your life. We envision a Western Montana where children and families are healthy and strong, communities thrive, and the voices of those most impacted by inequity are heard as they actively engage in shaping solutions for their communities.

### **What We're Looking For**

We're a hands-on, collaborative board that values curiosity, humility, and a sense of humor. We make space for real conversations and believe good governance means showing up as our full selves. We're looking for trustees who:

- Preferably live in Western Montana
- Value teamwork and open communication
- Stay curious and committed to learning
- Engage meaningfully in strategic and fiduciary decisions
- Represent the foundation's mission, vision and values with integrity

### **What to Expect**

This is a volunteer (unpaid) position. Trustees are expected to:

- Attend three full-day board meetings per year
- Join one board committee that meets quarterly
- Participate in a two-day annual staff/board retreat

We also ask trustees to stay engaged between meetings and take part in ongoing learning to inform our approach to philanthropy and help us stay grounded in the realities facing families and communities across our region.

### **How to Apply**

Interested in joining us? Please fill out our [Board Interest Survey](#) by Sunday, July 26th.

We expect to onboard two new trustees in early 2027.

**Questions?** Reach out to us at [board@headwatersmt.org](mailto:board@headwatersmt.org).

***Thank you for considering being part of our work!***