



La Plata Food Equity Coalition Project Weaver

The Organization:

The Good Food Collective is home to The La Plata Food Equity Coalition (LPFEC), a collective impact effort composed of nonprofits, health and human services agencies, businesses, government entities, and community members with lived experience, working together to eradicate food insecurity in La Plata County. Our approach to this audacious goal is grounded in residents' responses to the question "What would it take for your household to have food that nourishes your wellbeing?" The responses we heard have focused the coalition's efforts to address upstream causes of food insecurity, such as financial stability, language access, and power & belonging. The LPFEC is currently advancing systems-level reform in three initiative areas: 1) Equitable and accessible childcare 2) Building leadership & power within underserved communities, and 3) Empowering socially disadvantaged food entrepreneurship. Each initiative is spearheaded by a workgroup composed of critical stakeholders from across sectors and across our region.

The Coalition is not a traditional non-profit. It's a collective impact¹ effort -- an effort in which multiple entities come together to work towards addressing a complex social problem, using strategies that are geared towards systemic-level change. It's a fancy way of saying "multiple heads are better than one." The LPFEC is committed to community leadership and participatory governance. As such, we don't have a traditional board of directors. Instead, governance is performed at our monthly coalition meetings, where all coalition members participate in decision-making, such as voting to support a project. Our Resource & Support Workgroup supports the coalition's financial health and accountability, advises on policies, and ensures mission and values alignment, etc. The Good Food Collective (GFC) acts as the coalition's backbone entity, a typical function within collective impact efforts. As the backbone, the GFC is responsible for risk management, accountability, human resources, and overall strategic direction and alignment.

¹ We think collective impact is the bee's knees -- learn more about collective impact and the role that backbone leaders like the Project Weaver do at the [Collective Impact Forum](#).

The Culture:

The La Plata Food Equity Coalition has over 150 members representing various sectors and populations across La Plata County, who are all deeply committed to systems transformation and the practice of equity. Two rallying cries underpin everything we do: “Nothing about us without us,” and “Together, we can.” We are resourceful, creative, and collaborative to our core.

The Coalition is supported by four staff -- a Project Weaver and 3 Workgroup Coordinators. We share a Communications Coordinator with The Good Food Collective. As staff of a collective impact effort, our primary functions include: building networks of partners from across sectors and populations, facilitating the adoption of shared goals & outcomes, and providing frameworks and resources to support those outcomes. Our team is compassionate, committed to cultivating authentic relationships, and fully committed to advancing systems change to address food insecurity.

The Opportunity:

The Project Weaver is a critical member of our coalition and the core steward of the coalition’s collective impact approach. Rather than delivering direct services, the Weaver is responsible for facilitating and coordinating our coalition’s many members to aid them in effectively progressing towards our shared goals. Their day-to-day work includes building and maintaining partnerships, managing the coalition’s 3.5 staff, facilitating strategic planning and implementation, and coordinating resources and accountability. The Project Weaver reports to The Good Food Collective’s Executive Director.

Responsibilities:

The Project Weaver will oversee staff and systems, ensuring the efficiency and effectiveness of The La Plata Food Equity Coalition (LPFEC). Key responsibilities include:

Leadership & Strategy

- Provide visionary, adaptive leadership aligned with LPFEC’s values.
- Coordinate strategies, timelines, and milestones for transformative change.
- Hold staff and partners accountable for commitments.
- Support the coalition’s annual policy agenda development.
- Coach and mentor LPFEC staff and members.

Funding & Financial Management

- Develop and manage the annual budget.
- Secure funding through grants, donations, and partnerships.
- Oversee financial sustainability and resource alignment.

Coalition & Workgroup Support

- Design and facilitate monthly meetings, to accomplish the coalition's stated goals.
- Ensure workgroup efforts align with LPFEC values and goals.
- Convene the Resource & Support Workgroup (advisory executive committee), and assist in their oversight of the coalition's financial wellbeing and accountability.
- Coordinate with regional partners to integrate efforts.

Stakeholder Engagement & Communications

- Cultivate relationships with diverse partners.
- Represent LPFEC in public and media spaces.
- Oversee development of outreach tools and communication strategies.

Evaluation & Operations

- Use shared measurement systems to evaluate and track progress.
- Oversee daily operations and consultant management.
- Monitor and report key operational achievements.

Reporting Relationships:

The Project Weaver has three direct reports each of whom oversees one of the Coalition's current initiatives: Cuidado Infantil (Childcare) Coordinator (.5FTE); Voces de Comunidad Coordinator (.5FTE), and Equitable Food Business Manager (.75 FTE). The Project Weaver and ED of The Good Food Collective jointly manage the Communications Coordinator. The Project Weaver is tasked with building and managing a highly functioning team, and reports to the Executive Director of the GFC.

Qualifications:

Education & Experience

- Bachelor's or Master's degree in public administration, nonprofit management, social work, public health, food systems, or a related field (or equivalent experience).
- 5+ years of experience in coalition building, nonprofit leadership, or community organizing.
- Experience in strategic planning, facilitation, and collaborative leadership.
- Proven success in grant writing, fundraising, and financial management.
- Familiarity with food equity, social justice, and/or policy advocacy.
- Experience working with diverse populations, particularly BIPOC, seniors, youth, and rural communities.
- Deep knowledge of and connection to La Plata County and/or SW Colorado
- A track record of leading, inspiring, and developing high performance teams

Skills and Abilities:

- Strong ability to develop and manage strategic partnerships with community organizations, businesses, government agencies, and other stakeholders.
- Exceptional facilitation and meeting management skills, with the ability to foster collaboration and trust among diverse groups.
- Strong communication skills, both written and verbal, with the ability to engage and motivate community members, and successfully address the conflict that can come with collaboration.
- Proficiency in data analysis and evaluation to monitor progress, identify challenges, and recommend improvements.
- Experience in systems management, workflow development, and consultant oversight.
- Ability to streamline internal operations and manage multiple initiatives.
- Ability to navigate complex systems and advocate for policy, systems and environmental changes at local, regional, and state levels.
- Bilingual abilities, especially in Spanish, Ute, a/o Diné, and/or experience practicing language justice are highly desirable.

Personal Attributes:

- Passion for addressing food insecurity and promoting equity in food systems.
- Culturally competent, with a deep understanding of the challenges faced by socially disadvantaged communities.
- Innovative, with a mindset geared towards continuous learning and improvement.
- Highly organized, with strong attention to detail and the ability to manage multiple projects simultaneously.
- Collaborative, with a strong commitment to shared ownership of initiatives and goals.
- Adaptable and comfortable with ambiguity; the ability to thrive in a fluid, entrepreneurial environment.
- Willingness to “roll up your sleeves” and extend beyond formal responsibilities based on the needs of the work.

Compensation:

This is a ¾ time, permanent position paying \$53,000-\$56,700/year. Benefits includes PTO, an ICHRA Health Plan Contribution, and a SIMPLE Retirement option.

Start Date:

The anticipated start date for this position is July 7th, 2025.

Schedule:

We typically work M-F 9-5, with the occasional weekend or evening stint. That said, we are firm believers in flexible schedules when we can do so without compromise to our mission or work -- Have an auntie's birthday to attend? Great, let's work around it. Need to get out on a run in the middle of the day and happy to work some time in the evening? Perfect. Children need to be picked up and watched for a few hours? Sounds good.

Location:

This position is based in La Plata County and requires frequent community engagement, and at least partial in-person work at The Good Food Collective office in Durango, Colorado (ex. work from the office 3-4 days/week and work remotely the remainder).

Application Instructions:

To apply for this position, please submit a cover letter, your resume, and a writing sample by midnight on **April 13, 2025 to: Hilary Morgan, our Administrative Assistant at admin@goodfoodcollective.org**.

Diversity & Equal Opportunity:

The Good Food Collective cultivates spaces for underrepresented communities to gain power and create meaningful solutions to food inequity. We recognize the systemic oppressions and inequities that face these communities. We strive to break down these barriers through understanding differences to build power, confidence, and leadership within Indigenous, Black, LatinX, Disabled, Senior, and geographically isolated communities. In principle and in practice the diverse nature of our board, staff, and volunteers is recognized as one of our best assets. We respect each individual's unique gifts and prohibit unfair or discriminatory practices against anyone because of age, race, color, religion, national origin, disability, gender, sexual orientation, and any other protected category.