



Open Space and Trails Advisory Board Application

All advisory board and commission members will be expected to support the priorities and work plan set forth by the Town Council.

This board meets the **second Monday of each month at 6:30 PM**. You are required to notify your chair if you are going to be absent from a meeting. Failure to attend three consecutive regularly scheduled meetings without a leave of absence approved by majority of the Open Space and Trails Advisory Board could be grounds for dismissal.

Full Name	Steve Callander
Are you an Erie resident?	Yes
Are you under the age of eighteen?	No
Are you currently serving on the advisory board you are applying for?	No
Home Address	
Email	
Primary Phone Number	
Employer	Self-Employed
Job Title/Occupation	Nonprofit Executive
Have you ever been employed by the Town of Erie?	No
Do you work for or own a company that does business with the Town of Erie?	No
What is your highest level of education completed?	Masters Degree or Higher

Are you currently serving on a board? No

Are you applying for more than one board? No

This board meets the **second Monday of each month at 6:30 PM**. You are required to notify your chair if you are going to be absent from a meeting. Only three excused absences are allowed per year.

Why are you interested in serving on a board or commission and what specific talents or expertise do you bring if appointed?

I believe strongly in the benefits of open space and trails in our community. I have served on numerous other community advisory boards in the past that have tackled tough issues, and have a long history of local nonprofit leadership that was highly integrated with municipal, state, and federal funders. I also, in the context of expanding the reach of the nonprofits I've worked with, have done a fair amount of commercial real estate development - which I get the sense might be of some value in understanding some of the proposals from developers that come before the town. I would look forward to bringing all that experience to the issues that the OSTAB considers.

Have you served on another board/commission in an advisory capacity? If so, please describe the board and what made serving in that capacity a good experience? What were the major concerns or issues?

I have served on many local advisory boards and commissions (I'll attach a list of some below). Most have been focused on nonprofit issues within the cities of Boulder and Longmont, as well as Boulder County. I think what makes for a good board experience is working collaboratively with a group of people who are all focused on a common goal, and making progress on the issues that move that goal forward.

Please describe a situation where you were working with a small group and disagreed with the direction of the project, what did you do? What was the result?

If I don't agree with the direction of a project that a group is working on, I'm always open to hearing different views and always open to being convinced. I'm not one to let the perfect be the enemy of the good. I always try to understand what it is that drives people's positions and strive for consensus, and come up with compromises that make sense. Hard problems can generate strong opinions, and I like the challenge of getting a group past those speed bumps and moving forward.

If you were appointed, what goals would you like to see accomplished on this board or commission?

I feel like the town has done a good job in cultivating a variety of open space that is open to many different uses and provides numerous benefits. I would look forward to continuing that work - planning for and acquiring open space where it makes sense, while maintaining and enhancing the town's existing inventory of open space. I'm especially fond of the special use open spaces that have been developed, and I hope that the opportunity comes up to consider more unique spaces as the town grows bigger.

Are you aware of the time commitment, and do you have the personal time to devote to this board or commission?

Yes

Upload resume and additional documents (optional)



callander resume for ostab.pdf

Please read and agree with the following statement:

I certify that the facts and statements contained in this Board and Commission Application are true and correct.

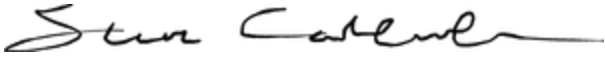
I further understand that false statements shall be sufficient cause for rejection of this application.

I further certify that I have not been convicted of a felony under the laws of the State of Colorado or in another jurisdiction.

I understand that falsification, omission or misrepresentation will result in a rejection of this application. Any falsification, omission or representation is evidence of perjury in the second degree.
If I become a board or commission member with the Town, this form is valid for the period of my term with the Town and the crime records may be updated periodically at the discretion of the Town.
I understand that this application is considered a public record and subject to the Colorado Open Records Act.

I Agree	Yes
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All board and commission members must follow the rules and regulations in the Erie Municipal Code as well as the Town's policies related to harassment, anti-violence, and technology use.	Yes
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Acknowledgement Signature	
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Steve Callander



Qualifications Summary

Transformative nonprofit leader with extensive experience driving impact across human services, education, and philanthropic organizations. Proven expertise in developing strategic solutions that advance organizational mission and community outcomes through:

- Specialized interim leadership and organizational turnarounds, successfully conducting executive transitions, resolving governance dysfunction, and restoring stakeholder trust across complex challenges
- Applying creative problem-solving to complex challenges and implement solutions
- Designing and evaluating high impact programs and rigorous accountability measures
- Managing large, complex budgets to maximize resource allocation and program effectiveness
- Building community partnerships between public, private and nonprofit sectors
- Communicating effectively with diverse stakeholder populations to cultivate engagement
- Navigating sensitive cultural and political considerations to optimize service delivery
- Leveraging technology to enhance nonprofit infrastructure and operational efficiency
- Transforming financial expertise into measurable social impact
- Proficient writing and presentation skills, modest Spanish fluency

Education

M.N.M. Master of Nonprofit Management

Regis University - Denver, Colorado

B.S. Psychology & Human Services

Davis & Elkins College - Elkins, West Virginia

Nonprofit Executive Experience

Interim Chief Executive Officer

Early Childhood Council of Boulder County - Boulder, Colorado, 2023-2025

Interim Chief Executive Officer

Boulder Voices for Children / CASA - Boulder, Colorado, 2022-2023

Interim Executive Director

Colorado Association of Realtors Foundation - Englewood, Colorado, 2020-2021

Special Projects Director

Early Childhood Council of Boulder County - Boulder, Colorado, 2018-2020

Executive Director

Boulder Day Nursery Association - Boulder, Colorado, 1998 - 2018

Program Director

Roundup - Denver, Colorado, 1997 - 1998

Title XIX Services Coordinator / Fiscal Specialist / CMI Patient Advocate

Appalachian Community Health Center - Elkins, West Virginia, 1994 - 1997

Clinical Services Director / Grants Funding Specialist

Immediate Crisis Intervention & Rehabilitation - Elkins, West Virginia, 1992 - 1994

International Development & Cross-Cultural Leadership

South Africa - Developing leadership programs for young adults in Crossroads Township, integrating environmental stewardship with wilderness education, designed and delivered HIV prevention curriculum and environmental conservation education to primary school students while navigating complex racial dynamics and building trust across cultural divides.

Turkey - Collaborated with Turkish NGOs during Iraq War period, assessing industrial impact on environment and NGO human services delivery during challenging political climate and period of anti-American sentiment.

Mexico - Provided economic development support in La Estación barrio, facilitating community dialogue on systemic poverty and social justice while building trust with economically marginalized residents.

Select Awards & Recognition

Colorado Trust Fellow - Selected through competitive statewide process for demonstrated nonprofit leadership and sector impact.

Rotary International Global Study Exchange Fellow - Served as ambassador to strengthen international nonprofit partnerships.

United Way Spirit of the Community Award - Recognized for advancing child and family well-being across Boulder and Broomfield counties.

eTown eChievement Award - Honored by national broadcast radio program for innovative community advocacy work.

Boulder County Commissioner's Proclamation - Honored for outstanding community service and leadership impact.

Select Community Involvement & Affiliations

Early Childhood Council of Boulder County - Multiple board leadership roles and committees

Boulder County Human Services Alliance - Board Chair, Public Policy, Advocacy committees

Foothills United Way - Foundation, General Fund Allocations, and Community Impact committees

Community Foundation Serving Boulder County - Multiple projects and committees

Social Venture Partners - Grantee and Advisor

Techstars - Startup Week Pledge 1% Project

Dolly Parton's Imagination Library - Board Member

Continental Divide Trail Alliance - Board Member

Mapleton Elementary School Historic Restoration - Steering Committee member

Boulder County Worthy Cause Tax - Steering Committee member over four campaigns

Colorado Common Grant Application - Nonprofit Representative during initial development

County Kids First - Board Member

City of Boulder - Children's Services Advisory Committee, CAGID/RTD Advisory Board

Boulder County Movement for Children - Board Member

Local, State and National Associations for the Education of Young Children

National Ski Patrol - Volunteer Patroller

Court Appointed Special Advocates - Volunteer advocate / GAL

Special Olympics - Athlete Coach

Professional Ski Instructors of America - Certified Instructor, blind/paralyzed coach

YMCA - Special Events committee