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El Pomar Foundation Board of Trustees Announces Election of New Officers, Trustees for 2024

Colorado Springs, Colo. — January 3, 2024 - At its December 2023 meeting, El Pomar Foundation's Board of Trustees elected a new Chair and Vice Chair and welcomed two new members to its Board of Trustees.

Board Leadership Changes

Effective January 1, 2024, after 50 years in leadership roles at El Pomar, and more than 34 years as Chairman of the Board, **Bill Hybl** stepped down as Chairman and now serves as Chair Emeritus. He will continue to serve on the Board as a Trustee and will also remain involved in El Pomar's Regional Partnerships program and in his many philanthropic endeavors in the local community and beyond.



"It is a great honor to serve on El Pomar's Board of Trustees, and to have done so for 40 years, particularly as Chairman for nearly 35," said William J. Hybl, Trustee and Chair Emeritus. "As I assume the role of Chair Emeritus, I look forward to continuing in service to El Pomar as a Trustee and advisor in support of the Foundation's leadership. With the Board's choices for Chair and Vice Chair, along with this stellar group of Trustees, I believe Foundation governance is in good hands, and look forward to continuing to work with them."

During Bill Hybl's tenure on the Board to date, the Trustees have shepherded hundreds of millions in grant dollars for thousands of grants, and supported the creation of the Foundation's many programs, including the Fellowship, Elevating Leadership Development, Regional Partnerships, and many more.

In addition, after 27 years, **Bill Ward** will depart the Board in his role as Trustee and become Trustee Emeritus. Bill Ward served in many capacities on the Board, including Vice Chair until April 2022, Chair of both Audit and Governance Committees, Chair of Awards for Excellence, and as Regional Trustee in El Pomar's San Juan, Metro, and Northeast regions.



"We are enormously grateful for the outsized contributions to the Board both Bill Hybl and Bill Ward have made in their decades of service in these roles," said Kyle H. Hybl, El Pomar President and CEO. "With Bill Hybl remaining on the Board and serving as Chair Emeritus and Bill Ward's engagement as Trustee Emeritus, we'll continue to benefit from their wisdom and insight."

These Board transitions are the natural result of ongoing Board and Governance Committee efforts to support long-term succession planning for the organization.

Dave Palenchar has been elected Board Chair and **Nechie Hall** as Vice Chair. **Thayer Tutt** will also continue to serve as a Vice Chair.

Dave Palenchar attended the U.S. Air Force Academy and after a career in the Air Force, returned to Colorado and joined El Pomar’s program staff. In 2007, Dave was recognized as Colorado Springs Business Citizen of the Year by Colorado Springs Chamber of Commerce and EDC. He retired as El Pomar’s Chief Operating Officer in 2013 and has been an El Pomar Trustee since 1998, including most recently as Vice Chair. He is also past President of Broadmoor World Arena Board of Directors and Pikes Peak Center for the Performing Arts, and immediate past Chair of Colorado Springs Sports Corporation.



“I am honored and humbled to be elected Chair of El Pomar’s Board of Trustees and to follow in such remarkable footsteps,” said Dave Palenchar. “Continuing to work alongside this talented and committed group of Trustees for the benefit of the people of Colorado, including the new Trustees who are joining us, is an opportunity I very much look forward to.”

Nechie Hall has served as a Trustee of El Pomar Foundation since 2015 and has a strong background in business and nonprofit service in Colorado Springs. She founded Vladimir Jones, Colorado’s original independent, integrated advertising agency, with offices in Denver and Colorado Springs. She has served as the company’s President, Chief Executive Officer, and is currently Chair of the Board. She was also Interim Chief Executive Officer of Colorado Springs Fine Arts Center in 2014. Nechie was the first woman to be recognized as Chamber Business Citizen of the Year and in 2014 was named Business Leader for the Arts by the Cultural Office of the Pikes Peak Region. She recently retired after 18 years as a Trustee of the Myron Stratton Foundation, and has served on the boards of CASA, Goodwill, Pioneers Museum, St. Francis Foundation, founding Board of the Sports Corporation, the Colorado Springs Economic Development Corporation, Colorado Springs Chamber of Commerce, and University of Colorado Anschutz Campus Board for Bioethics and Humanities, to name a few. Additionally, she served in numerous leadership roles on committees to enhance and build the presence of the United States Olympic & Paralympic Museum in Colorado.



Welcoming New Trustees to the Board

Two new Trustees were elected to El Pomar’s Board as Community Trustees at its December meeting.

Kathy Boe

A resident of Colorado Springs and Founder and Strategic Consultant at Boecore, Kathy Boe is an entrepreneur with more than 30+ years of engineering and leadership experience supporting the Department of Defense. She began at Hughes Aircraft as a software programmer for a complex missile system and advanced through a series of technical and managerial roles prior to founding Boecore in 2000 and growing it to over 300 employees.



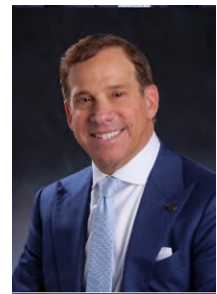
While owner & CEO at Boecore, Kathy led the company to receive numerous industry awards including a 2008 Department of Defense Nunn-Perry Award from the Office of the Secretary of Defense. In 2020 Boecore was named one of the top three defense companies rated by Colorado Springs Business Journal. Alongside several Top Supplier awards from Northrop Grumman, Boecore also won the Colorado Springs Chamber and EDC’s Company of the Year award in 2013.

Kathy was named Business Leader of the Year in 2013 by Southern Colorado Women's Chamber of Commerce, a Woman of Influence in 2011 by Colorado Springs Business Journal, and received the Colorado Springs Chamber and EDC's Entrepreneur of the Year award in 2009. In early 2022, Kathy sold Boecore and focused on supporting various philanthropic activities while staying involved in military and veteran initiatives.

Her community involvement includes serving as an Honorary Commander at the United States Air Force Academy, as well as on the executive committee of the Colorado Springs Chamber and EDC from 2014-2020, including Chair in 2020. She was appointed by the mayor to serve on the Colorado Springs Health Foundation from 2011-2020. She is currently on the Board for the National Cybersecurity Center and is a trustee of Colorado Thirty Group. Kathy holds a B.S. in Management from Pepperdine University.

Ken Montera

A resident of Colorado Springs, Ken Montera serves as Regent for the University of Colorado. He was appointed to the Board of Regents by Gov. Jared Polis in Dec 2021, elected in 2023 for the remainder of the term for Congressional District 5, and unanimously elected Vice Chair of the board for two consecutive years.



Montera spent over 30 years as a senior executive in four Fortune 200 companies leading strategy, multibillion dollar budgets, and with direct responsibility for over 40,000 associates. He holds a BS in Marketing/International Business from the Leeds School of Business at University of Colorado Boulder. A third-generation Coloradan and the first in his family to attend a major university, he received the Presidents Leadership Class scholarship allowing him to attend CU Boulder. His education and time at CU built the foundation that launched a successful corporate career with increasing levels of responsibility at Johnson & Johnson, Baxter Healthcare, PepsiCo, and including EVP and Chief Retail Officer for Limited Brands overseeing Victoria's Secret, Bath&Body Works, Express, Limited Stores and Henri Bendel. Montera consults for the retail/manufacturing/supply chain industry on brand strategy, leadership, and new product development, and also serves as Vice Chair of Colorado Springs Philharmonic.

El Pomar's Trustees contribute valuable insights from a range of sectors and industries including business, education, legal, marketing, military, nonprofit, and sports. They are instrumental to the work of the Foundation, gathering at least quarterly to meet on governance and investment oversight and to review and approve all grant applications, proposals, and awards. Trustees also serve on the Foundation's 11 Regional Councils all around the state.

With these new Trustees and transitions, El Pomar's Board of Trustees includes: **Dave Palenchar**, Chair, **William J. Hybl**, Chair Emeritus; **Nechie Hall**, Vice Chair; **R. Thayer Tutt, Jr.**, Vice Chair and Chief Investment Officer; **Kyle H. Hybl**, President and CEO; **Matt Carpenter**, Board Secretary and Chief Operating Officer; **Andrea Aragon**; **Kathy Boe**; **Colonel Gail Colvin**, USAF, Retired; **Mike Edmonds, PhD**; **Erik Estrada**; **Amy Humble** (Fellowship Alumni Trustee); **Ken Montera**; **Emily Robinson**; **Judy Bell** (Trustee Emeritus); and **Bill Ward** (Trustee Emeritus).

El Pomar Foundation is one of the largest and oldest private foundations in Colorado, contributing approximately \$25 million annually through grants in the areas of arts and culture, civic and community initiatives, education, health and human services, as well as community stewardship and leadership development programs to support Colorado nonprofit organizations. Spencer and Julie Penrose founded El Pomar in 1937 with the mission to enhance, encourage and promote the current and future well-being of the people of Colorado.