

Creative Alliance

Executive Director

Creative Alliance seeks an experienced arts leader to creatively program, fundraise, and manage the organization's popular venue and education center while proactively engaging with the local community in ways that connect diverse audiences with innovative programming and build the organization as an arts leader in Baltimore.

Baltimore's cultural leader since 1995, [Creative Alliance](#) was founded to present and promote Baltimore's wealth of creative talent; to make the arts an accessible and vital part of community life; and to engage artists and audiences of all ages and backgrounds. Creative Alliance's mission and programs fuse the transformative power of art and community. Their strength comes from collaborations with artists, activists, community groups, entrepreneurs, educators, and donors working together to build Baltimore's future. In 2003, with community support, the Creative Alliance redeveloped the vacant Patterson movie theater to launch Highlandtown's revival and champion Baltimore's arts community. Housing two galleries, a 200-seat performance space, eight artists' live/work studios, a classroom, and offices, the dynamic cultural incubator now presents more than 400 exhibitions, performances, workshops, films, and community events every year, attracting enthusiastic audiences from across the region. Creative Alliance's partnerships with schools, libraries, and community groups strengthen Baltimore with youth education and community arts programs. In order to meet the demand for more of these programs, in 2022 Creative Alliance raised \$6 million to build the Creativity Center, a 10k square foot building across the street from the Patterson which includes a dance studio, classrooms, and a professional kitchen and offers accessible resources for residents of all ages to engage in lifelong learning and training.

A model arts-driven revitalization engine, Creative Alliance's impact has been significant. Once on a steep decline, Highlandtown is transforming into one of the city's most lively, diverse neighborhoods. Baltimore's historically segregated Southeast neighborhoods are now among the city's most multi-ethnic. Bringing people together to explore and bridge cultural differences is an important part of Creative Alliance's mission. Creative Alliance's support for Baltimore-based artists has ignited the city's arts community, demonstrating the crucial importance of artists as creators, entrepreneurs, educators, and community leaders building a vibrant future for Baltimore.

Creative Alliance's strategic vision for the next five years will focus on seeking alignment and partnerships with other organizations to advance its engagement and social justice goals and will include creative skills development, social enterprise and wellness programming, trauma-informed responses, investment and impact within black, brown and indigenous communities.

Creative Alliance is governed by a 29-member Board of Trustees and has 11 Trustee Emeriti. FY23 budget is \$2.6 million. Creative Alliance has 18 full-time staff members. Senior staff reporting to the Executive Director include five direct reports: the Director of Finance and Administration, Director of Development, Director of Programs, Director of Operations, and the Marketing and Communications Director.

BASIC FUNCTION

Reporting to the Board of Trustees, the Executive Director is responsible for Creative Alliance's overall management including artistic and educational direction, programming, business operations, audience engagement, earned and contributed revenue, and sustained financial health. The Executive Director will be a visionary and passionate leader with a strong public voice who will inspire stakeholders, both internal and external, to embrace and execute Creative Alliance's mission through its strategic plan. He/she/they will be committed to diversity and create a positive organizational culture with demonstrated leadership experience in recruiting, developing, motivating and managing a team of professionals. The chosen leader will be a successful fundraiser with experience raising significant support from major donors and both private and public institutional funders.

IMMEDIATE RESPONSIBILITIES

The new Executive Director should anticipate the following major/special projects to be underway or awaiting their arrival:

- Execution of a board approved five-year Strategic Plan (2023 – 2028);
- Planning and programming for the new Creativity Center;
- Partnerships with organizations to advance engagement and social justice goals;
- Development of staff culture.

OVERALL RESPONSIBILITIES

- Understand all facets of Creative Alliance, including the organization's history, culture, staff, finances, programming schedule, education and public programs, rental facilities and infrastructure, operations; understand the diverse local and regional constituencies in the Highlandtown community and Southeast Baltimore;
- Develop and execute an organizational strategy that supports the strategic plan, inspires innovative and mission-driven programming, and engages staff and community to drive Creative Alliance toward its financial and social impact goals;
- Serve as the chief fundraiser and marketer for the organization; work closely with the staff, Board, and advisors to expand and diversify revenue streams;
- Act as Creative Alliance's voice in the community with focus on cultivation of strategic partnerships, development of donor pipeline with an emphasis on major giving, and increased public awareness through external communications and public engagement;
- Lead and support a dynamic staff in execution of the operational plan by setting and achieving annual performance and operational goals, building a culture of inclusion and belonging, and providing strategic direction and prioritization of their work;
- Work in concert with the Board to articulate its role and fulfill its governance responsibilities; help build strong relationships among board, staff, volunteers, donors, and members; identify and suggest new board members whose talents, interests and commitment will help to further Creative Alliance's mission and expand funding opportunities;

- Manage the business affairs of the Creative Alliance, including cash flow and expense management, with the intent of supporting the mission and goals while achieving greater financial growth and funding diversity in support of permanent sustainability;
- Hire, supervise, motivate, develop, and evaluate staff, ensuring that staffing is appropriate to meet the organization's goals; ensure that approved policies are consistently implemented;
- Build on the organization's strong reputation by continuing to cultivate relationships with existing and new key stakeholders in the community in order to enhance and develop support for programs, including partnership opportunities with other regional and statewide arts, educational and cultural institutions;
- Develop and broaden Creative Alliance's inclusion, diversity, equity, access (IDEA) and anti-racism work, and stay abreast of best practices around creating equity and access and applying them to the work of running an arts center;

IDEAL EXPERIENCE

Candidates should have the following type of experience and qualifications:

- Arts professional with management experience in a performing and/or visual arts organization with strong ties with the community; a background or passion for performing and/or visual arts and educational & public programming would be an advantage; knowledge of current trends and developments in the performing and visual arts;
- Experience working successfully with patrons, donors, community leaders, performing artists, educators, government officials, and an organization's Board of Trustees to strengthen said organization; measurable and successful results in selling tickets and raising funds and in identifying, cultivating, and soliciting donors and other sources of revenue and in managing change;
- A detailed understanding of operations and financial management and ability to analyze financial reports and develop and monitor realistic budgets. Experience in a performing and/or visual arts organization or similar environment, would be an advantage;
- Understanding of Creative Alliance's values and commitment to and fluency with inclusion, diversity, equity, access (IDEA) and anti-racism work, and a dedication to staying abreast of best practices around creating equity and access and applying them to the work of running a center for the arts;
- Highly responsive communicator who responds to board, staff, artists, and community in a timely manner with a proactive collaborative spirit;
- Action-oriented with the proven ability to make prompt, sound decisions and with the acumen to quickly recover from adversity while readily modifying, responding, and adapting to change with minimal resistance;

- Empathetic change leader with the ability to create, promote, and support a vision for change, inspire others to take part in the vision, and guide them through the changes that take place;
- Diplomacy and the ability to build trust with multiple stakeholder groups, including staff, board members, government leaders, committee members, artists, donors, patrons, volunteers, and the community at large;
- Creative and visionary energy to propel the organization into the future by supporting and creating sustainable and mission-aligned pathways of new relationships, programs, and revenue opportunities;
- Natural relationship builder who can invite diverse voices into a shared vision and the dexterity to effectively communicate, hold difficult conversations, build rapport, and relate well to all kinds of individuals.

The salary range for the Executive Director position is \$130,000 - \$145,000 annually with a comprehensive benefits package including medical, retirement, and vacation benefits.

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