



## EXECUTIVE DIRECTOR

### ALBUQUERQUE MUSEUM FOUNDATION

*Albuquerque, NM*

The Albuquerque Museum Foundation (foundation) seeks a dynamic, innovative, and experienced fundraising professional to serve as executive director (ED) at a pivotal time in the Albuquerque Museum's (museum) history, with dynamic, visionary museum leadership in place, an upcoming capital campaign, committed volunteer leadership, and broad community support for the museum. This is an exceptional opportunity for a high-performing, inspirational leader to partner with a committed, engaged foundation board and visionary museum director Andrew Connors to leverage the generosity of the community; significantly expand membership and the major gift pipeline; and plan and execute a capital campaign to further the mission.

The foundation is an independent, nonprofit corporation that provides funding and volunteer support to further the cultural, historical, and educational programs and exhibitions at the museum, which is a division of the City of Albuquerque Cultural Services Department. The museum serves as Albuquerque's cultural center and a leading institution for art, history, and culture in the region. With its mix of highly esteemed permanent collections, world-class special exhibitions, events, educational programming, the Slate at the Museum Café, and the museum store, the museum offers a special place for visitors to gather, explore, and learn.

Reporting to the foundation board, the ED will have overall leadership responsibility for the foundation, overseeing a staff of nine across development, membership & database, events, and communications. The ED's chief responsibilities will be, and the ED will be primarily evaluated on, the achievement of the foundation's three strategic goals: completion of a \$1.4 million capital campaign to partially fund the museum's planned education wing and increasing both membership and museum support by 7 percent, compounded annually.

To achieve these ambitious goals, the ED will provide vision and strategic leadership for the foundation board, drive acquisition and retention of existing and new donors, both current and through planned giving, for all contributed revenue (including major gifts; membership; corporate, foundation, and

government grants; events; and sponsorships) utilizing both innovative and traditional methods; and foster a work environment that values collaboration and creativity and rewards new ideas.

The ED will partner closely with foundation and museum leadership, curatorial staff, and other key stakeholders to ensure that philanthropic goals are met. As the chief fundraiser, the ED will personally participate in the identification, cultivation, and successful solicitation of high-level gifts, focusing on prospects that can make transformative gifts. In addition to leading philanthropic efforts, the ED will be responsible for the operation of the foundation, including oversight of the museum store, the foundation's headquarters property, and income properties.

The ED will be an accomplished, strategic fundraising professional with a minimum of five years of proven, successful leadership experience in development, constituency engagement, and campaign management. Ideal candidates must possess strong managerial, analytical, strategic planning, volunteer and board management, and motivational skills as well as a keen understanding of fundraising and nonprofit management best practices; a comprehensive understanding of all major foundation functions; and a track record of significant personal success cultivating, successfully soliciting, and stewarding high-level donors.

Ideal candidates must demonstrate a high level of integrity, character, and trustworthiness, and exhibit the maturity, sophistication, and credibility to effectively engage and partner with key internal and external stakeholders. The ED must value diversity and inclusion, instilling those values in staff and ensuring a diverse team. Finally, ideal candidates must have a deep understanding of and passion for the mission, goals, and aspirations of the foundation and the museum, and be a superb storyteller with the ability to craft compelling cases for support, engaging and building authentic relationships with the board, museum colleagues, the Albuquerque community, and prospective and existing donors.

This is a collaborative, roll-up-your-sleeves, direct-solicitation environment that requires a commitment to the art and science of fundraising and a focus on the long game, while also executing strategic, short-term tactics to achieve increasing and sustainable funding. In accordance with the foundation's mission and values, the foundation is especially interested in recruiting members of diverse underrepresented communities and individuals with a commitment to diversity and inclusion, and an appreciation of multiculturalism. A bachelor's degree is required, and an advanced degree in a relevant field is preferred.

The Albuquerque Museum Foundation has retained the services of Mr. Jack Gorman of the national executive search firm Isaacson, Miller to assist in this search. Confidential inquiries, nominations, and applications should be directed to [Isaacson, Miller](#) as noted at the end of this document.

## EXECUTIVE DIRECTOR

Following are the duties and responsibilities of the ED:

### *Strategic Vision and Leadership*

- Provide a clear vision for and lead the foundation board, setting overall strategy and ensuring that board meetings are relevant, productive, and meaningful; actively engage and strengthen board involvement in fundraising, providing inspiration, education, and guidance as necessary; in collaboration with the foundation board president, cultivate and recruit new board members, ensuring a balanced, diverse board with a blend of appropriate skills and experience.

- Facilitate and guide interactions between the board and Patron's Circle and Corporate Patrons Circle members.
- Manage the foundation strategic plan, ensuring that foundation activities align with the museum's mission and goals, and that key metrics are achieved.
- Guide and support the museum director in his role as chief spokesperson for the museum and the ED's fundraising partner, serving as coach, advisor, and co-strategist in cultivating and soliciting transformative gifts; ensure that the director is professionally and effectively staffed regarding fundraising activities and that his time is optimally utilized.
- Lead a high-performing foundation staff.
- Maintain a positive, professional presence in the community; attend functions that further the foundation's and the museum's missions; represent the foundation at government or other forums, with the City of Albuquerque Cultural Services Department, and in the community.
- Cultivate strong working relationships with colleagues at the museum and in the city's Department of Cultural Affairs.

### *Programmatic Elevation*

- Personally maintain, cultivate, and successfully solicit a portfolio of high-level individual, corporate, and foundation major and principal gift prospects and donors capable of making transformative gifts.
- Create an annual fundraising plan to ensure that appropriate cultivation and stewardship occurs for donors and sponsors at all levels; assuring that each donor's intent is honored, and stewardship is transparent.
- Coordinate and collaborate with the museum director and curators in developing the strategy for grant applications and gift proposals, ensuring that donors' wishes, and the museum's funding needs are well aligned.
- Oversee events: assess the value of each and, in collaboration with the board, identify those that should be continued and those that should be eliminated; leverage the necessary resources and staff to ensure that events are well executed and successful; develop innovative events that further the foundation's goals and meet the desired value proposition.
- Oversee communications, promotions, and advertising for the foundation in coordination with the museum, ensuring that messaging is compelling, consistent, and coordinated across all platforms.
- Set public funding strategy; coordinate with government lobbyists; plan legislative events and coordinate stakeholder meetings.

***Staff and Foundation Management***

- Oversee all day-to-day operations of the foundation, including development, events, communications, membership and database management, the museum store, Slate at the Museum café, and income properties at the Patio Market.
- Foster a culture of integrity, ensuring that all staff members are committed to advancing the museum and its priorities.
- Recruit, hire, evaluate, train, and mentor staff; utilize metrics and best practices to motivate staff to high levels of performance; instill a sense of urgency and a proactive orientation among staff; hold staff accountable.
- Maintain a management style that is open and fluid, capable of inspiring and empowering staff through active, transparent communication and delegation; recognize that each staff member is a unique individual and tailor management style accordingly; foster an inclusive work environment that recognizes and rewards performance, supports new ideas and risk-taking, builds confidence, encourages interaction and teamwork, and promotes diversity and inclusion; celebrate current achievements and clearly communicate expectations for future success.
- In collaboration with the chief financial and operations officer, prepare and manage the foundation budget and provide appropriate reports for analysis, monitoring, budget projections, and necessary course corrections; retain ultimate responsibility for achieving established contributed income revenue goals and control of expenses.
- In collaboration with the finance committee, oversee endowment investment policy; ensure that all operating and endowment funds are appropriately safeguarded and administered.
- Oversee the Batten House property, which is home to the foundation; oversee the museum store, the tenant lease for Slate at The Museum café, and the real estate manager of the Patio Market properties; ensure compliance with all permits or license requirements for all foundation properties and events.
- Perform other duties as assigned.

**The ED will bring many of the following professional experiences and qualifications:**

- A deep appreciation for the history, achievements, and aspirations of the museum and the ability to compellingly articulate the museum's relevance and uniqueness to all audiences.
- A minimum of five years of progressively responsible fundraising and nonprofit managerial experience and success, including annual giving, major giving, corporate and foundation solicitation and planned giving, preferably in a museum or other arts and culture organization; experience leading a team and contributing at the strategic level; significant experience and a proven track record of success in planning and executing a fundraising campaign; proven success leading and leveraging a nonprofit board of directors.

- Experience and a proven track record elevating an existing development program, utilizing established metrics and performance standards, resulting in a transformative increase in philanthropic revenue for an organization; significant strategic planning and program execution experience; familiarity with all areas of development.
- The integrity, intellectual depth, maturity, and collaboration skills required to garner the trust and confidence of board members, volunteers, senior leadership, colleagues, staff, community leaders, donors, and other stakeholders.
- A proven track record of success in personally cultivating, soliciting, and stewarding gifts of at least six figures from individuals, foundations, and corporations; a high level of comfort, effectiveness, and ability to inspire high levels of support from high-net-worth individuals.
- Proven success leading and managing staff and volunteers; a team builder that utilizes a non-hierarchical approach and empowers and motivates staff while supporting and advocating for them; a transparent, collaborative, and accessible leadership style; a history of recruiting and developing exceptional talent.
- The political savvy to navigate a complex organization; the desire and ability to build bridges and strong collaborative relationships across a diverse organization.
- Imaginative, creative problem solver with strong critical thinking and analytic skills; data-driven decision maker; impeccable attention to detail with superb follow-through; naturally curious and able to recognize and embrace opportunities.
- High degree of integrity, character, and emotional maturity, demonstrating respect for individuals at every level of an organization; humility, a sense of humor, and life balance; an outgoing, optimistic personality; strong executive presence; commitment to the highest standards of professionalism.
- High personal energy, self-confidence, and resilience; the ability to function at peak levels in a fast-paced, complex environment.
- Exemplary interpersonal communications skills; active, engaged listener; superior written and oral communication skills; clarity, crispness, and elegance in writing and speaking; confident, assured public speaker.
- A desire to deeply engage and be visible in the local community; a keen understanding of the role diversity and multicultural fluency play in achieving excellence.
- A sharp eye for operational efficiency and optimal use of resources; a deep understanding of budgets and proven success managing them.
- Bachelor's degree required; advanced degree in a relevant field preferred.

**TO APPLY**

Jack Gorman of the national executive search firm Isaacson, Miller is leading this search with Jean Jacoby and Molly Gallagher. For more information, to make a nomination, or to apply for this role, please visit:

[www.imsearch.com/7633](http://www.imsearch.com/7633)

**ADDENDUM: LEADERSHIP****Joni Pierce, CFA®  
President, Board of Directors  
Albuquerque Museum Foundation**

Joni Pierce, CFA® was a senior vice president and a senior investment strategist at Wells Fargo. Previously, Ms. Pierce held senior roles at Bank of America and, earlier in her career, at First Security Investment Management.

In addition to her service on the board of the Albuquerque Museum Foundation, her other board and volunteer affiliations include the CFA Institute, the CFA Society of New Mexico, the University of New Mexico Anderson School of Management Foundation, the New Mexico Estate Planning Council, and the Santa Fe Estate Planning Council.

Ms. Pierce earned her bachelor of science and master of science degrees in business administration from the University of Nebraska. She holds the Chartered Financial Analyst designation.

**Perry Bendicksen III  
President Elect, Board of Directors  
Albuquerque Museum Foundation**

Perry Bendicksen is a director in the Albuquerque office of Rodey Law Firm, a member of the firm's business department, and chair of the mergers & acquisitions group. He has extensive experience in securities and finance transactions. Mr. Bendicksen regularly represents buyers and sellers in mergers and acquisitions, technology companies and their investors, and securities issuers and underwriters. He represents private equity funds, venture capital funds, and other collective investment vehicles in their formation and in their investments in portfolio companies. He also structures project finance transactions and public-private partnerships. Mr. Bendicksen has represented numerous companies in private placements of their debt and equity securities, including preparation of disclosure documents and qualification for state and local registration exemptions. He is the past chair of the Association of Commerce and Industry (New Mexico's statewide chamber of commerce), WESST (an entrepreneurial economic development organization and business incubator), and Roadrunner Food Bank.

Mr. Bendicksen earned a bachelor of arts degree in English from Amherst College and a juris doctorate from Harvard Law School.

**Andrew Connors  
Director  
Albuquerque Museum**

Andrew Connors was named director of the Albuquerque Museum in June 2018 after serving as the museum's curator of art.

A Southwest native, Mr. Connors has extensive national and international experience and has demonstrated a deep commitment to the arts, history, and people of Albuquerque and New Mexico. Prior to joining the museum, he served as senior curator at the National Hispanic Cultural Center in Albuquerque and as associate curator at the Smithsonian American Art Museum. He has curated dozens of exhibitions primarily in the areas of United States Latino art, colonial art from Puerto Rico, contemporary art, and street art. As a lecturer, guest teacher, or consultant, Mr. Connors has worked with numerous organizations including the National Gallery of Art, Smithsonian Office of Folklife Programs, Institute for Latino Studies at the University of Notre Dame, Chicano Studies Department at the University of California Los Angeles, and the Royal Government of Bhutan.

Mr. Connors studied art history and architecture at Yale University.

## ADDENDUM: THE FOUNDATION AND THE MUSEUM

### History

The foundation and the museum have been closely intertwined throughout their histories, with the foundation's predecessor having played a key role in the creation of the museum. But it is important to recognize that the two entities are separate, and are governed by separate boards (and, in the case of the museum, a city department).

The Albuquerque Museum was born from many years of effort, lobbying, and collaboration by numerous interested groups in the community. In 1961, the Albuquerque Museum Association was created to focus community efforts to build a museum in the city. In 1967, the museum was created by a city ordinance that also established a board of trustees to direct policy and collaborate with the Albuquerque Museum Association to build membership, volunteers, and to secure additional financial support.

On September 7, 1967, the museum opened its doors in a renovated historic building, the Cutter Memorial Building, which was Albuquerque's first airport terminal and a Pueblo Revival architectural landmark built as a WPA project in 1939. From inception, the museum enjoyed broad community support. Its charter was to collect and interpret the art, history, and science of the Rio Grande region and to program temporary exhibitions that would broaden and increase the cultural awareness of the public. Even in its early years at the old airport, the museum programmed an ambitious range of varied exhibitions, from local history and juried art competitions to major travelling exhibitions, ranging from early modernist European painting to contemporary aboriginal Australian art.

Having outgrown the Cutter Memorial Building, a \$2.9 million municipal bond was passed with strong support in 1975. Two years later the Albuquerque Museum Association was incorporated into the Albuquerque Museum Foundation, and the new museum facility, designed by award-winning architect Antoine Predock and spanning 63,092 ft<sup>2</sup>, opened in 1979 and has received national acclaim.

To ensure the museum's continued growth, a bond to provide funding for acquisition, maintenance, and preservation of collections was passed in 1981, again with strong voter support. Additional municipal funding since then has proved to be of singular importance to the museum's development by providing a stable revenue stream and serving as a base that has often been leveraged to secure additional acquisition funding from other sources. An 8,000 ft<sup>2</sup> gallery expansion began in 2005, followed by a later redesign of the permanent history collection and expansion of education spaces.

### Today

More than 50 years after its inception, the museum today is a cultural centerpiece that brings together art, history, and people in a rich, highly diverse, multicultural city. It offers a wide range of exhibitions exploring the art, history, and culture from regional, national, and international perspectives. Programs for all ages invite visitors to learn and participate in the cultural life of the community. Through its impressive permanent collections and world-class special exhibitions, the museum brings Albuquerque to the world and the world to Albuquerque.

In FY18 and FY19, museum membership was approximately 2,300, with approximately 120,000 annual visitors. After a pandemic-induced closure that began in March 2020, the museum acted quickly to offer extensive virtual, on-line access to exhibitions and learning, and reopened to visitors on September 15, 2020.

In partnership with the museum and the City of Albuquerque, the foundation funds the museum's education programs and provides additional exhibitions and acquisitions funding. The museum has a growing track record of attracting world-class special exhibitions, which bring high quality works from around the world to Albuquerque, enabling visitors to enjoy artistic and cultural experiences usually only available in major cities. Education programs funded by the foundation include the Museum School, a year-round art education program for youth and families; and the Magic Bus program, which provides transportation and free admission as well as teaching resources and art programming to school children.

The foundation organizes “ArtsThrive: Art Exhibition and Sale”, a fall event that includes a juried art exhibition, auction, and dinner. ArtsThrive is a very popular event and a major revenue source. “Shaken Not Stirred”, also organized by the foundation, is an annual spring event originally designed to introduce young professionals to the museum that has evolved into the foundation's second most popular event across all ages and is being redesigned for 2021. Other events, including an annual dinner, recognize “Patrons Circle” donors.

The foundation also provides funding for public programs, especially exhibition-related lectures, symposia and teacher workshops; docent training; museum staff development; the Museum Store; and Slate at the Museum café.

### **Strategic Plan**

Adopted in 2020, the current foundation strategic plan has three key objectives:

- Raise \$1.4 million in a capital campaign to jumpstart and supplement public funding for the museum’s education center.
- Increase membership revenue by 7 percent per year, compounded annually.
- Increase philanthropic support by 7 percent per year, compounded annually.

Goals to strengthen the foundation’s resources and capacity to achieve these strategic objectives include increasing the size and diversity of the board and enhancing its effectiveness through education and development of members; maintaining excellence in financial management and conducting periodic reviews of investments; and evaluating and developing staff to ensure that they are effectively utilized in the pursuit of fundraising goals and that each staff member has the appropriate training and tools to perform in their roles.

### **Finances and Development**

The foundation’s FY21 operating budget is \$1.95 million. Contributed income was \$1.11 million in FY20, and as of June 30, 2020, the endowment was \$9.25 million.

**ADDENDUM: SELECTED MUSEUM COLLECTIONS AND EXHIBITIONS**

- *Common Ground: Art in New Mexico* is a bold installation that emphasizes real New Mexico and celebrates the diverse creativity of artists living in or influenced by this region. Drawn from the museum's permanent collection of nearly 10,000 works of art, *Common Ground* includes masterworks by Georgia O'Keefe, Ernest Blumenschein, Raymond Johnson, Fritz Scholder, Luis Jimenez, Jaune Quick-to-See Smith, and Diego Rivera.
- *Only in Albuquerque* is a celebration of the history of Albuquerque and its spirited, courageous, resourceful, and innovative ancestors and residents. Presented in five inter-connected galleries, *Only in Albuquerque* provides an engaging, fun, and interactive atmosphere in which visitors may learn about Albuquerque's fascinating history.
- *The Sculpture Garden* is an outdoor sculpture park featuring 53 works of art by many of the most important sculptors of the American Southwest. Artists include Alan Houser, Nora Naranjo-Morse, Jesus Bautista Moroles, Charles Strong, Glenna Goodacre, Ed Haddaway, and others.
- *Photo Archives Collection: Images in Silver* is a rich archive of approximately 130,000 historic images and items that document Albuquerque, its people, architecture, businesses, urban landscape, and depictions of daily life and important events.
- *Trinity: Reflections on the Bomb*, a striking online exhibition, presents 75 years of artistic responses to radioactivity, the bomb, and the dropping of nuclear bombs on Hiroshima and Nagasaki. Many of the works are highly personal and evoke poignant responses. The works in this exhibit invite viewers to consider the consequences of the atomic Age, intended or not, positive or negative. The museum recently brought 17 of the works featured in the online exhibit to the museum; this exhibition is titled *Selections from Trinity*.
- Other recent and upcoming exhibitions include 30 Americans, showcasing contemporary works from prominent African American artists from the Rubell Museum, a retrospective of the work of Jim Hensen, and a major exhibition of the works of Frida Kahlo and Diego Rivera.

To learn more about the museum's collections and exhibitions, including many world-class special exhibitions, please visit <https://www.cabq.gov/culturalservices/albuquerque-museum/exhibitions>.