

Saint-Gaudens Memorial
Cornish, NH
saint-gaudens.org

JOB PROFILE
Executive Director



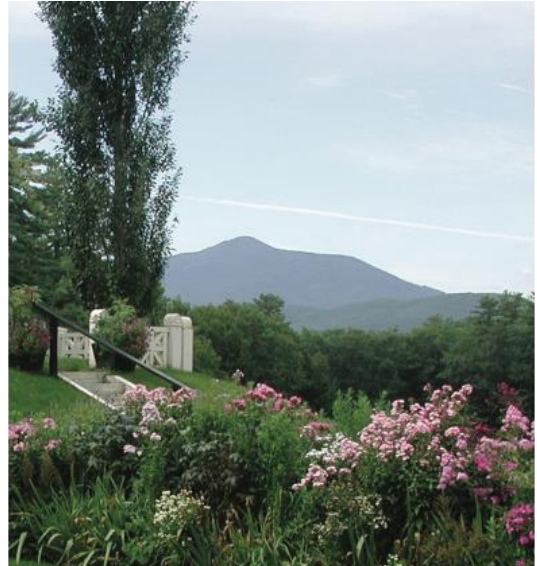
The Saint-Gaudens Memorial, a nonprofit organization that promotes the legacy of the great American sculptor Augustus Saint-Gaudens and supports the Saint-Gaudens National Historical Park in Cornish, New Hampshire, seeks its first full-time Executive Director to transition it to a new chapter of professionalism, effectiveness, and growth.

Saint-Gaudens Memorial

The Saint-Gaudens Memorial (SGM) is one of the country's earliest preservation organizations, founded in 1919 to maintain and present the home, studios, gardens, and artwork of sculptor Augustus Saint-Gaudens, known for his *Memorial to Robert Gould Shaw and the 54th Massachusetts Regiment* and other Civil War monuments, coin designs for the U.S. Mint, and his impact on art and culture of the American Gilded Age.

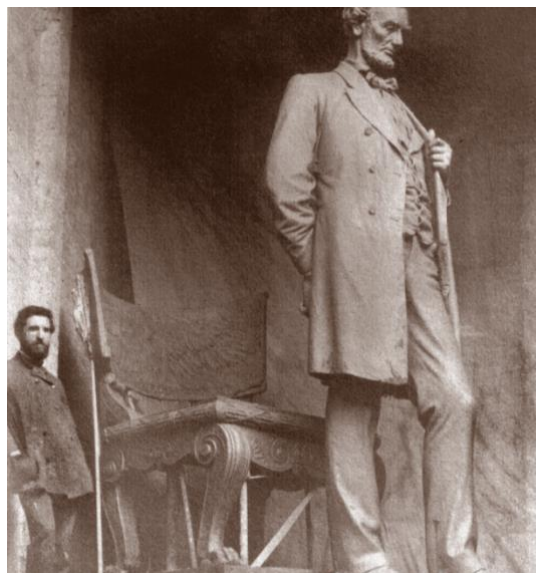
The organization's mission statement encapsulates its aspirations: "The Saint-Gaudens Memorial promotes the life and work of sculptor Augustus Saint-Gaudens (1848-1907), champions the creative arts and artists, past and present, and partners with the Saint-Gaudens National Historical Park in Cornish, New Hampshire, to enrich its cultural offerings and natural setting."

SGM operated the property as a museum from 1927 until 1964, when it donated the site to the federal government. Today it is the Saint-Gaudens National Historical Park, which is maintained and managed by the National Park Service and draws about 40,000 visitors per year. The Saint-Gaudens Memorial is the "friends' group" for the Park, producing and funding exhibitions, concerts, and programs at the Park for the benefit of the public, as well as advocating for the Park to ensure its vitality and sustainability. While SGM is autonomous, it works in close partnership with the National Park Service to promote the site and enhance its visibility.



The Park encompasses 190 acres overlooking Mount Ascutney and includes Aspet, the artist's home featuring original family furnishings; formal gardens; and studios where he created some of his greatest sculptures. More than 150 of his renowned works are displayed throughout the studios and grounds, providing an immersive experience into his artistic genius. The beautifully maintained landscape, featuring formal gardens and walking trails, adds to the serene and inspiring atmosphere of the Park, which is open seasonally from late May to late October.

In the Picture Gallery, SGM presents two rotating exhibitions of contemporary or historical art each season. The organization also hosts a summer concert series in the Little Studio and on the lawn, featuring classical, jazz, folk, funk, bluegrass, Broadway, Indigenous, global traditions, and family-friendly selections. Since 1978, SGM has sponsored the Saint-Gaudens Fellowship, a prestigious annual award for emerging artists that honors Saint-Gaudens's commitment to artistic mentorship in his own time. SGM also supports workshops led by the sculptor-in-residence, youth camps, and other public programs.



The Saint-Gaudens Memorial is a 501(c)(3) nonprofit organization governed by a twenty-seven-member Board of Trustees. It currently has one part-time administrative staff person plus three part-time independent contractors for exhibitions, concerts, and social media. The organization has an annual budget of about \$250,000 and an endowment of about \$3 million. Separately, the National Park Service, which administers and maintains the property, has a \$1.3 million budget and a staff of 15 employees.

The Opportunity

This is an exceptional opportunity for an accomplished nonprofit leader to enhance the Saint-Gaudens Memorial and elevate awareness of Augustus Saint-Gaudens's artwork and legacy. The Executive Director will play a pivotal role in building the organization's capacity and ensuring its financial sustainability by increasing philanthropic support both locally and nationally for programs and projects, in association with the Saint-Gaudens National Historical Park. The Executive Director will be responsible for creating new pathways for engagement in addition to overseeing, with the collaboration of trustees, staff, and independent contractors, the active schedule of exhibitions, concerts, fellowships, and programs. Working in close partnership with a dedicated Board and staff, the Executive Director will guide the organization through several timely and important initiatives:

- Implementing a recently completed strategic plan and envisioning innovative pathways for growth.
- Transitioning the organization to new levels of professionalism and efficiency, providing strong leadership with respect to operations and policies.
- Overseeing fundraising efforts to support ongoing operations, special projects and initiatives, and the expansion of SGM's long-term financial reserves.
- Facilitating organizational branding and community engagement through a robust visitor outreach and media relations initiative.

Responsibilities and Expectations

The Executive Director will have proven effectiveness as an executive or advanced-level professional in nonprofit organizations such as museums, historic sites, preservation institutions, or other similar mission-driven entities. The successful candidate will demonstrate accomplishment as a strategic thinker, team builder, fundraiser, innovator, and leader adept at translating vision into organizational action. The Executive Director need not have a background in the arts but should have a passion for the nonprofit mission.

- Assume overall executive responsibility for the Saint-Gaudens Memorial, ensuring that its fiscal, operational, fundraising, marketing, human resource, and technology strategies are effectively implemented.
- Develop a strong and transparent working relationship with the Board of Trustees that centers around open communication, enabling effective committees and governance practices, and the achievement of financial and programmatic performance against clear milestones.
- Usher in the next chapter of organizational maturity and financial sustainability with the support of an active, engaged board.
- Lead trustees in the development of a broad-based fundraising effort that includes grants, individual donations, major gifts, corporate philanthropy, planned giving, and expansion of long-term financial reserves.
- Provide financial oversight and sustainability; ensure fiscal integrity by budgeting revenues and expenditures that ensure the financial health of the organization.
- Serve as principal liaison with National Park Service to ensure the continued success and further enhancement of the public-private partnership and with elected officials to

support SGM's operations, growth, economic impact, and partnership with the Saint-Gaudens National Historical Park.

- Serve as SGM's primary spokesperson, representing the organization at events, in the media, and cultivating key relationships locally, regionally, and nationally.
- Work with trustees, staff, contractors, and Park staff liaisons to present seasonal exhibitions, concerts, artist fellowships, and educational programs.

Experience, Skills, and Attributes

- A minimum of five years of executive or management experience, preferably in a nonprofit environment or other mission-driven organization.
- Demonstrated experience with successful fundraising, working with donors, foundations, sponsors, and government funding sources.
- Strategic planning skills that provide organizational vision and direction, focused on building capacity in service to mission as well as financial sustainability.
- Ability to work effectively with a board, facilitating its ability to develop organizational policy, strategy, and governance while diplomatically managing individual board members in their volunteer service to the organization.
- Pragmatic and successful experience as an administrator and project manager, ideally having experience with audience development, revenue generation, and visitor experience.
- Management acumen necessary to oversee a part-time administrator, and three independent contractors, including an exhibitions coordinator, concert series director, and social media consultant.
- Emotional intelligence and people-oriented leadership skills that serve internal and external stakeholders. Ability to sustain strong relationships with the local community in alignment with SGM values.
- Outstanding writing, marketing, communication, and advocacy skills.
- Financial acumen and management oversight to develop and manage an annual budget and a multi-year strategic framework. Ability to interpret and communicate financial information and performance to the Board.
- Academic degree and experience in nonprofit management, museum studies, historic preservation, education, or another relevant field. Helpful but not required: knowledge and appreciation of American art, historic artists' homes and studios, and the National Park Service.

Research shows that women and people from underrepresented groups often apply to jobs only if they meet 100% of the qualifications. We recognize that it is highly unlikely that someone meets 100% of the qualifications for a role. If much of this job description describes you, then please apply for this position.

Compensation

The salary range is \$90,000 – \$100,000 commensurate with experience, plus benefits including contributions to health insurance and retirement. Since SGM will not maintain an office location, the Executive Director will work remotely, but is expected to live in, or within a reasonable distance of, the Upper Valley region of New Hampshire and Vermont.

How to Apply

To apply in confidence, submit application by **September 16, 2024** to: Dan Yaeger and Ken Turino, Senior Search Consultants, Museum Search & Reference, via SearchandRef@museum-search.com. Please include:

- 1) A cover letter expressing interest in the position and giving brief examples of past related experience.
- 2) A résumé.
- 3) The names and contact information for three professional references indicating their relationship with the candidate.

Applicants are encouraged to apply early as candidates will be considered on a rolling basis. **Nominations are welcome.** All applications and nominations are kept confidential; we will not contact references without your permission. For more details, visit: www.museum-search.com/open-searches.

About Cornish and the Upper Valley

Straddling the Connecticut River, the Upper Valley encompasses parts of both New Hampshire and Vermont. It's a region of striking contrasts – from lush green forests and rolling hills to bustling towns and peaceful farmlands. Despite spanning two states, the region is united by a shared appreciation for the natural beauty, rich history, and friendly neighbors that make it a special place to live and work.

The Upper Valley is rich in cultural resources and social activities. Home to Dartmouth College in Hanover, just a half hour from Cornish, the region benefits from the intellectual and cultural events that a prestigious Ivy League institution offers, including lectures, art exhibitions, theater productions, and concerts. The Hood Museum of Art, the Montshire Museum of Science, and the American Precision Museum provide cultural enrichment for residents and visitors alike. The region hosts a variety of festivals, farmers' markets, and community gatherings that foster a strong sense of community and offer numerous opportunities for engagement and enjoyment. The Upper Valley boasts numerous trails, including in the nearby White Mountains and Green Mountains, for hiking, biking, and enjoying nature. The Connecticut River offers



kayaking, canoeing, and fishing, while nearby lakes and ponds offer swimming and boating. Winter sports include downhill and cross-country skiing, snowboarding, and snowshoeing.

The Upper Valley is known for its excellent educational systems, served by several high-performing school districts and renowned private schools. The region provides top-notch healthcare facilities, with Dartmouth-Hitchcock Medical Center in Lebanon, NH, offering comprehensive medical services and specialized care. Numerous clinics and healthcare providers ensure that residents have access to a wide range of medical services. The region's outstanding cultural and health amenities have attracted affluent, well-educated retirees from many states, who enhance the region's volunteer and philanthropic sectors.

The Manchester-Boston Regional Airport is just over an hour away and Boston's Logan International Airport is about a two-hour drive. Direct train service to New York City is available nearby in Windsor and White River Junction, VT, and Claremont, NH. Direct bus service to Boston and New York is available from Lebanon and Hanover, NH.



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