



Centers for the Arts Bonita Springs

Executive Director

Organization

Founded in 1959, The Centers for the Arts Bonita Springs (CFABS) is committed to enriching the culture of its diverse community by providing opportunities for artistic expression, education, and appreciation in a supportive and nurturing environment. Seeking to serve the educational and cultural needs of its diverse communities, CFABS offers an exceptional array of year-round programming in visual and performing arts. CFABS facilitates artistic opportunities by providing classes, workshops, panel discussions, lectures, performances, and educational art events like its National Art Festivals. CFABS empowers by creating a platform for progress, supporting the work of artists of all ages, encouraging inclusive dialogue, and promoting equality for all.

The Center for Visual Arts (CVA) is a 12-acre campus that features four facilities (18,000+ square feet) comprised of multiple fine art galleries, fully equipped art studios, a gift store, library, instructional facilities, lecture room, an outdoor sculpture shop and sculpture gardens. The CVA offers a variety of educational opportunities for adults and youth, including classes in acrylics and oil painting, calligraphy, dance, glass, jewelry, pastels, pottery, sculpture, watercolor, dance, sound, graphic design, information technology, 3D printing, photography, music, and theater. The CFABS hosts three fine arts and crafts festivals each year in January, February, and March, featuring over 200 artists, both national and global, to showcase their work in one of the top-rated USA Juried events.

The Center for the Performing Arts (CPA), located 3 miles from the CVA, features the 400-seat Hinman Auditorium and 200-seat Moe Auditorium and Film Center. The CPA offers a diverse array of live music, theatre, comedy, film, and lectures including patron's series favorites Funny Shorts Live, Open-Mic Bonita, and Stage-It: 10 Minute Play Competition. The CPA also hosts a robust schedule of youth and adult classes in art, music, theatre, and dance.

CFABS has a 21-member board of directors led by Chair Fred Weinman. For the fiscal year ending May 31, 2021, CFABS reported a total revenue of \$1.9 million with \$1.2 million from contributions and grants, \$700,492 from program services, and \$11,237 from other revenue. Total expenses were \$2.0 million.

Community

Bonita Springs is a prosperous and culturally rich city with pristine beaches, fine restaurants, and state-of-the-art recreational parks and facilities. Located in southern Lee County and situated between Fort Myers and Naples, and with convenient access to Miami and the Southwest Florida International Airport, Bonita Springs embraces and celebrates its motto "Small Town Charm Big Bright Future." The city is home to an extraordinary array of recreational parks and facilities including the 60,000-acre CREW Flint Pen Strand Hiking Trail, Riverside Park, Bonita Beach Park, Bonita Springs Nature Place, Bonita Springs Recreation Center, Barefoot Beach Preserve Park, Everglades Wonder Garden, and Lover's Key State Park, among many others. Incorporated in 1999, the city features available new housing with few high-rise buildings breaking up the skyline, low property tax, no income tax, outdoor pet-friendly dining and miles of white sand beaches.

Golf lovers and sports enthusiasts enjoy the greater Fort Myers area which is home to 50 public and private golf courses, the Lee County Sports Complex Hammond Stadium, and is the spring training locale for the Boston Red Sox and the Minnesota Twins, and the Fort Myers Mighty Mussels, the Single-A affiliate minor league team of the Minnesota Twins. Bonita Springs is served by Lee County School District, educating 90,000 students in grades K-12 with 96 traditional and 119 charter schools. Ranked 15th for undergrad entrepreneurship by Princeton Review, Florida Gulf Coast University's is making a national name for itself as an incubator fueling economic development and a cultural resource enriching lives across the region.

Bonita Springs has a population of over 53,800 residents. According to 2020 US Census results, the demographics of the city are 86% White, 2% Black or African American, 1.6% Asian, 6% two or more races, and 24% Hispanic or Latino.

Sources: cityofbonitasprings.org; [census.gov/quickfacts/fact/table/bonitaspringscityflorida](https://www.census.gov/quickfacts/fact/table/bonitaspringscityflorida); [niche.com/places-to-live/bonita-springs-lee-fl/](https://www.niche.com/places-to-live/bonita-springs-lee-fl/)

Position Summary

Reporting directly to the Board of Directors and the Executive Committee, the Executive Director (ED) will be responsible for executing CFABS's mission while establishing and implementing the organization's strategic vision. With the assistance of the senior staff leadership, the ED will clearly define and lead the execution of CFABS's expectations and goals in several areas, including fundraising, finance, community building, artistic and educational programming, and high-level administrative functions. The ED will serve as the senior administrative officer, reporting to the board, and public face of the organization, guiding both internal and external stakeholders toward a shared vision for CFABS. The ED will lead, mentor, and guide an exceptional staff focused on achieving outcomes tied to the Centers' mission, vision, and goals.

Roles and Responsibilities

Visionary and Transformational Leader

- Build a deep partnership with the Board of Directors and staff to support the advancement of CFABS, while honoring its legacy, and charting a course for a dynamic future.
- Assess strategic priorities, resources, and direction, with analysis of program success, performance, financial position, ongoing relevance, and mission achievement.
- Cultivate a collaborative organizational structure and culture with cohesive, creative, communicative, and productive partnerships, for internal and external stakeholders.

Community Relations and Fundraising

- Structure and pursue contributed revenue goals, including donor campaigns, major gifts, sponsorships, fundraising events, grants, and other development efforts that increase the number of supporters and depth of support in partnership with the board of directors and staff.
- Identify and cultivate potential individual donors, including major gifts, foundations, corporate partnerships, sponsorships, and other sources of revenue.
- Assess and prioritize fundraising capacity and needs of CFABS.
- Engineer strategies in fundraising, resource development, marketing, and communications to significantly enhance revenues and create a wider base of support that builds upon the loyal financial foundation within the organization.

Management and Operations

- Provide mentorship, encourage professional development, and lead staff performance management for the CFABS team.
- Oversee the effective development and use of operational systems needed to achieve strategic goals and objectives, with a focus on human and financial resources, governance, communications, community relations and technology.
- Have a commitment to diversity, equity, inclusion, and access, able to attract and retain staff and volunteers from a wide range of backgrounds and experiences.
- Implement best practices across both CFABS campuses.

Board Development and Governance

- The ED actively engages with board members to consider and develop practices, structures, and systems that are equitable, sustainable, and dynamic, aligning with plans for future change and growth.
- Inspire effective working relationships with and among the CFABS board of directors, engaging with board to encourage active participation and ambassadorship in the community.
- Partner with the finance committee and CFO to assess and ensure strong fiscal health of CFABS.

Traits and Characteristics

The Executive Director (ED) will thrive working in a collaborative environment, as an engaging, enthusiastic, and accomplished relationship builder with the ability to anticipate and solve problems and deliver results. The ED will possess effective people skills to work collaboratively with board members, staff, artists, community stakeholders and partners, and will be a diplomatic, collaborative, resourceful communicator, and an active listener.

The selected individual will foster cross cultural respect and collaboration and have the capacity to resolve conflict, aligning board and staff efforts toward the shared vision and values of CFABS. The ED will have a deep appreciation for the impact and development of CFABS and a commitment to the future of the organization and its activities in the community.

Other key competencies include:

- **Personal Accountability and Leadership** – The clarity to use positional and relational influence to organize people to pursue a collective vision, managed with a sense of purpose and direction.
- **Planning, Organizing, and Priority Management** – The resiliency to solve problems from a variety of vantage points, while understanding the limited capacity of the organization, and that resources must be allocated to solve these issues in a planned, measured, and orderly fashion.
- **Diplomacy and Interpersonal Skills** – The integrity to uphold the highest ethical standards, while exhibiting tact when communicating with all members of the Bonita Springs and CFABS community.
- **Teamwork** – The dexterity to organize and motivate others while creating a sense of order, direction, and active participation among the board, staff, volunteers, and other stakeholders to achieve collective goals.
- **Customer Focus** – The capacity to anticipate the current and future needs of the constituents of CFABS, and to exceed their expectations.

Qualifications

The qualified candidate will have a bachelor's degree in the arts, arts administration, business, or significant relevant professional experience. Seven years of leadership experience in fields directly related to visual, arts education, and performing arts, festival production or related fields strongly preferred. Direct leadership in event planning, fundraising, community engagement, financial and human relations management, and board governance. Knowledge of nonprofit governance practices preferred.

Must have excellent verbal and written communication skills and the ability to make public presentations. Must be skilled in building community-based programs and delivering mission-based objectives. Must have excellent skills in decision-making, communication, planning, and organization skills, working with a broad range of volunteers, team members, artists, and community partners. Fluency in Spanish would be a plus.

Compensation and Benefits

The Centers for the Arts Bonita Springs provides a competitive compensation package with a salary range between \$137,000 and \$152,000. Employee benefits include paid vacation, sick leave, personal days, and holidays; health, dental and vision, long-term disability; and a voluntary IRA retirement plan.

Applications and Inquiries

To submit a cover letter and resume with a summary of demonstrable accomplishments (electronic submissions preferred), please click [here](#) or visit artsconsulting.com/employment. For questions or general inquiries about this job opportunity, please contact:

Adam Davis, Vice President



4579 Laclede Avenue, Suite 456

St. Louis, MO 63108

Tel (888) 234.4236 Ext. 215

Email CFABSExecutiveDirector@ArtsConsulting.com

The Centers for the Arts of Bonita Springs is committed to diversity and considers all applicants for all positions without regard to race, ethnic background, religion, sex, gender, sexual orientation, national origin, age. For more information about the Centers, please visit www.artcenterbonita.org.