



# Bedford Stuyvesant Restoration Corporation

Executive Vice President for Arts & Culture

Brooklyn, NY, USA



## Background

### ***FOSTER. ENHANCE. PROMOTE. PURSUE.***

#### About Bedford Stuyvesant Restoration Corporation (Restoration)

Bedford-Stuyvesant Restoration Corporation ("Restoration" or "BSRC"), the United States' first community development corporation (CDC), partners with Central Brooklyn residents and businesses to foster economic self-sufficiency, enhance family stability and growth, promote the arts and culture, and pursue strategies to close gaps in family and community wealth to ensure all families in Central Brooklyn are prosperous and healthy.

Restoration was founded in 1967 with the bipartisan support of New York Senators Robert Kennedy, Jr. and Jacob Javits. Since its inception, the organization has brought more than \$700 million in public and private investments to Central Brooklyn, placed more than 20,000 youth and adults in jobs, and helped construct or renovate 2,200 units of housing.

BSRC devotes its resources towards creating significant, sustainable, and demonstrable impact in improving the well-being of local residents and businesses in the following areas:

- **Restoration Plaza** - management, development, and business attraction
- **Employment and Income** - job readiness, sector-specific training, career coaching, job placement and college preparation
- **Housing Stabilization and Homeownership** - finding housing, rental housing and eviction protection, energy efficiency, home ownership assistance and preservation
- **Business Services** - business planning and financing, Minority/ Women-owned Business Enterprise (M/WBE) certification
- **Personal Finances** - financial literacy and one-on-one counseling to reduce debt, improve credit, and enhance savings; benefit screening and enrollment; legal counseling; and social service referrals
- **Health and Wellness** - addressing health disparities by promoting access to healthy, affordable foods and encouraging physical activity
- **Arts and Culture** - multi-disciplinary arts instruction and visual and performing arts programming through the Obie and AUDELCO Award-winning **Billie Holiday Theatre**.

Today, Restoration Plaza's campus is home to two banks, an open-space amphitheater, six performance studios, an art gallery, a supermarket, various stores, a restaurant and the organization's administrative offices. The Billie Holiday Theatre (BHT)- one of the last remaining theaters forged in the aesthetic and sociocultural kiln of America's Civil Rights/Black Arts Movements - is the anchor of the Plaza.

Restoration has a 130-member staff and is overseen and governed by a diverse, 21-member Board of Directors that intentionally reflects the central Brooklyn community, as well as the broad group of institutions and individuals that forms its base of support. Restoration's operating budget in 2021 is approximately \$15 million.

The Billie Holiday Theatre currently has 6 full-time staff, 5 part-time staff, a board of 11, and an annual operating budget around \$1.4 million exclusive of the in-kind, personnel, and facility costs which are provided by Restoration. Exemplifying their commitment to community development, BHT operates out of Restoration's physical space on a fee reimbursement model. Restoration provides core support through funding the facility and staff of BHT, while BHT fundraises independently to cover all artistic programming costs. This partnership empowers BHT to maintain its individual 501(c)(3) status, institutional reputation, and community stakeholders. Restoration's financial, administrative, and structural backstop are essential offerings to the synergism of this partnership.

Please access these links to learn additional information about [Bedford Stuyvesant Restoration Corporation/ArtsandCulture](#) and [The Billie Holiday Theatre](#).

### Looking to the Future – Restoration's Innovation Campus

As the Bedford-Stuyvesant neighborhood gentrifies, ensuring the success of longtime residents is critical to preserving the neighborhood's culture. Restoration has embarked on a quest to redefine its role for the 21st Century.

In 2019, Restoration selected Sir David Adjaye as the master planner for its Innovation Campus. Redesigning the Plaza as a hub for economic development, art and culture and public spaces is part of a five-year plan to reassess Restoration's role for the future. The design continues to recognize the vital role arts and culture plays in creating vibrant opportunities for strengthening the economy, creating jobs, community engagement and creating a sense of place. A comprehensive performing and cultural arts center will be positioned at the heart of the campus.



As the cultural cornerstone of Central Brooklyn, the arts center will continue to be committed to the organization's founding vision to produce and present all forms of art and education by challenging unjust systems that historically prevent artists, institutions, and communities' full access to world-class arts, creative spaces, and resources.

Restoration's Innovation Campus builds on Bedford Stuyvesant Restoration Corporation's history of strengthening the economic upward mobility of Central Brooklyn residents. A first-of-its-kind living laboratory, the Innovation Campus brings together everything the Central Brooklyn community needs to participate in the tech-driven and creative economies. This strategy focuses on reducing the racial wealth gap and creating wealth.

The organizing principle of the Innovation Campus is impact, where like-minded companies and organizations will choose to locate to benefit from proximity to each other and to support the mission of a more equitable economy– a business campus infused with purpose. The campus will create an ecosystem that comprises innovative economic mobility programs alongside major industry anchors and community and cultural organizations, establishing a “virtuous cycle” to help close the racial wealth gap –and create a model that can be replicated in communities across the globe.

## Position

Restoration seeks a dynamic and innovative Executive Vice President for Arts and Culture, to lead all of the art and cultural initiatives that take place on both its current site and its future Innovation Campus.

Reporting to Restoration's President and CEO, the EVP will oversee the day-to-day administrative and operational management of all arts activities on its campus, which are currently marketed under the Billie Holiday Theatre (BHT) brand. In addition to live performance on the Billie's stage, Restoration's arts programming includes the Youth Arts Academy, Skylight Gallery, Black Arts Institute, events on the Plaza, and Institutions-in-Residence program for companies such as Evidence, Cumbe, Frank Silvera Workshop, Noel Pointer Foundation, and Nova Film Festival. As EVP of Arts and Culture, this person also will assume the role of overseeing the Billie Holiday Theatre and all arts programming.

A primary aspect of this role will be working in partnership with senior leaders, fellow Restoration EVPs to create and execute a comprehensive strategic plan that advances the work of the institution and leads it through its next chapter of growth with effective and impactful leadership.

This is an exciting and pivotal moment for arts and culture at Restoration. Today, Restoration provides ages 3 to 103 with educational arts programming; produces, presents, and commissions new and classic works and festivals in theater, dance, music, visual arts, and film; and provides artistic and institutional residencies, across the current campus. Restoration's Billie Holiday Theatre has received local and national recognition for its programming and its longstanding support for Black artists. As the Billie marks its 50th anniversary season, the EVP/ED will have the opportunity to lead a beloved institution that has stood firmly as a beacon for artistic brilliance and innovation.

## Responsibilities

### Strategic Vision and Leadership

- Lead the vision and articulation of an institutional strategic approach to the Arts and Culture initiatives that take place across Restoration's campus; develop both short and long-range strategic plans that embrace the vision of Restoration and achieve its collective mission in a consistent and effective manner.
- Direct and manage the administration of Restoration's Arts and Culture initiatives including direct fundraising and external relations, community relations, presenting & production, educational program development, personnel administration, facilities and financial management, marketing, and communications. This work requires leadership, initiative, and an entrepreneurial spirit, while also engaging and collaborating with Restoration staff.
- Drive community engagement through serving as a vital and accessible resource for the community; reimagining and executing additional uses that sustainably creates stakeholder access to its facilities, with the intention of developing additional revenue streams for Arts and Culture programming and the Theatre.
- Attract and build a high-performing culture of accountability, trust, and collaboration that embraces change and empowers staff; implement transparent and active communication and delegation ensuring staff are kept abreast of decisions made at the senior leadership level; promote intra- and interdepartmental teamwork ensuring staff feel connected to institutional priorities and establish decision-making processes ensuring consistent support in achieving its objectives.
- Provide inspirational leadership and direction to staff, encouraging innovation while ensuring the development and management of an effective organization.
- Cultivate a strong and transparent working relationship with Restoration's President & CEO, senior leadership and BHT's Board that ensures open communication and alignment around the organizational goals.
- Update and brief the Boards of Restoration and the Billie Holiday Theatre on the status of the Arts and Culture division's progress. Serving as the chief liaison, ensure that the board is actively engaged with and well-informed about the organization's activities and work closely with the Board Chair of BHT to advance the agenda.

### Organizational Excellence and Business Acumen

- In partnership with Restoration President and CEO, provide oversight for the effective and sound management of campus-wide arts programming and operational infrastructure including optimizing policies, practices, and systems, ensuring the



organization operates within budget guidelines, and that contractual obligations are fulfilled.

- Provide direction and vision on the strategic framework needed to ensure capacity to achieve programmatic goals and organizational priorities.
- Develop and manage a team of full- and part-time employees; provide empathetic leadership and development to department staff and amplify the contributions through mentorship, strategic instruction, and management.

### Relationship Building & Resource Development

- Act as an ambassador and key spokesperson for Restoration and BHT; as an employee of Restoration play an enthusiastic and influential role in advancing the organization's values and raising the visibility of the institution in the public, philanthropic, political, and cultural communities.
- Build, strengthen, and enhance relationships while building bridges and cultivating new innovative partnerships amongst a broad range of stakeholders; proactively seek out opportunities to increase the organization's influence and reputation locally, regionally, and beyond.
- Partner with Restoration's Development entity to devise and implement a multi-pronged fundraising strategy that expands solicitation activities, engages donors and diversifies funding streams for Arts and Culture initiatives.
- Deepen and enhance Restoration and BHT's engagement with local audiences through partnerships with peer institutions, government agencies, foundations, corporate leaders, and city, state, and regional community organizations.
- In partnership with senior leadership, devise a compelling brand strategy that creates consistency of voice and messaging around Restoration's comprehensive arts offerings and successfully increases audiences and visitors.

### Innovation and Engagement

- Facilitate the development and execution of programs, projects and initiatives that joyfully celebrate Black excellence and presents world-class programming, theatrical productions, and special exhibitions in the Central Brooklyn community and creates revenue opportunities well into the future.
- Foster a culture that yields creative, forward thinking, and thought-provoking programming that sparks new and existing visitors' curiosity and maintains Restoration and BHT's relevance and positioning as a vital voice in the community.

## Qualifications

The Executive Vice President/ED will possess the following professional and personal qualities, skills, and characteristics:

- Preferred candidates will have a commitment and connection to the missions of Restoration and Restoration's Arts & Culture programming, and an unwavering belief in the transformative role of arts and cultural education in empowering and sustaining thriving communities.
- A "big-picture thinker" with proven success moving from conceptualization, managing multiple iterations of the concept, to goal-oriented implementation and clear execution; ability to set the vision and to develop and promote the strategies needed to advance the work.
- Proven organizational and administrative experience with budgets, staffing, deadlines, deliverables, and ability to think strategically about the resources needed for sustainability and growth.
- A highly respected, collaborative, and diplomatic professional with a track record of success leading a growing organization of similar size and complexity and experience and facility with Board leadership
- A financially savvy and politically astute leader with the ability to set clear priorities, delegate, and guide investment in people and systems; systems-oriented with keen analytic, organization and problem-solving skills, which supports and enables sound decision making.
- Demonstrated success and appreciation for fundraising; ability to galvanize support and generate excitement while effectively partnering with staff and stakeholders in the process.
- Exemplary relationship-building skills; highly respected yet humble and approachable leader with a genuine interest in creating and nurturing with a breadth of constituents.
- Outstanding presentation and communication skills; possess the experience and proclivity to be a charismatic spokesperson, relationship builder, and fundraiser.
- Nimble and entrepreneurial; ability to be proactive and creative in overcoming obstacles and resource constraints and to lead through change and growth in an evolving landscape.
- Empathic leader with high emotional intelligence who values trust, ethics, integrity, and transparency; a leader with the ability to foster and build communities of care that yield a deeper sense of well-being.

- Bachelor's degree or equivalent experience, five years of senior leadership experience in non-profit or for-profit environments, with a minimum of eight years of progressive management experience.

## Compensation & Benefits

The Executive Vice President & Executive Director position offers a competitive salary range of \$175,000–\$200,000 and comprehensive benefits package.

## Commitment to Equity

Bedford Stuyvesant Restoration Corporation is committed to providing equal employment opportunity for all employees and applicants, and does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, gender expression, age, national origin, ancestry, genetic information, disability, whistleblower status, or any other category protected by state or federal law. Restoration strongly encourages people with traditionally marginalized identities to apply.

## DRG Talent

We serve nonprofit organizations that care for, inspire, and enrich the lives of people all over the world. Our team of talent advisors shares a commitment to the values that matter to our clients, bringing more than 30 years of experience to serving the nonprofit community.

Our mission is to support nonprofits in bringing together the right leadership, talent, culture, and structure—so people and organizations can thrive.

This position description is based upon material provided by Bedford Stuyvesant Restoration Corporation.

Bedford Stuyvesant Restoration Corporation, its board members, President & CEO, executives and employees are committed to providing equal employment opportunities for all persons regardless of race, creed, color, national origin, ethnicity, gender, religion, source of income, sexual orientation, age, familial status, military status, domestic violence victim status, predisposing genetic characteristics, employment status, arrest or conviction record or any other characteristic protected by federal, state or local law. Equal employment opportunities extend to all aspects of the employment relationship, including hiring, transfers, promotions, training, terminations, working conditions, compensation, benefits, and other terms and conditions of employment.

To apply to this position, please click [HERE](#).





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