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Foundation** **tBf**

ID: the Cultural Equity Incubator logo features a rippling circle descending into a crescent moon. Below, the ripples connect the logos of the CEI Core Partners—Midday Movement Series, Digital Soup, Art in the Antilles, Abilities Dance Boston, The Flavor Continues, Danza Orgánica, Dunamis, Arts Connect International, MassCreative, and Arts & Business Council of Greater Boston—with the logos funding partners: Barr Foundation, Mayor's Office of Arts and Culture, Midway Artist Studios, and The Boston Foundation.

Cultural Equity Incubator

15 Channel Center Street, Suite 103, Boston MA 02210
culturalequityincubator.org | www.artsconnectinternational.org | [@artsconnectint](https://twitter.com/artsconnectint)

CEI CAPITAL CAMPAIGN FUNDRAISING DIRECTOR*

The [Cultural Equity Incubator \(CEI\)](#) seeks to hire a Capital Campaign Fundraising Director who leads the action and management of the CEI's capital campaign for a permanent space in Boston. After the capital campaign, this position has the opportunity to transform into a CEI Fundraising Director. This position reports directly to the CEI leadership council as a part of our circular and shared leadership structure.

Apply by: Dec 1, 2024 [applications reviewed on a rolling basis]

Tentative start date: January 6, 2025

Hours: Full-time, 40 hrs / week

Location Commitment: Remote or hybrid

Compensation: \$125K annually + benefits \$8K healthcare, \$2K technology, \$1K professional development, 40 days paid leave (4 weeks vacation + 1 week paid holidays + 5 sick days)

HOW TO APPLY:

Via this [GoogleForm](#) please upload either a cover letter, or a short video (via link), and your resume introducing yourself and why you would like to work with us. Email incubator@artsconnectinternational.org with any questions, feedback, etc.

Black people, Indigenous people, people of color, immigrants, disabled people, and LGBTQIA+ folks are strongly encouraged to apply. For full consideration for this position please apply by **December 1, 2024**. This position will remain open until filled and applications will be reviewed on a rolling basis.

ABOUT THE CEI CAPITAL CAMPAIGN FUNDRAISING DIRECTOR:

The CEI Capital Campaign Fundraising Director is a visionary who is skilled and passionate about raising funds for collective processes. They are committed to intersectional racial equity and believe that participatory and collaborative work is essential to collective well-being. They value multiple perspectives and ways of knowing, and are excited about the community the CEI has fostered and continues to evolve. They may or may not identify as an artist, but believe in the transformative power of the arts.

As an employee of Arts Connect International (ACI) (fiscal sponsor of the CEI) the Capital Campaign Fundraising Director will work to manage and oversee the CEI's fundraising efforts, specifically as they pertain to our capital campaign. The Capital Campaign Fundraising Director is directly responsible for leading fundraising strategy, overseeing administrative duties, and the overall management of this capital campaign.

This position reports directly to CEI's leadership council (representatives from the CEI's core organizations) as a part of our shared leadership structure. [CEI core partners](#) will assist the Capital Campaign Fundraising Director in the capital campaign, although the Fundraising Director will be responsible for the overall execution of the campaign.

After the capital campaign, there will be the opportunity to extend the position to a permanent Fundraising Director position at the CEI.

JOB RESPONSIBILITIES:

- Capital Campaign:
 - Strategically plan and design a multi-million dollar capital campaign for a permanent space in Boston for the CEI.
 - Lead project management of this capital campaign.
 - Support, mentor, and manage (as appropriate) CEI leadership council members working collaboratively, paying attention to various work and learning styles.
 - Build scaffolding and infrastructure for the CEI capital campaign.
 - Set goals and metrics of success for a multi-year, multi-million dollar campaign.
 - Cultivate and maintain funding relationships for the CEI.
- Meetings & Facilitation:
 - Plan and facilitates check-ins with CEI leadership council members as needed.
 - Train (as appropriate) CEI leadership council members in engagement with funders
 - Meet with stakeholders to the campaign, including funders and other community leaders.
- Other Responsibilities & Opportunities:
 - Works with CEI leadership council members to create communications materials pertaining to CEI fundraising.
 - Opportunity to expand into a more permanent fundraising position for CEI partners.
 - Opportunity to hire a fundraising team and work collaboratively with other fundraisers.
 - Fundraises for the CEI's sustainability and future space.
 - Dreams into new ways of being and relating to capital.

JOB REQUIREMENTS:

- Fundraising experience with a proven track record of securing funding for innovative projects.
- Fluency in Google Suite.
- Ability to effectively work with a multiplicity of people with care, integrity and authenticity – including awareness of learning styles, communication styles, etc.
- Committed to intersectional anti-racism as core principle of the work (training provided as part of onboarding process).
- Committed to deeply collaborative work.
- Ability to sit through 40 hours of work / week.

IDEAL CANDIDATE QUALITIES:

- Committed to equity and principles of intersectional social justice.
- Transparent with high integrity as a leader and human being.
- Strong organizational abilities.
- Excellent manager who does well with various learning types and styles.
- Visionary leadership skills that allow for risk-taking, innovation, and growth.
- Creative problem solver able to receive, give, and incorporate feedback.
- Start-up mentality and can adapt to changes in the type of work being done.
- Excited to build new things and take risks.
- Culturally competent, thoughtful and possesses humility and the desire to learn.
- Artistic practice and/or inquiry and/or appreciation.
- Willingness to work collaboratively with all types of people.
- Exceptional communicator - both as a writer and community catalyst, possessing the ability to mobilize people and resources to accomplish shared mission(s) and goal(s).
- Based in and/or deeply rooted in Boston community(ies).
- Strong public speaking and presentation ability.

JOB CONTEXT & SUPPORT:

- This position collaborates with all of the Cultural Equity Incubator (CEI) core partners.
- The CEI rents a physical office space at the Midway Artists Studios through the end of 2025.

TIME & LOCATION COMMITMENT:

This position is anticipated to be 40hrs per/week.

The CEI is located in Boston. An ideal candidate will have knowledge of Boston and its surrounding areas and is welcome to work at the CEI. Remote and hybrid options are also available.

The CEI offices are accessible with automated doors and a small lift for short stairs, and equipped with a shared conference room, 2 small rooms with doors that close, an open work space, general office supplies, snacks, and internet.

COMPENSATION:

This position's salary is set by a collective agreement between CEI leadership council

members. This position's annual salary pre-benefits is estimated at \$125,000.00

The position will receive the following benefits:

- 1) 4 weeks of paid vacation annually
- 2) 1 week of paid sick leave (5 days)
- 3) 1 week of paid holidays (5 days) decided upon by the co-director (i.e. Diwali, Valentine's Day, Juneteenth, etc.)
- 4) \$8K annually in healthcare reimbursement / support
- 5) \$2K annually in technology support
- 6) \$1K annually in professional development

The salary, benefits, and vacation package being offered are subject to change at any time at Arts Connect International and the Cultural Equity Incubator's sole discretion.

CEI'S BACKGROUND & MISSION:

The [Cultural Equity Incubator \(CEI\)](#) is a collective action initiative and shared workspace designed by and for arts and culture leaders committed to intersectional racial equity and creative justice in Boston. The initiative is in Year 4 of existence at Midway Artist Studios in Boston's Fort Point district.

The CEI is made up of nine Boston-based core partners and satellite organizations that serve, and/or are led by, QTDBIPOC (Queer, Trans, Disabled, Black, Indigenous and People of Color) artists and arts leaders representing a variety of arts disciplines, including: Abilities Dance Boston, Art in the Antilles, Arts & Business Council of Greater Boston, Arts Connect International, Danza Orgánica, Dunamis, Midday Movement Series, and The Flavor Continues. These partners are currently exploring emergent and collective approaches to non-profit fundamentals like governance, fundraising, marketing, infrastructure and programming. Through this process, the collective aims to decenter the individualist, white supremacist work ethic embedded in the US non-profit business model, instead centering community care and joy while pursuing intersectional racial equity and creative justice.

The CEI was formed to address disunity and scarcity mentality in the arts and culture sector, prioritizing collective community health over productivity. CEI partners have moved their respective communities towards collective action and equity, using a shared commons approach to realize collective governance, programming, and budgeting.

The collective is looking towards next steps, dreaming about the future we want to co-create. We are ready to offer our learnings, which will nurture the collective and our respective communities, working towards collective liberation for all. There is a collective need to find a future space to ensure the CEI's sustainability and longevity, as well as to address partners' space needs.

The CEI is currently fiscally sponsored by Arts Connect International (ACI).

CEI'S LEADERSHIP STRUCTURE:

In alignment with collective action principles, the Cultural Equity Incubator (CEI)

features a non-hierarchical leadership structure where representatives of each of the **nine partner organizations** share leadership of the CEI. Each partner has equal decision-making power within the collective, regardless of organization size.

ADDITIONAL DETAILS:

No one candidate will be perfect for this job. The skills and experience needed to be successful in this job exist on a spectrum. Frequently cited statistics show that candidates with disabilities, BIPOC candidates, women, and members of marginalized and/or systematically excluded groups apply to jobs only if they meet 100% of the qualifications. ACI is happy to leave that statistic in the past and every member of the ACI team receives training and professional development. No one ever meets 100% of the qualifications. Please just apply. [language borrowed from ImpactBoston]