



EXECUTIVE DIRECTOR
STONEWALL NATIONAL MUSEUM & ARCHIVES
Fort Lauderdale, Florida
[Stonewall National Museum & Archives](https://www.stonewallnationalmuseum.org/)



The Aspen Leadership Group is proud to partner with the Stonewall National Museum & Archives in the search for an Executive Director.

The Executive Director of the Stonewall National Museum & Archives (SNMA) will excite organizational growth, drive significant fundraising efforts, and begin to develop a long-term plan to achieve heightened national visibility with an eye toward creating a physical presence in Washington, D.C., while maintaining a strong presence in the South Florida region.

Founded in 1973, the Stonewall National Museum & Archives is a 501(c)(3) cultural organization whose mission is to promote understanding through the collection, preservation, and sharing of the proud culture and heritage of lesbian, gay, bisexual, and transgender people and their significant role in American society.

Stonewall National Museum & Archives is one of the leading independent museums and archives in the country solely devoted to the acquisition, preservation, and exhibition of LGBTQ+ history. Now in its 45th year of operation, SNMA offers research materials, archival collections, exhibitions, and educational and social programming that are unmatched by any other institution in the nation. Stonewall is built on four programmatic pillars: the **Paul Fasana and Robert S. Graham Archive**, the **Stonewall National Library and Stonewall National Library Special Collection**, the **Stonewall Museum & Galleries**, and the **Stonewall National Education Program (SNEP)**.

The **Paul Fasana and Robert S. Graham Archive** contains more than 30,000 items stored in a climate-controlled facility with storage space spanning more than two thousand linear feet. The archive houses documents, public records, private archival materials, and a host of historic items which, together, document a century of LGBTQ+ cultural and social history. It is used by scholars, writers, documentarians, community leaders, historians, researchers, and members of the general public.

The **Stonewall National Library** is the largest LGBTQ+ circulating library in the United States, holding more than 28,000 books and DVDs. Open to the public, the John C. Graves Reading Room offering more than 60 national and regional periodicals for daily consumption along with access to the collection.

In addition, the **Stonewall National Library Special Collection** is comprised of rare and valuable books, including original works by Oscar Wilde, Walt Whitman, Charles Warren Stoddard, and Radclyffe Hall. Signed works are also housed from such notable authors as Truman Capote, Gertrude Stein, Larry Kramer, and others. Access to the special collections is available by appointment.

The **Stonewall Museum & Galleries** is made up of four gallery spaces dedicated to rotating exhibits, a permanent, historical display, and special archival displays. The museum presents exhibits from national, regional, and local artists in the LGBTQ+ context, both historic and contemporary. Recently, in partnership with the U.S. Holocaust Memorial Museum, Stonewall mounted the exhibition *Nazi Persecution of Homosexuals, 1933 to 1945*. In addition, the museum hosts monthly lectures, workshops, films, literary discussions, historic and educational exhibitions, panel discussions, and social gatherings for arts engagement.

Finally, Stonewall National Museum & Archives operates one of the most important national education programs in support of LGBTQ+ children, the **Stonewall National Education Project** (SNEP). Through its network of academic professionals, SNEP convenes an annual symposium and training program for school district administrators, mental health counselors, and teachers addressing how best to ensure the emotional success of LGBTQ+ students in the public-school system. The only program of its kind in the United States, SNEP provides an opportunity for practitioners to share best practices at a school-district level, thus having a broader impact, locally. Using this strategy, lessons learned in the education program impact the lives of 4.5 million elementary through high school students annually across more than 60 school districts. With SNEP, Stonewall partners with other LGBTQ+ organizations throughout the country to form a web of knowledge.

SNMA is governed by a [Board of Directors](#) consisting of sixteen committed local, regional, and national LGBTQ+ leaders and is guided by an impressive [National Advisory Council](#), consisting of major thought and action leaders in the museum-world and in the LGBTQ+ equality movement. The Board of Directors is committed to furthering the diversity and inclusivity of the LGBTQ+ community within Board membership – consistent with SNMA's commitment to diversity, equity, and inclusion is all of its activities, events, and exhibits.

In 2018, the Board engaged a strategic planning consultant who provided guidance for the development and recent approval of its current strategic plan, *The Future of Our History: A Strategic Plan for 2019-2021*, which includes specific action items, deliverables, and delivery dates for the next three years. In addition to completing this strategic plan, through joint efforts of the National Advisory Council and the Board, we engaged a recognized national public relations/branding firm to undertake a study and to provide guidance with respect to our brand name.

SNMA's operating budget is currently supported by Board contributions, donors, state and local grants, special events, corporate sponsorships, foundation grants, and partnerships.

REPORTING RELATIONSHIPS

The Executive Director will report to the Chair of the Board of Directors.

PRINCIPAL OPPORTUNITIES

Since its inception 45 years ago, SNMA has emerged as a formidable cultural institution. Throughout our history – with the passion and commitment of many pioneers – we have grown from a local library to a highly regarded intellectual and cultural resource for our South Florida community, with impact and presence well beyond our local roots.

Today, when the rights of the LGBTQ+ community are challenged and threatened in the public sphere, it is imperative that our LGBTQ+ stories, history, and culture be collected, documented, and preserved. The next generation of LGBTQ+ leaders and activists, as well as the larger society, must be informed by our work, so that the lessons of history are never lost.

Over the past five years, the Board of Directors of the Stonewall National Museum & Archives, South Florida community leaders, and national LGBTQ+ community leaders have discussed the need for a repository – a national museum – of LGBTQ+ history in the nation's capital. After thoughtful consideration, the Board, in consultation with members of its National Advisory Council, approved a three-year plan which, while reaffirming its commitment to its roots in South Florida, sets forth a leadership position for SNMA in creating a trajectory of growth and change that includes the creation of a national presence in Washington, D.C. We believe our recently adopted strategic plan articulates the necessary steps needed to achieve this vision: a solid, effective South Florida presence which will serve as a fulcrum to catapult our vision to a national scale which relies upon a national capital campaign.

To lead the organization in fulfilling this vision, the Board of Directors is seeking a dynamic, experienced leader who is committed to equality and visibility for the LGBTQ+ community on the national stage, who can inspire our community to think boldly about the future, and who will ensure that SNMA remains on sound financial, programmatic, and operational footing in South Florida as it aspires towards increased national impact.

The position will be located in Fort Lauderdale, Florida.

The opportunity to take up the challenge put forth by the Board of Directors to not only reaffirm the presence of the Stonewall National Museum & Archives in South Florida, but to reach beyond comfort, and carefully and thoughtfully guide the organization to a national presence, is the professional opportunity of a lifetime. It will take a leader who shares the vision of the Board of Directors and is capable of steering the organization through the twists and turns of the roadmap of its strategic plan. It will take a consensus builder who can inspire the community and make the intangible concrete. It will take a solid manager who can assure that the staff are reaching their potential; as well as ascertain a solid, dependable, and growing financial model that scales-up with the maturity of the organization. It will take a thoughtful and courageous trailblazer to successfully extend the organization's reach beyond its current network of supporters to attract and capture the beauty of our diverse LGBTQ+ community and history.

—Ronald Herron, Chair, Board of Directors

PRIMARY RESPONSIBILITIES

The Executive Director will

- provide an exemplary level of leadership that will assure continued growth and financial stability for the South Florida presence of SNMA;
- articulate *The Future of Our History: A Strategic Plan for 2019-2021* in all arenas, both internally and externally, implementing the plan while fostering a spirit of success among the Board of Directors, National Advisory Council, the South Florida community, and other constituents and stakeholders;
- drive and implement a full range of fundraising initiatives that assure diverse sources of contributed income;
- develop and maintain strategic relationships with key stakeholders including community and national leaders, peer organizations, volunteers, advocates, and supporters;
- elevate SNMA as the premiere LGBTQ+ museum and archives in the United States with a prominent national presence and initial the development of a long-term strategic and financial plan, focused on achieving heightened national visibility with an eye toward creating a physical presence for a national LGBTQ+ museum in Washington, D.C. ;
- be a diplomat, advocate, and consensus builder on behalf of SNMA and the LGBTQ+ community, ensuring that the diverse voices that comprise the LGBTQ+ community are engaged and respected;
- manage and mentor staff and volunteers, both directly and indirectly;
- develop and implement systems, policies, and procedures that ensure cost-effective management, accurate budgeting, transparent fiscal oversight, and financial accounting practices of an annual operating budget in excess of \$900K.

KEY STAKEHOLDERS



Larry Karnoff, J.D.

Interim Executive Director

Board Chair Elect (as of Jan 1, 2020)

With more than 30 years as a fundraising professional, Larry Karnoff has raised and helped raise more than \$500 million in donations from individuals, grant makers, and government entities for local, national, and international nonprofit organizations.

Larry has held positions with Feeding America, American Friends of The Hebrew University, Carnegie Library of Pittsburgh, Allegheny General Hospital, and University of Pittsburgh. He has led development departments, capital campaigns, and planned giving programs.

Larry has also consulted with numerous nonprofit organizations in support of their organizational and fundraising efforts. He has authored an educational book on the art and science of fundraising published as part of a series produced by the Pittsburgh Community Technical Assistance Center, was a featured writer on the value of planned giving in endowment campaigns for *Advancing Philanthropy*, and generated an ongoing column on fundraising ethics for the Western Pennsylvania Chapter of the Association of Fundraising Professionals. Larry is a regular lecturer and trainer in fund development and planned giving.

Larry has been a member of the Stonewall National Museum & Archives Board of Directors since 2016, chairing the Finance Committee, the Development Committee, and the Structure and Governance Committee and most recently holding the position of Vice Chair. He is humbled to be asked to help lead Stonewall as Interim Executive Director during this transition. He splits his year between Pittsburgh and Boca Raton, where he lives with his husband, Jim McDonald.



Jacki Bennett
Board Vice Chair
Chair of the Development Committee

Jacquelyn “Jacki” Bennett serves as Chief Administration Officer, South Florida Institute on Aging. Previously, she served as the Chief Administrative Officer at the Wyss Foundation, located in Washington, D.C., where she has been responsible for providing the vision, strategy, and operational direction to the finance, information technology, grants management, human resources, facilities, and planning and evaluation activities of the foundation.

Before joining the foundation, she served as the Chief Operating Officer for Freedom House, an international NGO, dedicated to the expansion of freedom and democracy around the world. Jacki has served in senior staff positions at the National Council of State Housing Agencies, the Human Rights Campaign, and as Operations Director of the Gore 2000 presidential campaign. Jacki served in the Clinton Administration as the Finance Manager for the White House Office, and on the staff of Senator Tom Harkin (D-IA). A native of Iowa, Jacki is a graduate of Iowa State University. She and her wife, Liz, currently live in Fort Lauderdale, with their vizsla, Bettie.



Chuck Wolfe
Board Member

With a career that has taken him from the Florida Governor’s office, to the Board of the Boy Scouts of America, and to being COO of the American Legacy Foundation, Chuck served for 12 years as President and CEO of the Gay & Lesbian Victory Fund, and CEO of the Leadership Institute. He has helped numerous LGBT political candidates win elections nationwide, and nurtured the skills of those who aspire to be in office. He led the President Appointments Project, which has helped more than 300 LGBT people land appointments within the Obama Administration. He is co-founder of Wolfe/Kinkennon, a strategy/planning/communication firm. Currently he serves as President and CEO of the Chile’s Restaurant Group and lives in Tampa.

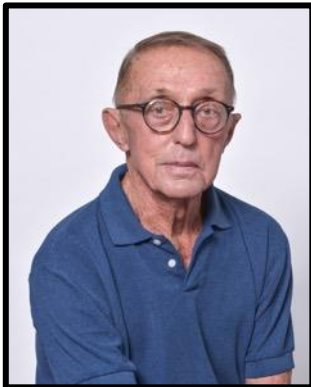


Justin Estoque

Co-Chair, National Advisory Council

Justin Estoque oversaw the planning, design, construction, and inaugural programs of the Smithsonian's National Museum of the American Indian with a fundraising goal of \$199 million. Later Justin directed NMAI's Executive Planning Office, and acted as the museum's Associate Director in charge of international engagement programs. In 2013 Justin was appointed Executive Vice President of the Autry Museum of the American West. Previous positions held were Chief Operating Officer, Institute of Museum and Library Services, and adjunct faculty, Bank Street College's museum education graduate program. Justin's board leadership experience includes the National LGBT Museum New York project, VOX Femina LA, and the Mesa Verde

Foundation. He is a member of the LGBT Alliance Steering Committee of the American Alliance of Museums, Stonewall 50 Consortium, and a singing member of the Gay Men's Chorus of Los Angeles where he volunteers as a fundraiser. He lives in Los Angeles.



Paul Fasana

Chief Archivist

After earning an MLS from the School of Library and Information Science, University of California, Berkeley in 1960, Paul Fasana enjoyed an extensive professional life in academic and research libraries. Early in his career, he worked at the Columbia University Library, developing automated systems for library functions. He worked for 25 years in progressively responsible positions at the Astor Lenox Tilden Foundation and the Andrew W. Mellon Research Libraries, and retired as Senior Vice President of the New York Public Library. He has served as the volunteer Chief Archivist at Stonewall

National Museum & Archives since 1995. Paul is the recipient of SNMA Legacy Award which was renamed "The Paul Fasana Legacy Award" in 2018 to recognize his extraordinary service and generosity throughout his 35 years at Stonewall.

PREFERRED QUALIFICATIONS

Stonewall National Museum & Archives seeks an Executive Director with

- the ability to tell the SNMA story succinctly, passionately, and purposely with a fervor for preserving and celebrating the proud history and culture of the national LGBTQ+ community;
- a deep appreciation for the role of museums in society, the challenges museums face, and a creative problem-solving approach to meeting those challenges;
- a commitment to inclusivity and the skill set needed to partner with a diverse constituency – including the empathy needed to ensure engagement across a wide spectrum of ideas and experiences;
- demonstrated business acumen with experience in creating a budget, managing revenue and expenses, overseeing cash flow, reporting financial and other requirements to funders, and reporting quarterly financials to a governance board and its committees;
- specific knowledge and successful experience in donor cultivation and fundraising;

- skill at executing both short-term initiatives and long-term strategies including high level competencies in strategic thinking, relationship building, and managing others with an orientation toward measurable results;
- demonstrated experience in establishing and nurturing corporate relationships, community partnerships, and LGBTQ+ connections and the ability to be effective in establishing and nurturing collaborative relationships with similarly missioned organizations;
- a demonstrated capacity to work successfully with an engaged governance board and with a well-positioned and committed National Advisory Board; and
- previous managerial/leadership experience working in/with museums, curators, archivists or other mission-focused "historic preservation" organizations (preferred).

A bachelor's degree in business, the humanities or a field related to the duties of this position is required for this position, as is five years of experience in an executive or senior leadership role within a nonprofit cultural organization, preferably with an annual budget consistent with that of SNMA. An advanced academic/professional degree in not-for-profit leadership, finance, museum studies or any applicable field within the humanities is preferred.

DIVERSITY, EQUITY, AND INCLUSION

SNMA corporate by-laws contains the following article on diversity and inclusivity:

"Article III. Non-Discrimination. In all its activities, events and exhibits, SNMA will not discriminate on the basis of sex, race, color, religion, national origin, age, disability status, veteran status, sexual orientation, gender identify or gender expression."

The recently adopted *Strategic Plan 2019-2021: The Future of Our History* explicitly elevates SNMA's commitment to inclusivity. The Board intentionally and actively recruits new Directors to further the diversity and inclusivity of the LGBTQ+ community within Board membership. Currently, the Board has sixteen members, eleven of whom are gay, three of whom are lesbian, one of whom is pansexual, and one of whom is transgender. Four members are people of color. The full-time staff consists of three individuals, two of whom are lesbian and one of whom is transgender.

SNMA's exhibition and public programs seek balance and breadth in their presentation of the intersectionality within the LGBTQ+ community. For example, in recent years SNMA has presented the following successful exhibitions: *Nazi Persecution of Homosexuals 1933-1945* presented in partnership with the United States Holocaust Memorial Museum, July 2018; *Trans Cuba – Photographs by Mariette Pathy Allen*, May 2018; *I Am Here: The Lesbian Portraits, Photographs by Robert Kalman*, September 2016; *Living In Limbo – Lesbian Families in the Deep South, Photography by Carolyn Sherer* presented in partnership with the Birmingham Museum of Civil Rights, April 2015; *Queer Kids: Coming Out In America – Photographs by Michael Sharkey*, October 2014; and *Transcending Gender: Bodies & Lives*, September 2014.

SNMA has focused attention on high level diverse and worthy individuals through its award and recognition program at its Annual Gala Event, with the 2019 SNMA Icon Award being presented to Miss Major Griffin-Gracy (African American participant in the Stonewall Riots, transgender elder, and activist) and the 2019 SNMA Visibility Award to Jazz Jennings (young, courageous, trans LGBTQ+ rights activist). Currently, the Collections Committee is charged with designing a strategy to expand the inclusivity of its collection, across the diversity of the LGBTQ+ community.

SALARY & BENEFITS

The Stonewall National Museum & Archives offers a competitive salary and benefits package.

LOCATION

This position is located in Fort Lauderdale, Florida. It is essential that the Executive Director be available to and engaged in the South Florida LGBTQ+ community and its organizations in order to build meaningful relationships with SNMA's long-standing donor base.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. Before submitting your materials, please read them over for accuracy. Review of applications will begin immediately and continue until the successful candidate has been selected.

To apply for this position, visit:

<https://opportunities.aspenleadershipgroup.com/opportunities/525>.

To nominate a candidate, please contact Angelique Grant:

angelique@aspenleadershipgroup.com.

All inquiries will be held in confidence.