



EXECUTIVE DIRECTOR
[STONEWALL NATIONAL MUSEUM & ARCHIVES](#)
Fort Lauderdale, Florida

stonewall
national museum & archives

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 commit to strengthening the inclusivity of SNMA's collections with an eye toward being relevant in the national LGBTQ+ historical and heritage conversation, 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 LGBTQ+ 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 49th 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 offers 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.

The Stonewall Museum & Galleries is made up of gallery spaces dedicated to rotating exhibits highlighting SNMA's own collections; a permanent, an interactive, and historical digital display; and special archival displays. The museum presents exhibits from national, regional, and local artists in the LGBTQ+ context, both historic and contemporary. In addition, the museum hosts online conversations, 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 17 committed local, regional, and national LGBTQ+ leaders and is supported by an impressive assembly of major national 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 SNMA collections, exhibits, and archives, as well as within its Board membership – consistent with the recommendations of the SNMA Anti-Racist Task Force of February 2021.

In 2021, the Board engaged a strategic planning consultant who provided guidance for the development of its most recent three-year strategic plan, which includes specific action items, deliverables, and delivery dates.

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, Jacquelyn Bennett.

FROM THE CHAIR

Since its inception 49 years ago, Stonewall National Museum & Archives has been emerging as a formidable, nationally recognized cultural institution. All who love and support SNMA believe it is imperative that LGBTQ+ stories, history, and culture be collected, documented, and preserved. It is equally important that there exist opportunities and possibilities for our stories to be re-told, for the collections to be researched, for the archives to be utilized to educate and inform the next generation, and for our culture and heritage to be felt in meaningful ways. SNMA's uniqueness is its ability to attract national scholars, educators, authors, and researchers to its collection, while remaining a comfortable and welcoming place for locals and sun-seeking tourists, alike, to browse our collection-focused exhibits and extensive library.

I was personally drawn to SNMA because of this mission. I came out as a freshman at Iowa State University in the fall of 1982. I spent my college years on the front lines of ISU's "evolvment" on LGBTQ+ matters by founding and leading its first LGBTQ+ student organization, rotating through the dorms as a counter to the homophobic rhetoric of the University's student conservative organizations, and drafting revisions to ISU's Student Preamble to protect LGBTQ+ students from discrimination. I went on to lend my LGBTQ+ voice and representation on the staff of Senator Tom Harkin (D-IA), and within the White House as a member of the Clinton Administration. I am proud to be present in the first-ever picture taken of self-identified LGBTQ+ staff alongside a sitting US President in the Oval Office. Knowing that picture is highlighted today in the Clinton Library gives me a sense of great pride. I spent seven years at the Human Rights Campaign, capping off decades of work and effort. To give my time and energy now in the preservation of LGBTQ+ history and heritage has been a culmination of my life's call to purpose.

I am proud of the organization's efforts to strengthen its collection with the stories and voices of marginalized LGBTQ+ people. The work is hard and intentional and the mirror we hold up to ourselves does not reflect where we need to be. However, the determination to be an anti-racist collection, and organization is steered in the commitment the Board has made to each other and to our community.

To lead the organization, the Board of Directors is seeking a dynamic, people-focused visionary who is committed to strengthening and utilizing the exceptional archive and collection in meaningful and impactful ways, and who will ensure that SNMA remains on sound financial, programmatic, and operational footing in South Florida as it aspires toward increased national impact.

The opportunity to take up the challenge put forth by the Board of Directors — not only to reaffirm the presence of the Stonewall National Museum & Archives in South Florida, but to reach beyond our local identity, carefully and thoughtfully guiding the organization to a more national presence, while strengthening the collection and the institution in its goal of being inclusive of the diverse LGBTQ+ culture and heritage — is the professional opportunity of a lifetime. It will take a leader who shares the vision of the Board of Directors and can provide the vision, strategy, and thoughtfulness necessary to address the needs of a local library and tourist destination with the rigor, focus, and competence required of a nationally recognized, research and academia destination. It will take a consensus builder interested in connecting with the vibrant local LGBTQ+ community as well as a voice in the national LGBTQ+ archive and education conversation. It will take a solid manager who can assure that the staff continue to reach for their potential; as well as ascertain a solid, dependable, and growing financial model that scales-up with the maturity of the organization.

—Jacquelyn J. Bennett, Chair, Board of Directors

STONEWALL NATIONAL MUSEUM & ARCHIVES' COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

Stonewall National Museum & Archives (SNMA) aspires to be a voice recognized nationally as authoritative and influential in the collection, preservation, and accessibility of American LGBTQ culture and history. To do so, SNMA's leadership understands their obligation to explore whether Black, Indigenous, Latinx, Asian and Pacific Islander communities — referred to in this document as Black, Indigenous and People of Color, or BIPOC — are equally served by SNMA's "business-as-usual" perspectives, as well as whether its current institutional voice is fully inclusive of the diverse LGBTQ experience in the United States.

SNMA's beginnings centered around white, cisgender gay men, and likewise, the growth in its collections, holdings, and leadership and programs has mostly followed. The founders and supporters were visionaries who dreamed big. Today, an even bigger dream must be realized. SNMA leadership understands that all individuals and organizations can be limited by their own biases, and that we all have the capacity to keep learning and doing better. SNMA acknowledges that its own history does not fulfill its mission "that inspires and promotes understanding through collecting, preserving, and sharing the proud culture of lesbian, gay, bisexual transgender and queer people of all stories, and their significant role in American society." Up to this point, BIPOC, LGBTQ+ voices, culture, and history were not fully included. SNMA is ready to live more authentically and comprehensively into its mission and meet the necessity of examining how SNMA can be more intentional in its goals to be anti-racist in its people (leadership, staff, and audiences), its collections and holdings, and in its programming.

Aligned in its desire to be a progressive voice for change in the museum and LGBTQ communities, the SNMA Board of Directors created the SNMA Anti-Racism Task Force in the fall of 2020. The Task Force was charged with helping the board, patrons, staff, and volunteers learn and understand how past actions (intentional or otherwise) advanced white supremacy and racism within the organization. The Task Force also was charged with recommending actions to rectify shortcomings and operate as an anti-racist LGBTQ+ organization. Starting with its first meetings in September 2020, the Task Force embraced a mission to outline a set of deeply rooted, intentional directions that would create an organizational culture of racial/ethnic and gender inclusion, be sustainable, and shift all policies and practices of SNMA toward an anti-racist agenda.

The Task Force did not shy away from recommending measures that affect bold change. It strove to propose more opportunities for a broader range of people to participate in SNMA's offerings, even as this requires SNMA and its board to take risks which move some members, donors, and staff beyond their comfort zones. Diversification of holdings, people, and programs would be purpose-driven rather than passive. Task Force recommendations adopted by the board must arise out of conscious intention to understand, incorporate, and lift up the contributions of BIPOC LGBTQ+ people in queer culture and history, its own BIPOC members and the BIPOC communities beyond SNMA. Regardless of any content SNMA puts on the web or its exhibition walls, however well-intentioned, SNMA cannot simply expect these BIPOC LGBTQ+ communities to engage with us without building authentic, meaningful, and reciprocal relationships.

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 SNMA's Strategic Plan and the recommendations of the SNMA Anti-Racist Task Force in all arenas, both internally and externally, implementing the plan and the recommendations while fostering a spirit of success among the Board of Directors, the local and national LGBTQ+ communities, 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;

- 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; and
- 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 \$500K.

LEADERSHIP

Jacquelyn Bennett

Chair

Jacquelyn “Jacki” Bennett currently serves as the Chief of Staff at the American Society on Aging (ASA). As CoS, she manages the organization’s administrative functions and serves as a thought partner to the President and CEO on the organization’s strategy and Board engagement; and works closely with the President and executive team to develop a robust operational and financial plan that drives decision-making around ASA’s short- and long-term objectives, fundraising strategies, and cost management protocols.

Bennett had previously served as the Chief Administrative Officer at the South Florida Institute on Aging (SoFIA), where she oversaw the operational and administrative functions, including the annual budget process, financial strategy and analysis, as well as grant compliance, monitoring, and evaluation procedures.

Before moving to Fort Lauderdale, Bennett served as the Chief Administrative Officer at the Wyss Foundation, located in Washington D.C., where she was responsible for providing the vision, strategy, and operational direction to the finance, information technology, human resources, grantmaking, facilities, and planning and evaluation activities of the Foundation. Bennett has served in C-Suite level positions at Freedom House, the National Council of State Housing Agencies, the Human Rights Campaign, and as Operations Director of the Gore 2000 presidential campaign. Bennett proudly served in the Clinton Administration as the Finance Manager for the White House Office (WHO), and on the staff of Senator Tom Harkin (D-IA).

A native of Iowa, Bennett is a graduate of Iowa State University. She and her wife, Liz, currently split their time between sunny Fort Lauderdale and not-as-sunny Syracuse, NY with their basenji, Chisholm.

Gary Carlin

Vice Chair

Gary Carlin has over 25 years of marketing experience in the toy and game business. He served as Vice President of Marketing for Hasbro Toy Company managing brands such as Monopoly, Scrabble, Trivial Pursuit, and Clue. Carlin has been teaching for the last seven years in Florida, specializing in marketing, advertising and public relations. He holds an M.B.A. from the University of Massachusetts and a B.A. degree from the University of South Florida.

Alan Uphold

Treasurer

Alan Uphold is a communication consultant and public speaking coach/trainer, serving executives from NBC/Universal, Viacom, Warner Brothers, Frito-Lay, Cunard/Princess Cruise Lines, Deutsche Bank, and many other notable corporations and nonprofit organizations.

Uphold is currently a college professor of public speaking and communication at Los Angeles Community College and was formerly the Development Director-West of the Point Foundation – the nation’s largest scholarship-granting organization focused on empowering, underwriting, and mentoring LGBT youth.

Uphold is a former member of the Board of Directors of Human Rights Campaign (HRC), Equality California, and former Chair of Directors of Trans Chorus of Los Angeles.

James E. Doan, Ph.D.

Secretary

James E. Doan, Ph.D., is a Professor of Literature and Humanities in the Department of Humanities and Politics at Nova Southeastern University. Since 1988, he has taught courses in literature, the arts, folklore, mythology, world religions, genetics and genealogy; developed a faculty lecture series; and supported numerous educational and cultural endeavors at NSU.

Dr. Doan’s publications include *Cearbhall Ó Dálaigh: An Irish Poet in Romance and Oral Tradition; Women and Goddesses in Early Celtic History, Myth and Legend; ‘On the side of light’: critical essays on the poetry of Cathal Ó Searcaigh*, which he co-edited with an Irish colleague; and five recent collections of essays, *The Universal Vampire: Origins and Evolution of a Legend* and *Images of the Modern Vampire: The Hip and the Atavistic* (both published in 2013), *The Supernatural Revamped* (2016), *Apocalyptic Chic: Visions of the Apocalypse and Post-Apocalypse in Literature and Visual Arts* (2017), and *Utopia and Dystopia in the Age of Trump: Images from Literature and Visual Arts* (2019), the last five co-edited with Barbara Brodman, professor emerita at NSU. He served on the Board of Florida Grand Opera (2007-2012) and has also worked with other local arts organizations, including Irish Theatre of Florida (Delray Beach). His play, *The Irish Dracula*, was produced in March 2014 by the Irish Theatre of Florida and later performed at the Acting Irish International Theatre Festival. He has directed plays for Actors Community Theatre (ACT) in Davie and for the past three years has served as founder and director of South Florida Irish Theatre.

PREFERRED COMPETENCIES AND QUALIFICATIONS

Stonewall National Museum & Archives seeks an Executive Director with

- the ability to tell the SNMA story succinctly, passionately, and purposefully with a fervor for preserving and celebrating the proud history, heritage, 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
- previous managerial/leadership experience working in/with museums, curators, archivists or other mission-focused "historic preservation" organizations (preferred).

A bachelor's degree is required for this position, as is at least 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.

SALARY & BENEFITS

The salary for this role is \$110,000 annually. Stonewall National Museum & Archives offers comprehensive health benefits to employees.

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. ***Cover letters should be responsive to the mission of Stonewall National Museum & Archives.*** Review of applications will begin immediately and continue until the successful candidate has been selected.

To apply for this position, visit:

[Executive Director, Stonewall National Museum & Archives.](#)

To nominate a candidate, please contact Patrick Key, patrickkey@aspenleadershipgroup.com, Steven Wallace, stevenwallace@aspenleadershipgroup.com or Jeanette Rivera-Watts, jeanetterw@aspenleadershipgroup.com.

All inquiries will be held in confidence.