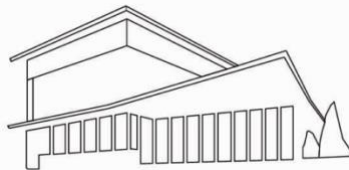


DIRECTOR OF DEVELOPMENT
NEW BRITAIN MUSEUM OF AMERICAN ART
NEW BRITAIN, CONNECTICUT

**NEW BRITAIN
MUSEUM OF
AMERICAN ART**



The Aspen Leadership Group is proud to partner with the New Britain Museum of American Art in the search for a Director of Development.

Working in close alliance with the Director and Chief Executive Officer, Board of Trustees, and senior staff, the Director of Development will lead and build upon all development activities including individual and corporate membership; annual gifts; corporate, foundation, and government grants; major gifts; planned gifts; endowment; special events; and campaigns. The Director of Development will identify, cultivate, solicit, and steward a portfolio of major individual, corporate, and foundation donors and prospects towards a current annual fundraising goal of \$2 million that is expected to grow in the coming years.

The New Britain Museum of American Art (NBMAA), located in New Britain, Connecticut, was founded in 1903, making it the first museum of strictly American art in the country. A gift of \$20,000 of gold bonds to the Museum's former parent, the New Britain Institute, from industrialist John Butler Talcott, provided funds to purchase *modern oil paintings*. Further purchases with advice from New York museums and galleries led to the accumulation of the more than 9,000 works of art that make up the permanent collection. Representing over three centuries of the major artists and movements of American art, the collection contains paintings, works on paper, sculptures, videos, and photographs. Highlights of the collection include colonial and federal portraits, Hudson River School landscapes, and American Impressionists, not to mention the important mural series *The Arts of Life in America* by Thomas Hart Benton. The singular focus on American art and its view of American artistic achievement makes the New Britain Museum of American Art a significant teaching resource available to the local, regional, and national public.

In addition to showing its permanent collection, the Museum mounts 10+ changing exhibitions per year featuring American masters, emerging artists, and private collections. Recent examples include *30 Americans*, which showcased an ambitious array of leading Black artists from the Rubell Family Collection, and *Edward Burtynsky: Earth Observed*, which traced the pioneering photographer's decades-long engagement with humanity's impact on the landscape.

The New Britain Museum of American Art offers programming for all ages. School visits (historically 10,000+ served per year) are designed to augment curricula and engage students in dialogue and discovery as they view artworks in the galleries and create hands-on art projects in the American Savings Foundation Art & Education Center with three age-appropriate studios. The Museum also offers educators and administrators professional development and classroom enrichment. Opportunities for engaging with families are equally important to the NBMAA. Summer camps, studio classes for children and youth, and family events are regular offerings on the calendar. For adults, the Museum runs creative studio classes and workshops, and hosts gallery talks, lectures, films, concerts, performances, and social events. For the community-at-large the Museum offers programming surrounding Black History Month, Hispanic Heritage Month, and Juneteenth.

And young professionals are attracted to any number of inventive multi-arts special events, such as the monthly First Fridays, quarterly Museum After Dark parties, or the annual Craft Sippin'. The permanent collection also is available to view digitally through *eMuseum*, ensuring that everyone has access to view the remarkable collection of art housed at the New Britain Museum of American Art.

REPORTING RELATIONSHIPS

The Director of Development will report to the Director and Chief Executive Officer, Brett Abbott. The Director of Development will supervise three staff, the Associate Director of Development, Development and Membership Coordinator, and Development Associate.

FROM THE DIRECTOR AND CHIEF EXECUTIVE OFFICER

I joined the NBMAA in February 2022, relocating with my family clear across the country from my most recent job in Texas and our roots in California. Why did I do this? Notwithstanding it was the right move for me career-wise, I saw in the NBMAA a stellar and relevant collection for our nation; historic roots as the country's first museum dedicated to the acquisition of American art; a beloved community resource with a decades-long track record of engaging arts programming; and a much-loved modern facility adjoining a beautiful Olmsted-designed park. Moreover, I found a museum with solid fundamentals: an engaged Board of Trustees; talented collaborative staff; committed volunteers, members, and donors; and strong financials. A boon was the Museum's appealing locale, consisting of a richly diverse city, a dynamic regional arts scene, proximity to mountains and the sea, and halfway between New York City and Boston. In short, all the pieces of the puzzle are here to forge a wonderful personal journey, and to take this Museum to new levels of excellence and impact in the years ahead. It was the right move.

A year into my new post, I am even more excited. There is no shortage of opportunity to enhance the dynamism of the institution, as the NBMAA strives to illuminate the voices of all Americans and present an evolving identity of American creativity. We are committed to sustainably broadening and strengthening our regional service; enhancing the quality and significance of the Museum's exhibitions program; building stronger ties with community; and advancing our reputation on the national stage. Equally important, we see enormous opportunity in taking fuller advantage of the Museum's position adjacent to Walnut Hill Park, where public art commissions and placemaking initiatives can transform the city and reorient the NBMAA towards the community that cherishes it. All of this will undoubtedly require significantly strengthening the Museum's endowment.

Key to this upward path will be elevating the philanthropic capacity of the Museum through the hiring of a skilled and experienced Director of Development who can hit the ground running. This position requires a confident, knowledgeable, connected museum development professional deeply involved in the field; one who is strategic and planful, and believes in cross-departmental collaboration; and one who has the passion, drive, and creativity to reach ambitious fundraising goals.

If you are excited by this opportunity, I invite your application to be my strategic partner for the advancement of the NBMAA.

—Brett Abbott, Director and Chief Executive Officer

THE NEW BRITAIN MUSEUM OF AMERICAN ART'S COMMITMENT TO EQUITY, DIVERSITY, INCLUSION, AND ACCESS

The New Britain Museum of American Art is committed to fulfilling its mission to tell the *unfolding story of America through its art and history* by including narratives of underrepresented cultures, viewpoints, and artists in its permanent collection, acquisitions, exhibitions, and educational programming. Through critical review of its Board of Trustees, leadership, staffing, and volunteer opportunities, it strives to be a better reflection of the community it serves.

Toward that end, the Museum has established a Diversity Task Force of leadership, staff, and volunteers to increase diversity, equity, inclusion, and access across the organization and DEIA goals and strategies per department. The NBMAA has instituted training for staff, and incorporated DEIA curricula in docent training including workshops and presentations by scholars on such topics as *Meeting the Moment: Museums, Race, and Building the Future*; and *Navigating Difficult Conversations, Exploring Unconscious Bias*, with recommended readings and statements from artists responding to ongoing issues of racial injustice and inequality. The Museum has updated its personnel policies and job descriptions to reflect more inclusive language.

Importantly, the Museum has incorporated DEIA perspectives in its collections, exhibitions, and programs. Of note was the launch and execution of the *2020/20+ Women @ NBMAA initiative*, in which all exhibitions for the entire year consisted exclusively of women artists and acquisitions prioritized female artists (19 works by 13 internationally celebrated artists of African-, Asian-, Latin-, and Native-American descent). The cornerstone exhibition *Some Day is Now: Women, Art & Social Change* featured over 20 artists including Yoko Ono, Jenny Holzer, and the Guerrilla Girls, celebrating the voices of the women artists who worked to enact change and give voice to their beliefs. With this exhibition came the opportunity for a rich variety of virtual programs and community outreach initiatives guided by a Community Advisory Group. A three-part series in 2022 investigated the inclusive meaning of *American art*, focusing on Latin American, Asian American, and African American artists from the NBMAA collection.

The 2022 exhibition *30 Americans* showcased some of the most important Black and African American artists of the last three decades and focused on issues of racial and historical identity in contemporary culture. The February 2023 acquisition of *Landscape, 1870*, by Robert S. Duncanson, a leading 19th-century artist of African American ancestry, is considered a transformational addition with respect to its impact on tours and programs, allowing conversations around representation, freedom, equality, and developing a national identity. Upcoming exhibitions include the *Matriarch* series which highlights women leaders in New Britain's Black community in the 1970s; works by *Justin Favela* who draws upon his own Mexican and Guatemalan heritage to reinterpret artwork from the past in exciting installations; Anilah Quayyum Agha who explores the complexities and contradictions of her experience as a Pakistani immigrant to the United States; and a major exhibition highlighting artworks by some 50 living Native American artists that powerfully visualize Indigenous culture and knowledge of the land.

PRIMARY RESPONSIBILITIES

Fundraising Leadership

The Director of Development will

- in collaboration and partnership with the Director and Chief Executive Officer and the Board of Trustees, provide innovative, visionary, and strategic operational planning and leadership for all development activities including individual and corporate membership; annual gifts; corporate, foundation, and government grants; major gifts; planned gifts; special events; and special campaigns;

- support the Director and Chief Executive Officer, trustees, and colleagues in their fundraising activities by seeking ways to maximize their participation in philanthropic efforts;
- cultivate, solicit, and steward a personal portfolio of top donors and prospects;
- identify and implement new revenue streams and vehicles;
- drive the planned giving program as a core development function and producer of sophisticated and creative legacy gifts;
- create and implement ambitious, comprehensive written annual and multi-year development plans, calendars, and budgets with clearly defined goals, objectives, collaborations, timelines, and assignment of responsibilities; and
- monitor progress toward goals and produce timely projections.

Management

The Director of Development will

- manage and mentor dedicated staff;
- oversee the department's policies and procedures relative to prospect identification, donor engagement, recognition opportunities, information management and gift tracking, and timely acknowledgment;
- implement the Gift Acceptance Policy and serve as a member of the Gift Review Team;
- with the Director and Chief Executive Officer and Director of Communication, implement the strategic use of communication tools to ensure the highest level of donor engagement, satisfaction, and expressions of appreciation including the quarterly newsletter, annual report, and effective social media outreach and messaging;
- serve as staff liaison to the Board-level Development Committee; and
- utilize the Tessitura donor technology platform and other prospecting vehicles to advantage.

LEADERSHIP

Brett Abbott

Director and Chief Executive Officer

Brett Abbott came to the NBMAA from his previous role as Director of Collections and Exhibitions at the Amon Carter Museum of American Art, where he led the Carter's Curatorial, Conservation, Publications, Archives, and Registration departments, as well as Exhibition Design, Photo Services, and Preparations. There, Abbott set the vision for the curatorial team, developed and oversaw the implementation of a long-range guide for acquisitions and collections growth, and established the Museum's collection care and stewardship plan. He spearheaded a major renovation and re-imagining of the Carter's internal galleries, completed in 2019, to improve visitor experience and was instrumental in a reinstallation of the permanent collection that moved towards an entirely new thematic presentation, connecting artists and work through time. Abbott also helped to significantly expand the Museum's collections and endowment, with notable acquisitions of works including Ruth Asawa's *Untitled (S.453, Hanging Three-Lobed, Three-Layered Continuous Form within a Form)* (c. 1957–1959), George Bellow's *The Fisherman* (1917), Dawoud Bey's *Night Coming Tenderly, Black: Untitled #4 (Leaves and Porch)* (2017), and Gabriel Dawe's *Plexus no. 34* (2016).

Abbott earned his Bachelor of Arts in art history with distinction from Stanford University, his Master of Arts in art history from Williams College, and completed the Executive Education Program for Museum Leaders at the Museum Leadership Institute. Over the past two decades, Abbott has organized more than 30 exhibitions and contributed to more than a dozen publications.

A specialist in 20th and 21st-century American photography, Abbott previously spent five years at the High Museum of Art in Atlanta, where he served as Keough Family Curator of Photography and Head of Collections, and nine years at the J. Paul Getty Museum in Los Angeles.

Among his many awards are the Ansel Adams Fellowship for work on Wynn Bullock at the Center for Creative Photography in 2012 and two Lucie Awards for Curator/Exhibition of the Year.

Since joining the NBMAA in February 2022, Abbott has assessed the foundational elements of the Museum—its staff, facilities, collections, and procedures and created and launched a detailed three-year plan to secure necessary analyses and plans, critically review and update various processes, and begin multi-year budgeting and projections—steppingstones to achieving an even brighter future.

PREFERRED COMPETENCIES AND QUALIFICATIONS

The New Britain Museum of American Art seeks a Director of Development with

- a commitment to the mission of the New Britain Museum of American Art—to engage and enrich a broad public to explore and understand the unfolding story of America through its art and history;
- experience as a strategic leader and strong manager with knowledge of and experience in a highly functioning development operation;
- successful development management experience including strategic planning and budgeting experience;
- an understanding of all areas of development including major gifts, annual giving, membership, corporate and foundation giving, planned giving, campaigns, donor research, and corporate sponsorship;
- a history of achievement and accountability in identifying, cultivating, stewarding, and securing gifts, and exceeding targeted goals;
- an ability to attract, influence, and build long-term relationships across a diverse range of donors, collaborators, and stakeholders;
- an ability to engage diplomatically while establishing trust and credibility with trustees, staff, donors, constituents, volunteers, and other stakeholders;
- an ability to act as a consensus-builder, modeling transparency and partnership, inspiring teamwork and intellectual curiosity; and
- a creative and confident approach coupled superior decision-making skills.

The New Britain Museum of American Art will consider candidates with a broad range of backgrounds. A bachelor's degree or an equivalent combination of education and experience and at least seven years of development experience in an organization of similar size and budget, ideally within the arts and culture sector, is preferred.

SALARY AND BENEFITS

The salary range for this position is \$145,000 to \$175,000 annually. The New Britain Museum of American Art offers a comprehensive package of benefits.

LOCATION

This position is in New Britain, Connecticut. New Britain is a diverse community with a proud immigrant and manufacturing history. It is home to numerous museums, community theaters, 1,200 acres of park land, small businesses, and a vibrant downtown area that includes Central Connecticut State University with over 12,000 enrolled students. Located in the center of the state, New Britain is less than 10 miles southwest of Hartford; two hours equidistant from Boston, Providence, and New York; and 40 minutes from Long Island Sound.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and resume. ***Cover letters should be responsive to the mission of the New Britain Museum of American Art as well as the responsibilities and qualifications stated in the position prospectus.*** Preference will be given to applications received by May 17, 2023.

To apply for this position, visit: [Director of Development, New Britain Museum of American Art.](#)

To nominate a candidate, please contact Anne Johnson, [annejohnson@aspenleadershipgroup.com.](mailto:annejohnson@aspenleadershipgroup.com)

All inquiries will be held in confidence.