



# Position Profile: Executive Director

Momentum-Excellence at the Speed of Dance

Location: Columbus, OH

## About Momentum-Excellence at the Speed of Dance

Momentum-Excellence brings together children from all backgrounds to experience the unparalleled joy and lifelong benefits of the arts. Since 2003, Momentum has worked with Central Ohio elementary schools, primarily in under-resourced neighborhoods, to give more than 13,000 young people direct experiences with dance, music, and performance. The dedicated board and staff of Momentum believe in the unique power of the arts to transform lives.

Momentum's mission to empower young people is grounded in the performing arts and affirmed by science. Active experiences in music and dance correlate with better outcomes throughout a person's life, according to studies by the National Institutes of Health and others. Based on the National Dance Institute, a model developed by world-renowned dancer Jacque D'Amboise, Momentum places children on a path to lifelong success by fostering self-confidence, resilience, perseverance, and teamwork.

Signature programs include the Year-Long Program, which engages nearly 1,000 elementary-aged students in weekly, in-school dance classes and culminates in an annual performance; Early Learners, a program of creative movement and imaginative play for preschool-aged children; and Chance to Dance, which empowers children with autism-spectrum disorders and physical disabilities to participate purposefully and joyfully in dance.

Momentum's staff of 22 collaborates with principals, school administrators, and educators in more than 25 schools and youth-serving organizations to offer these programs at no cost to students and their families. Each school year, Momentum's team of educators—elite dancers, musicians, and performers—bring the arts to more than 1,600 children in Central Ohio. With an operating budget of nearly \$1 million, Momentum is a regional leader in empowering the next generation in and through the arts.



## About the Opportunity

Momentum-Excellence seeks an experienced and collaborative leader to drive the organization's continued excellence in youth development and arts education. The incoming Executive Director will partner with the board, Founder, Artistic Director, and Music Director to shape the vision and strategy to guide the organization into its third decade. The Executive Director and staff will work together to expand and scale programming to reach more children.

As the leader of a staff with expertise in and passion for dance and the arts, the new Executive Director will embrace change and be drawn to innovation. They will drive the vision to bring Momentum's programs to more children and support the team in developing a scalable, sustainable model for



intentional and long-term growth. The incoming leader will bring deep management experience and a commitment to working collaboratively to build operational capacity among, and strong working relationships with, the staff.



The leader will combine their commitment to Momentum's mission with their understanding of nonprofit operations, community relations, finance, strategic planning, fundraising, and management to lead the organization into its next era. They will balance extraordinary emotional intelligence with operational savvy, partnering with the Board, Founder, Artistic Director, and Music Director to engage expertly with partners, advocates, and funders to generate support for the organization.

They will maintain existing relationships with

individual and institutional donors, civic leaders, and program partners and establish and cultivate relationships with new supporters with capacity to drive the organization's growth and continued impact.

The next Executive Director will assume leadership at an exciting time in the organization's history as Momentum develops a new strategic plan and further refines its vision for continued and expanded impact in youth development and arts education. The ideal candidate will thrive in collaborative and visionary roles and bring the expertise to create the operational infrastructure and community support to achieve ambitious goals. Building on the organization's signature programs, and in collaboration with Momentum's exceptional board and staff, the new Executive Director will chart the course to bring the transformative power of the arts to children.

## Key Position Functions

The Executive Director of Momentum provides strategic leadership and day-to-day management of the organization, working in partnership with the Board of Directors, Founder, the Artistic Director, and Music Director. The Executive Director will:

- Provide vision and articulate a strategy for Momentum's future, strengthening the organization's position as a leader in the nonprofit community.
- Provide strong leadership to staff; understand and implement best practices of nonprofit board governance.
- Cultivate and steward relationships with current and potential organizational supporters and partners including individual donors, corporate sponsors, foundations, civic and government leaders, and school representatives.
- Work in partnership with the Artistic Director and Music Director on artistic matters related to program delivery.



- Elevate the organization's visibility in the region and educate the community about Momentum's mission and impact.

**Vision and Strategy:** In partnership with the Board of Directors, develop and articulate a vision and strategy for Momentum's future and impact. Seek and understand input and objectives of the community, board, staff, and other key stakeholders. Explore diverse avenues for growth and increased impact, seeking ideas and feedback from relevant stakeholders, and forge partnerships to transform the best ideas into reality. Anticipate future needs and developments for the organization. Ensure plans and activities align with the overall strategy, and use a lens that prioritizes diversity, equity, inclusion, and access.

**Leadership and Management:** Hire and manage a results-driven staff and provide leadership to the team. Ensure a strong culture of accountability, transparency, and communication. Encourage innovation and creativity and lead by example. Develop metrics for effective team performance. Manage the organization and operations with a focus on continuous improvement.

**Governance:** Develop, maintain, and nurture a high-performing Board of Directors through strong governance standards and practices. Ensure board members of all viewpoints and backgrounds are engaged in the substantive work of Momentum.

**Program Development and Leadership:** Collaborate with staff and board leadership to develop, scale, and implement programs that support the organization's mission and strategic goals. Assess opportunities for partnership and cultivate and steward existing partnerships. Work closely with the Artistic Director and Music Director on programming and associated budget issues. Develop plans and proposals and share with the Board.

**Community Relations:** Build and nurture effective relationships and partnerships with existing and prospective stakeholders. Ensure Momentum's continued impact and sustained growth through relationships with schools, families, and other program partners. Maintain strong relationships with the National Dance Institute and Associate programs nationwide.

**Resource Development:** Lead revenue development and fundraising initiatives to ensure Momentum has the resources to sustain and grow its work. Lead creation and implementation of a data-driven fundraising plan to increase philanthropic investment in the mission. Serve as principal fundraiser and ensure strong collaboration across the staff and volunteers.

**Financial Management:** Oversee the financial health of the organization including financial operations, cash flow, and budget alignment; prepare financial reports for the Board; coordinate with the external accounting firm on the preparation of the annual audit and 990; monitor investments; and prepare annual budget.

## Qualifications

### Competencies and Attributes for Success in the Position:

- Communicates effectively
- Builds relationships and networks
- Collaborates
- Decision quality



- Strategic mindset
- Financial acumen
- Instills trust
- Interpersonal savvy
- Drives vision and purpose
- Resourcefulness
- Cultivates innovation
- Builds effective teams

### **Required Qualifications:**

- Bachelor's degree in relevant field
- 5 or more years' experience leading cross-functional teams
- Exemplary verbal and written communication skills
- Demonstrated commitment to diversity, equity, and inclusion
- Passion for inspiring and educating children
- Experience building multi-sector, institutional partnerships
- Demonstrated understanding of nonprofit finance and development principles

### **Desired Qualifications:**

- Leadership experience in a human-services and/or performing-arts organization

### **Compensation:**

The expected minimum starting salary for this position is \$90,000, commensurate with experience.



## Application Process

Benefactor Group is pleased to be assisting Momentum-Excellence with this executive search. Applications will be reviewed as they are received. All applications are considered highly confidential. To be considered for this position, please send a resume and formal cover letter in pdf format to:

**Benefactor Group Recruitment Team**

[HR@benefactorgroup.com](mailto:HR@benefactorgroup.com)

<http://www.benefactorgroup.com>

To learn more about Momentum-Excellence, please visit <https://momentum-excellence.org/>

Please do not contact Momentum-Excellence staff or board with questions or interest in the role. All inquiries about the position should be directed to Benefactor Group.

## About Columbus, Ohio

With all the culture and amenities of a big city, Columbus remains a friendly, convenient, and affordable place to live. In addition, the city received a perfect score from the Human Rights Campaign's Municipal Equality Index in 2022.

One of the fastest-growing cities in the United States, Columbus is positioned for incredible economic growth. Its traditional employer base is strong: it is the state capital, home of the country's third-largest public university, and headquarters for retail, banking, and insurance giants. Its growth in the tech and startup sectors is also impressive, with the announcement of two new Intel chip manufacturing plants in the region as just one recent example. The Wexner Medical Center at The Ohio State University and Nationwide Children's Hospital, both international leaders in research and medicine, make Columbus an emerging center for world-class healthcare.

Columbus is also a city that embraces the arts and artists. Loyal audiences attend theater and performing-arts events and seek out the latest exhibitions at museums and galleries. Creatives of all ages and art forms make new magic in a plethora of studios, maker spaces, classrooms, and co-working spaces offered throughout Columbus. A flourishing foodie scene includes offerings from the city's diverse immigrant communities along with creative breweries, distilleries, and cafes.

Home to nearly 1 million people with a median age of 32, Columbus is the 14<sup>th</sup> largest city in the United States and among the fastest growing in the Midwest. Columbus' affordability index has sustained its growth. Ranked the ninth most affordable among large U.S. metropolitan areas in 2022, Columbus is becoming an increasingly attractive place to live and work. The downtown area is experiencing a building boom, the product of the city's focus on revitalizing its core.

Of all the places to build a career and make a home, you will find Columbus is second to none. With its world-class institutions, vibrant arts and culture scene, booming economy, and affordable lifestyle, Columbus is a city of boundless opportunities.