



MARYLAND HALL  
*art for all*

Director of Development  
Annapolis, MD



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# Art for All

Maryland Hall for the Creative Arts is the *community's* arts center, providing lifelong, accessible engagement in the performing and visual arts to all who walk through its doors. Maryland Hall was founded in 1979 by a group of artistic visionaries who believed that the former Annapolis High School could be re-vitalized as a community arts center. Today, this historic landmark building is the community's gathering place for year-round classes, performances, exhibits, tours, workshops, and demonstrations, through which people of all ages discover the transformative power of artistic inspiration, originality, and imagination. Under the direction of new President/CEO Margaret Davis and with the enthusiastic support of the Board of Directors, Maryland Hall is poised to begin a new era that embraces new artistic opportunities, collaborations, and community connections to be a true beacon for the arts in the region.



Two local artists join up to celebrate the art of painting with wax



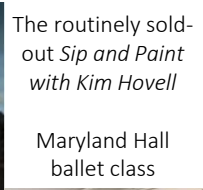
The routinely sold-out *Sip and Paint* with Kim Hovell



*Glistening*, the first all-video exhibition at Maryland Hall



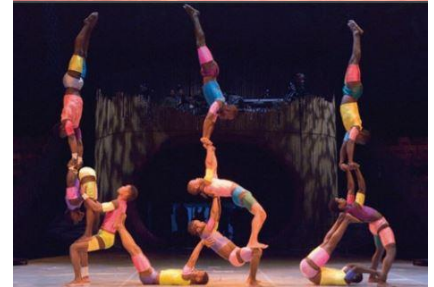
*A Breath of Fresh AIR* celebrates Artists in Residence past and present



Maryland Hall ballet class



*Working the Water*, a photography exhibit of the Chesapeake Bay



Whether it's an acoustic Pat Benatar, a ground-breaking video art exhibit, an after-work time for *Sip and Paint*, or classical or contemporary music and dance performances, Maryland Hall truly offers artistic engagement to all.

"Art is around us everywhere, from the graphic arts as we walk through stores to a yoga class to being surrounded by nature as we walk down the street...Being mindful of the art around us helps us create connections...and opens the joys of discovery that can take us to new, life-enhancing and community-building experiences."

*Margaret Davis, Maryland Hall President & CEO*





# Community Investment

Financial growth is critical to the future of Maryland Hall—to maintain and improve facilities in an arts center built in 1932, to underwrite ambitious collaborations with the Symphony, Opera, Ballet, and Chorale, to launch new artistic initiatives, and to bring programs to people without resources to routinely access the arts. The region has proven that it values and wants a strong Maryland Hall and is prepared to invest in its vision of a thriving artistic future. An expanded fundraising program will fully engage residents across the region to make this vision a reality.

## Campaign for Maryland Hall

The Campaign for Maryland Hall has channeled community support into a renovation of core physical spaces and critical back-of-house enhancements. The campaign, which has raised approximately \$12M of its original \$18M goal, has supported a renovation of the 725-seat Maryland Hall theater and construction of a completely new production wing, and will support future facilities improvements designed to create enhanced education and public gathering spaces inside and outside the building. The campaign is expected to close at approximately \$22M.

Donors recognize the value of Maryland Hall as the home of four resident companies (Annapolis Symphony, Annapolis Opera, Ballet Theatre of Maryland, and LiveArts Maryland), six community partnerships, and principal collaborative venue for the Annapolis Film Festival. In addition, recent innovative programs at Maryland Hall in film, outreach, exhibits, and performance have attracted new donor support. A successful and growing partnership with Rams Head brings artists across multiple genres to the stage and attracts audiences throughout the Mid-Atlantic region.



GOLDSTEIN-CUNITZ  
CENTER FOR  
FILM & NEW MEDIA  
*at Maryland Hall*



Davis in the renovated MHCA theatre. | Photo by Blake Sell

## President/CEO Margaret Davis

Margaret Davis was named President and CEO of Maryland Hall for the Creative Arts in July 2017 and began her tenure on Nov. 1. Margaret has owned a home in Annapolis for the past 10 years and has been passionate about the arts since high school. She was raised in Chicago, where she immersed herself in some of the finest arts opportunities in the country. Her first job was a high school internship with the Art Institute

of Chicago’s education department, where she fell in love with the visual arts. In college, she majored in Art History with a minor in English, and took a life-changing seminar in the “Business of Art.” After graduation from Mt. Holyoke, Margaret began a 35-year career in non-profit management with a focus on education and the arts. She has a successful record in annual, capital, and endowment resource development and growing, balanced program and operating budgets.





## The Opportunity

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Maryland Hall for the Creative Arts seeks a Director of Development responsible for leading an ambitious fundraising program that is imaginative in vision and metrics-driven in execution. Reporting to the President/CEO, the Director is responsible for enlisting internal and external stakeholders in comprehensive fundraising initiatives that strengthen and grow revenue streams for Maryland Hall, with a focus on major individual and corporate gifts. The Director leads a team of two reports, serves as a liaison to Board members and senior staff, and personally manages a high-level major donor portfolio.

### Strategic Support to the President/CEO

- ❖ Help create a multi-year strategic fundraising plan, with targets and evaluative benchmarks, that gradually increases annual philanthropic income from the current level of about \$3M (operating, program, and capital) to \$5M in the coming 3-5 years.
- ❖ Collaborate to leverage Maryland Hall's fundraising assets, including the Art for All fund and Maryland Hall capital campaign, in comprehensive and integrated efforts that include annual giving, major gifts, corporate sponsorships, grants, and special events.
- ❖ Assist in developing thorough prospecting and donor pipeline management systems that deepen engagement, increase gift size, and foster long-term partnerships.
- ❖ Provide strategic support to help direct the management of the President/CEO's donor portfolio and the President's participation in broad donor engagement.

### Donor Outreach

- ❖ Manage all aspects of a portfolio of prospects and donors, including identification, cultivation, solicitation, and stewardship of annual, program, and campaign gifts.
- ❖ Pursue a range of giving opportunities, such as named gifts, corporate sponsorships, and programmatic partnerships, that maximize opportunities for donor support and artistic innovation.
- ❖ Develop personalized engagement plans that deepen donor connections, create communities of support, appropriately steward relationships, and foster participation in programs and fundraising.
- ❖ Act as an ambassador for Maryland Hall, helping to position it as an artistic beacon in the region.

### Organizational Leadership

- ❖ Foster an organization-wide culture of philanthropy, offering an entrepreneurial and collaborative vision of fundraising and partnering with program staff to identify and pursue funding opportunities.
- ❖ Work with the President/CEO to fully engage Board members and volunteers in fundraising; leverage individual skills and interests and prepare participants for confident donor interactions.
- ❖ As a member of the senior leadership team, cultivate successful relationships with all staff, especially fellow senior team members (VP of Marketing, Guest Services, and Sales; VP of Programs; and Director of Finance and Business Operations), in order to facilitate a collaborative transition to a new era of philanthropic and audience investment and programmatic expansion.
- ❖ Lead the development of the annual contributed income budget and provide regular financial reports and recommendations on initiatives, progress, and forecasts.
- ❖ Manage and mentor a staff of two Development Associates (for individual giving/records and events/sponsorships/memberships), as well as a shared position for major gifts administrative support; support professional development that advances individual and institutional goals.



# The Candidate

The ideal Director of Development will be a confident major gift fundraiser with a successful track record of fundraising and donor relationship development. The Director will have the experience and be able to articulate the value of building integrated donor pipelines; of inspiring staff to participate fully in their cultivation and stewardship; and of translating these achievements into sustainable increases in annual revenue. The Director who can do this work will have a sophisticated and creative approach to prospect identification with exceptional follow-through and relationship management skills. Like supporters and staff of Maryland Hall, s/he will believe in the value of the creative and performing arts and will be able to offer a compelling vision of their ability to strengthen community relationships. Qualifications include:

## Background

- ❖ Record of progressively responsible experience in non-profit fundraising, with a minimum of 5 years of experience in a leadership or major gift role.
- ❖ Professional arts experience is not required; knowledge of and commitment to the arts is necessary.
- ❖ Bachelor's degree is required.

## Fundraising Skills and Accomplishments

- ❖ Experience building or expanding a donor portfolio and increasing number and size of gifts, both within and outside of capital campaigns.
- ❖ Record of securing 5- and 6-figure individual gifts is essential; experience securing corporate support (including grants and sponsorships) is important; experience securing public support is helpful.
- ❖ Evidence of an entrepreneurial approach to development, with a demonstrated ability to recognize, prioritize, and seize opportunities.
- ❖ Appetite for experimentation and an equal commitment to tracking and learning from results.
- ❖ Aptitude for and interest in using databases to support fundraising activities.
- ❖ Exceptional instincts in reading others' motivations/needs and adapting to diverse audiences.
- ❖ Excellent writing and presentation skills.
- ❖ Ability to make a confident and impassioned case for support for regionally-based arts engagement.
- ❖ Sophisticated understanding of Board governance and dynamics.
- ❖ Record of building collaborative and thorough fundraising partnerships with chief executives.
- ❖ Familiarity with the Annapolis, MD.-based philanthropic community is highly preferred; current residence in the Annapolis area is desirable.

## Leadership Style

- ❖ Able to plan and track within a metrics-driven environment.
- ❖ Unfailingly collaborative; actively seeks others' views and promotes consensus.
- ❖ Comfortable with change; patient and responsive to others' needs during change processes.
- ❖ Flexible and capable of comfortably tolerating ambiguity.
- ❖ Willing to set an example of hard, dedicated, and focused work in a growing organization.
- ❖ Productive in team environments; includes the ability to work with a great degree of independence, to follow through and meet commitments, and to be open and responsive to others.

# To Apply



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## Director of Development Washington, DC

Questions, résumés, and CVs should be sent to  
[search@driconsulting.com](mailto:search@driconsulting.com)

All first-round interviews for this position will take place at Development Resources, *inc.* at 1820 N. Fort Myer Drive, Suite 702, Arlington, VA 22209, (703) 294-6684, or via telephone/video conference.

DRi is an executive search and development consulting firm that places senior executives and works with them to build talented staffs, develop bold strategic plans, and design powerful fundraising programs.

Maryland Hall for the Creative Arts is an Equal Opportunity Employer and is seeking a diverse slate of qualified candidates for formal consideration.



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