EITELJORG MUSEUM OF AMERICAN INDIANS AND WESTERN ART

PRESIDENT & CEO

https://eiteljorg.org/

The Organization:

For 33 years, the Eiteljorg Museum of American Indians and Western Art has served Indiana, the Midwest and the nation by providing extraordinary exhibitions, fascinating collections, edifying lessons in cultural diversity, educational programs and entertaining special events. The museum is committed to presenting the art and heritage of the American West and the Native American and First Nations peoples of North America, as a diverse story of human accomplishment, adversity and perseverance with respect and sensitivity to all cultures.

Mission Statement

To inspire an appreciation and understanding of the art, history and cultures of the American West and the Indigenous peoples of North America.

The Eiteljorg Museum collects and preserves Western art and Native American art and cultural objects of the highest quality, and serves the public through engaging exhibitions, educational programs, cultural exchanges, and entertaining special events.

Accredited by the American Association of Museums, the Eiteljorg is the only museum of its type in the Midwest focusing on Western and Native American arts, histories and cultures. A popular tourist destination in Indianapolis, more than 3.5 million visitors have experienced the museum, which (pre-COVID) typically attracts 130,000 annually, including 20,000 school-aged children.

The Eiteljorg Museum is housed in a 125,000-square-foot, modern and architecturally stunning building, located in the 250-acre White River State Park in downtown Indianapolis. The museum employs approximately 50 FTEs and has an annual operating budget of approximately $8 million. The museum’s operating endowment is approximately $40 million.

Known for high quality, dynamic, multi-cultural programming, the Eiteljorg has received national recognition for its ever-growing collection of American Western and Native American art and cultural objects, which includes 10,000 items. Its collection of Native American/First Nations art is recognized as one of the best in the world.

Major programs include the Eiteljorg Fellowship for Contemporary Art which, since 1999, awards fellowships and showcases art by Native American and First Nation artists specializing in the fine arts; the annual Indian Market and Festival (celebrating its 30th anniversary in 2022); and the annual Quest for the West® Art Show and Sale (featuring 50 of the nation’s most sought-after Western artists).

In 2020-2021 the museum’s virtual audience for special programming featuring Native American Artists in Residence, Indian Market and Festival, diverse entertainers and lecturers and special online activities grew to encompass thousands of participants from throughout the U.S.
The Artist in Residence program brings Native American and Latine artists to the museum. Cultural and free community days make the museum accessible to the general public and underserved populations. Special events, lectures, musical entertainment and educational programs are offered throughout the year. The museum's award-winning web site features information about Native American artists, artist interviews, hands-on activities, performances and access to the museum's collections.

**The Role:**

**Location:** Indianapolis, IN

Indiana is the Crossroads of America with Indianapolis at the center. The city is home to innovative companies, major universities, professional and collegiate sporting excellence, vibrant neighborhoods and, of course, world-class arts and cultural institutions. Indianapolis ranks as one of the nation's top three most livable downtowns and has a cost of living 6.5% below the national average (https://www.indy.gov/topic/moving-to-indianapolis).

The Eiteljorg Museum is located in Indianapolis’ White River State Park, often referred to as the epicenter of Indianapolis culture, providing entertainment and education for a diverse range of audiences including the Indianapolis Zoo, Indiana State Museum, NCAA Hall of Champions, Indianapolis Indians Baseball at Victory Field, and the Congressional Medal of Honor Memorial and Military Park.

**Reports to:** Board of Directors

**Direct Reports:** VP and Chief Curatorial Officer  
VP and Chief Advancement Officer  
VP and Chief Financial Officer  
VP for Public Programs  
Director of Facilities  
Executive Assistant & Board Liaison

**Key Responsibilities:**

The Board of the Eiteljorg Museum is currently in the process of developing a five-year strategic plan, in accordance with its strategic planning schedule, that builds on recent successes including completion of the $55 million Project 2021 capital/endowment campaign. Focused on continuing the evolution of the Eiteljorg Museum’s role as an inclusive world-class institution, the incoming President & CEO will collaborate with the board, staff, local and national partners, and Native and First Nations peoples, to deliver continued excellence and engagement.

**Organizational Leadership & Development:**

- Build and continue to develop an effective, dynamic, exceptional management team.
- Establish and monitor systems to recruit, train and reward an excellent museum staff.
- Serve as an advocate, guide and mentor to the professional staff, particularly in building a sound working partnership with the board, its committees and other volunteers.
- Develop an organizational environment that encourages creativity, innovation and esprit de corps while maintaining efficient use of museum resources.
**Strategic Planning:**
- Engage the board, staff and community in an on-going strategic planning process to ensure the long-term vibrancy, relevance and success of the museum.
- Guided by the strategic planning process and in accord with the board, keep the mission statement fresh and develop a longer-term vision for the museum.
- In accord with the mission statement, develop long- and short-term plans as well as relevant policies.

**Revenue Development:**
- Achieve the museum's mission in an entrepreneurial and innovative manner, while meeting financial objectives from (1) earned income, (2) endowment income and (3) contributions.
- Assume a leadership role in the public aspects of the museum's fundraising activities, and cultivation of key donor relationships.

**Audience Development, Community Engagement & External Relations:**
- Serve as the chief spokesperson for the museum and thereby ensure that the museum is properly represented to its various publics and is valued as a trusted partner.
- Build strong, sustainable, values-aligned, mutually-beneficial partnerships and relationships with community, regional and national organizations.
- Represent the museum in professional, civic, community, cultural and government endeavors, directly or jointly with other museum administrators.
- Communicate community, regional and national needs, opportunities attitudes and resources affecting the museum for the staff and board.
- Ensure a comprehensive marketing and communications plan informs the public of the museum's activities and invites participation.

**Collections Development:**
- Broaden and upgrade the museum's collections in a bold and innovative manner, with guidelines established by the board of directors and driven by the vision and mission of the museum.

**Public Education & Dialog:**
- Ensure an ongoing commitment to public education and the role of museums as public institutions.
- Advocate for the vital role of Native American and First Nations peoples and their art in our national dialog.

**Management and Oversight:**
- Translate board policies into action plans.
- Develop appropriate policies and procedures to effectively administer museum operations.
- Ensure proper financial reporting and budgetary controls are in place, and that board policies are met in relation to the management of the museum's endowment.
- Implement personnel policies in accordance with board-approved guidelines and in compliance with government regulations.
- Maintain appropriate stewardship of the museum's collection meeting professional standards for conservation, record keeping and conflict of interest.
- Ensure the museum’s facilities and systems are maintained at a high level of cleanliness/repair.
Key Requirements & Qualifications:

The strongest candidates will bring many of the professional experiences and skills outlined below, along with a demonstrable passion for the mission of the Eiteljorg Museum, and an inclusive leadership approach that serves a diverse audience, community and staff.

Institutional & Community Leadership:
- Demonstrated leadership accomplishments in a community role, museum, other not-for-profit institution, or comparable entity.
- A clear commitment to the role of museums in relation to public education.
- Energy and enthusiasm for establishing and maintaining a proactive role as principal spokesperson for an institution.
- Track record of partnering, and building trusted relationships with, business, civic and community leaders on behalf of an institution.
- Experience in effectively building and developing original and sustainable working relationships with government entities, foundations and other community groups.

Organizational Leadership:
- Excellent communication skills with the ability to articulate a compelling vision and motivate others towards its achievement.
- A values-driven approach to leadership.
- Demonstrated success as a guide, leader, motivator, mentor and manager of a diverse professional staff.
- Experience successfully guiding an organization through necessary change, which is driven by internal and external factors.
- A successful talent developer; a leader who prioritizes and facilitates organizational effectiveness for both staff and board.
- Effective working in partnership with and engaging a dynamic, committed board of directors.
- Proven track record of developing and managing complex initiatives, and of working collaboratively with diverse constituencies to facilitate innovation.
- Passion for building a strong culture of teamwork and collaboration across the organization (staff, board, volunteers).

Diversity, Equity, Accessibility and Inclusion:
- An outstanding track record of inclusive management and leadership.
- Proven ability to shape an understanding of diversity, equity, accessibility and inclusion as instrumental values that should be reflected in every aspect of the work of the museum.
- Experience working and partnering with Native American and First Nations communities would be very beneficial; a professional background and history of raising the voices of traditionally underrepresented cultures and communities strongly preferred.
- Commitment to engaging, actively listening to, and partnering with diverse communities and stakeholders, internally and externally.
- Strong cultural competencies with sensitivity to cultural differences.

Strategic Thinking:
- A big picture thinker with experience in strategic planning processes involving staff, board and community and a demonstrated ability to execute the plan.
- An innovator who understands the evolving museum and public institution space and the role that the museum might play in the current and future regional, national and international landscapes.
Visitor-centric:
• Creative in developing new ways to reach and engage a diverse visitor population on a community, regional, national and international basis.

Fundraising:
• Enthusiastically participates in fundraising with a track record of effective and authentic relationship-building.
• Demonstrated success in raising money from a variety of donors (current and future), including individuals, corporations and foundations.

Fundraising & Institutional Planning:
• Experience specifically in institutional planning and fundraising.

Financial Management:
• Experience developing and implementing commercially viable plans to implement visionary ideas.
• High comfort level reading and processing financial statements, with a demonstrated success in managing institutional budgets.
• Solid financial acumen and decision-making skills; uses good judgment in the context of the broader organization.
• Familiarity with endowment management and debt financing preferred.

Leadership Style & Personal Characteristics:
• A leader, mentor, champion and coach who exhibits accessibility and engenders trust at all levels of the organization and within the community.
• Strong communicator and public speaker.
• A personable, humble, empathic and authentic relationship-builder.
• Exhibits mature judgment with the ability to navigate complexity with discretion.
• A thought leader with strength of convictions but also the flexibility and curiosity to continually learn from others.
• A bold, creative and strategic visionary who acts in the now with attention to detail, while forging a path for the future.
• Ability to balance appropriate risk-taking and disruption with a fiduciary and commercial reality.
• Persistent and patient in all areas; exhibits a steady, calm demeanor.

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A Commitment to Diversity, Equity, Accessibility and Inclusion

Our Commitment
The Eiteljorg Museum is committed to presenting the art and heritage of the American West and the Native peoples of North America as a diverse story of human accomplishment, adversity and perseverance with respect and sensitivity to all cultures. In order to fulfill this commitment, the Eiteljorg must keep diversity, equity, accessibility and inclusion at the forefront of everything that we do.
**Respect for Native Lands and Peoples**

Our museum sits upon the land of the Miami and Lenape peoples and the wider Indiana region encompasses the homelands of the Kickapoo, Shawnee, Peoria and Potawatomi peoples. Therefore, the Eiteljorg Museum has a distinct responsibility to educate the public about these living cultures of our local area and the Great Lakes region. The Eiteljorg is dedicated to fulfilling this responsibility and carrying out its broader mission to present the arts, histories and cultures of the Native peoples of North America through exhibitions and programs that demonstrate sensitivity and respect for our Native American/First Nations community members. We are also committed to inclusivity by incorporating Native peoples’ perspectives and their direct participation into our work.

**Representing Diverse Communities**

In our presentations of the art and history of the American West, the Eiteljorg is committed to an inclusive approach that challenges past practices of museums and the Western art world that often omitted the experiences of all those who shaped the West and its art, including people who are Native American, Black, Latino, Asian, members of the LGBTQ+ community and others of different backgrounds and beliefs. The art we collect will include works by and about these underrepresented peoples, and the exhibitions, interpretation, programs and publications we create will bring to light this diversity.

**Creating a Welcoming Environment**

The communities we welcome and serve at the Eiteljorg include, but are not limited to, people of all ages, races, ethnicities, sexes, gender identities and gender presentations, sexual orientations, cultures, national origins, languages, abilities, educational backgrounds, socioeconomic statuses, physical appearances, veteran statuses, personalities, religious or spiritual beliefs and political views. We also recognize and celebrate the diversity of our downtown Indianapolis neighborhood and are committed to serving the needs of our local community. The Eiteljorg Museum strives to be accessible to everyone and seeks to break down barriers that might prevent people from visiting. Our advertising, marketing and promotional activities must also consider our diverse audiences, and are the first, critical step in welcoming everyone to participate.

**Diversity of Voices in the Room**

To be a successful museum about diverse peoples, it is essential that the people who work, volunteer and provide consulting and contract services for the museum reflect the diversity of our mission and the communities we serve. Our human resources practices must also be inclusive and equitable regarding leadership, governance, planning and policymaking.

**Fulfilling Our Commitment**

The Eiteljorg aspires to become a museum where all people feel that they are heard, represented and respected. By working to fulfill the principles outlined in this statement, the Eiteljorg Museum is committed to building a more accessible, inclusive and equitable future for the diverse communities we serve.

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To learn more about this opportunity, please contact:

_Tory Clarke_
Partner, Bridge Partners
_tory.clarke@bridgepartnersllc.com_

_Ryan Whitacre_
Partner, Bridge Partners
_ryan.whitacre@bridgepartnersllc.com_

Candidates will be considered on a rolling basis, so we urge your prompt consideration of this impactful leadership role.