



**Position Announcement:  
Executive Director  
Community Council for the Arts  
Kinston, NC**

**Ask yourself ...**

Are you a relationship-centered leader who can inspire individuals and communities through the transformative power of the arts?

Are you an innovative and effective communicator and community builder with experience leading complex organizations serving small towns and rural communities?

Are you driven by the truth that the arts should be available to everyone regardless of race, ethnicity, gender, education, or socio-economic background?

Do you hold the inherent truth that the arts have the power to improve the overall quality of life and economic vitality of a community?

If so, keep reading because you might be the next Executive Director of the Community Council for the Arts.

**Why?**

Community Council for the Arts (CCA)—a Kinston, NC, based nonprofit with a mission to unite and strengthen community ties through exposure to the arts and providing rich cultural experiences while promoting tourism, economic development, and educational opportunities for all—is on the hunt for its next Executive Director.



Long-time Executive Director Sandy Landis will retire later this spring after leading the organization for 27 years, and the organization's Board of Directors has formed a Transition Committee to ensure a successful and seamless leadership transition.

Based in Lenoir County in Eastern North Carolina, Kinston is nationally recognized for its innovative food scene and robust arts ecosystem. Situated next to the Neuse River, Kinston is only an hour from North Carolina's beautiful Crystal Coast, and just 40-minutes from historic New Bern and vibrant Greenville, the academic and medical hub of Eastern North Carolina.

Kinston is a small town with big city amenities.

## **What will you do as Community Council for the Art's next Executive Director?**

**Leadership and Community Engagement:** Serve as the primary advocate, ambassador, fundraiser, and spokesperson for CCA. Develop strong relationships with—and promote the organization to—artists, individual donors, prospective donors, philanthropic partners, local government officials, community organizations, statewide affiliates, and local educational institutions.

**Operational, Financial, and Facility Oversight:** Be responsible for the financial integrity and sustainability of the Community Council for the Arts. Prepare and monitor a complex annual operating budget. Recruit, develop, and nurture a reliable and professional team of staff members, teachers, and instructors. Ensure the maintenance, functionality, and appearance of a historic downtown property. Strategically and effectively promote and market events, gallery, and studio space to the broader community.

**Resource Development and Fundraising:** Lead resource development efforts including annual fundraising events, grant proposals, and regular donor engagement. Ensure short- and long-term fundraising plans are developed and executed. Advocate for ongoing local government and corporate partnerships and support.

**Program Oversight:** Work to coordinate a robust year-round calendar of creative and innovative arts programs, exhibitions, classes, and camps. Develop a comprehensive plan for community outreach and engagement. Develop creative and strategic marketing campaigns to promote CCA programs and events, and to raise awareness about the impact of the organization throughout the county and region.

**Board Governance:** In collaboration with the Board, identify, recruit, train, and retain highly effective board members. Ensure a quality process for supporting the board and their



involvement in fundraising, strategic planning, program delivery, and increasing overall organizational visibility.

## Why Community Council for the Arts?

Since its founding in 1968, CCA has been at the center of a collective community vision to build a vibrant and inclusive arts ecosystem in Kinston, one that celebrates artistic expression, nurtures local talent, and engages individuals of all ages and backgrounds.

Through a robust and diverse range of programs and initiatives, CCA regularly provides a platform for artists to showcase their work, connect with audiences, and explore new creative opportunities. Gallery exhibitions, workshops, and educational programs offer enriching experiences for both artists and the community, fostering artistic growth and cultural enrichment.

Additionally, CCA organizes community events, and collaborations that bring people together, creating opportunities for connection, dialogue, and shared experiences. With a strong commitment to accessibility, CCA works to ensure that the arts are accessible to all, breaking down barriers and promoting inclusivity.

As the proud custodians of the largest public art collection operated by a public arts council in the state of North Carolina, CCA celebrates the beauty of the place we call home through awe-inspiring artistic installations and exhibitions. These place-based programs bring art to life for all of Kinston and Lenoir County, allowing it to connect with the heritage and forge a deeper appreciation for the community's unique identity.

CCA also serves as the community and region's link for the African American Heritage Music local project, the Kinston Music Park, and the African American Heritage Music Trail of Eastern North Carolina. The project combines cultural tourism while serving to promote the vibrant and transformational music of R&B, jazz, gospel, and funk, all of which have deep roots in the local community and across the region.

### By the numbers, CCA ...

- Provides support for five other community-based organizations
- Annually hosts 350+ artists in five galleries across a variety of genres
- Receives an impressive 90,000+ visitors each year
- Secures an average of \$100,000 in grants to support community development projects
- Promotes and maintains a historic property, spanning an impressive 30,000 square feet of gallery, classroom, studio, and meeting space
- Operates a gift shop year round



Want to know more? Visit CCA's website at [www.artkinston.com](http://www.artkinston.com).

## What professional skills, experience, and qualities are needed in the next Executive Director?

### REQUIRED:

- All in on the CCA's mission and an unwavering dedication to and presence in the community it serves
- Inspiring communicator who can motivate community members, staff, the Board, donors, partner agencies, government leaders, local artists, and volunteers
- Relationship builder with a drive to engage a diverse community of stakeholders
- Ability to understand the financial and budgetary complexities of an organization that operates with government funding, rental income, direct-to-consumer sales, commissions, private donations, and philanthropic funding
- Knowledge of human resource functions with direct experience in structuring, hiring, onboarding and continually building a team
- Decision-maker who understands when it is time to build consensus and when it is time to act
- Collaborative problem solver who is sought after by other community leaders focused on the arts and economic development
- Innovative and creative marketing strategist and fundraiser

### PREFERRED

- Experience in nonprofit management, arts education, event planning, and/or property management preferred
- Experience in grant writing and reporting
- Understanding of the unique strengths and challenges of small towns and rural communities

## Think you are the next CCA Executive Director?

To apply, send your cover letter and resume to: [slandis@kinstoncca.com](mailto:slandis@kinstoncca.com)

Please provide all requested information to be considered.

Review of candidates will begin **April 1, 2025**, and continue until the position is filled.

Salary is commensurate with the requirements of the position and begins in the \$55-\$65K range. Benefits include ten (10) working days for the first three (3) years of continuous



employment, then fifteen (15) working days thereafter for sick or vacation, and paid holidays. A generous retirement plan of up to 3% of annual compensation after one (1) year of continuous employment (only if employee contributions to the plan at the same percentage). \$500 per month for health insurance compensation. Artist studio space is available free of charge, if desired. Travel reimbursements and professional development stipend are included.

The Community Council for the Arts actively seeks a diverse pool of candidates. CCA is committed to a policy of equal employment opportunity without regard to race, color, national origin, religion, disability, gender, gender identity, sexual orientation, or age.

