



PHILOSOPHY
LITERATURE
ETHICS • HISTORY
JURISPRUDENCE
HISTORY OF THE ARTS
LANGUAGES
**ALABAMA
HUMANITIES
FOUNDATION**

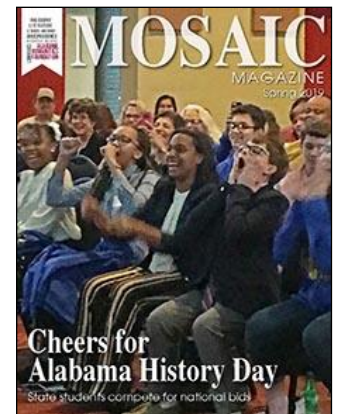
LEADERSHIP PROFILE

Executive Director
Alabama Humanities Foundation
Birmingham, AL

The Alabama Humanities Foundation's mission is to foster learning, understanding and appreciation of our people, communities and cultures.

THE OPPORTUNITY

The Alabama Humanities Foundation has been a committed leader in helping support and promote the humanities in Alabama since 1974. Driven by the idea that knowledge of the humanities provides the ability to think creatively, critically, reason and question, AHF is actively engaged in investing in and leading programs that materially strengthen the community and more deeply engage citizens. Through the celebration and study of literature, history, law, philosophy and the arts, the Foundation helps to enrich Alabama and promote its many cultural assets. Given the challenges that surround our civic dialogue in America at present, AHF can play a key role in not only celebrating how awareness of the humanities make us better, but also how they can bring people together and build stronger communities.



The organization is at a critical inflection point. The new Executive Director will bring leadership, creativity, a high degree of cultural competence, humility and an authentic passion for the humanities to help guide AHF's vision for the future. S/he will embrace change and organizational imperatives; these include

charting the course for the next chapter of the foundation's work, advancing organizational clarity and consensus among the board and staff and raising the organization's profile and relevance throughout Alabama.



The opportunity for the Executive Director is bold and compelling: to help position the foundation as a vital part of the cultural fabric of Alabama and enable the organization to strengthen the state through effective programs and support of important initiatives in the humanities. By providing leadership and making a strong case for the value of the humanities as both an essential resource and good public policy, AHF will further establish Alabama as a state rich with cultural, literary and historical assets for current and future generations.

To reach its aspirations, AHF seeks an executive who is driven to help advocate for the material need for humanities to be a part of the lives of Alabamians. S/he is a passionate servant-leader who brings relevant professional experience to this unique opportunity.

In partnership with a committed board and staff, the Executive Director will work to address several key mandates that include:

- Expanding the visibility and reach of AHF and its programs
- Leading organizational discussions and efforts around strategic planning and institutional goals
- Helping grow the level of support for AHF to help ensure long-term financial sustainability
- Advancing an organizational culture with the goal of further developing the staff, clarifying roles and leveraging the talents and reach of the board

THE ORGANIZATION

Established in 1974 as the Committee for the Humanities and Public Policy, the Alabama Humanities Foundation is the state affiliate for the [National Endowment for the Humanities](#) and is headquartered in Birmingham. AHF plays an important role in the South as one of 56 state humanities councils throughout the U.S. who operate as private, nonprofit partners of NEH who work to support local public humanities programs and extend NEH's national programming to local communities.





The original organization was established through the efforts of Dr. David Mathews (President of the University of Alabama) and Dr. Harry Philpott (President of Auburn University) and a committed group of government, business and professional leaders. Today, it is an important organization with a vision of making the humanities an integral part of Alabamians' thinking and lifestyle – more simply, AHF will *enhance minds and enrich lives*.

The organization is coming to the end of a three-year strategic plan (2016-19) with goals that have included a focus on community service and increased engagement, humanities innovation and advancing long-term sustainability. A core strength of the organization is its programming; key initiatives and programs include:

The Alabama Colloquium

The Alabama Colloquium is an annual event showcasing the importance of the humanities and individuals who demonstrate humanities in action. 2019 Alabama Fellows include Marquita Davis, Fred Gray, Jody Singer and Howell Raines.

Road Scholars Speakers Bureau

The Road Scholars Speakers Bureau is an integral part of programs for Alabama Humanities Foundation. Designed to educate and entertain, these programs are presented by some of Alabama's most enlightening university and independent scholars.

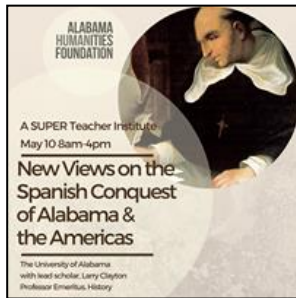
SUPER teacher Workshop Series

SUPER fosters a collegial environment for Alabama's teachers to engage and explore multidisciplinary approaches to the humanities at no cost to them or their schools. Through directed readings, exercises and visits to Alabama's many cultural and historic sites, SUPER increases Alabama teachers' subject knowledge and boosts their confidence, enthusiasm, and effectiveness as educators.

Prime Time Family Reading Time

Prime Time Family Reading Time® is a six-week program of reading, discussion and storytelling held in public libraries. The program features award-winning children's books to stimulate discussion about humanities themes and problems encountered in everyday life. Each 90-minute session includes the reading of up to three books by a storyteller followed by facilitated discussion with a humanities scholar.

The organization has a full-time staff of 7, is financially stable and has a current annual budget of \$1.6M that supports its programs and operations. The 24-



member Board of Directors is made up of an equal balance of representatives from the academic/humanities, public sector and business and donor/contributor/philanthropic communities. The board complement includes six members that are appointed by the Governor and that are a part of the above cross-section of backgrounds and constituencies. AHF also counts among its assets a ten-person Young Professionals Board - an organization comprised of culturally-savvy professionals throughout Alabama that cultivates young professional members into leaders who have a strong understanding of the benefit of the humanities.

Revenues for AHF are consistent; roughly half to two-thirds of AHF's funding comes from federal grants and the remainder is a combination of private, corporate and foundation support and special events. The organization is also a funder of important state humanities programming; AHF directs a portion of their budget towards awarding [grants](#) to support public humanities programming. These awards help promote the appreciation and understanding of history, literature, philosophy, civics and culture throughout the state.

For additional information about the Alabama Humanities Foundation and its programs, please go to www.alabamahumanities.org.

THE RESPONSIBILITIES

The new Executive Director will be a leader with vision, the right balance of gravitas and humility, credibility and an authentic passion for the humanities. S/he will have a compelling presence, strong communication skills and proven expertise and commitment to leading a strong organizational culture and cultivating relationships.

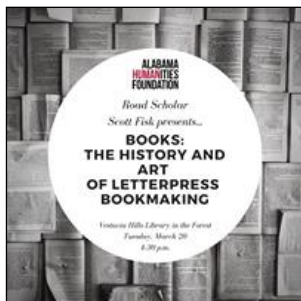
The Executive Director will:

- 1. Be a strategic, inspiring leader who will lead AHF with passion and purpose and be a champion for the humanities.** The Executive Director will bring strategic direction and exceptional management skills to AHF. Building upon the staff's commitment, the Executive Director will provide strategic direction supporting and encouraging the staff's potential, performance as a team, transparent processes and collective accountability for results. S/he will develop a sound operational infrastructure and implement strategies and processes that are consistent with AHF's strategic plan and that optimize success.
- 2. Bring strong financial and business acumen to AHF.** S/he will manage the business with a steady hand and thoughtfully balance mission and margin.

Consistent with board-approved (and NEH) policies and strategies, the Executive Director will be responsible for the effective administration and oversight of AHF's budget and financial status. S/he will be directly accountable for the financial soundness of AHF and oversee its budgets, control and audit functions, ensuring that internal and external resources are well-managed and yield strong outcomes.

3. Be the face of the organization, an uncommonly good relationship builder and a compelling ambassador for the humanities in Alabama and abroad.

The Executive Director will lead AHF's efforts to enhance public awareness of its programs and its commitment to Alabama's people. Communities and cultures. S/he will seek and encourage opportunities for proactive engagement with national, state and local government officials, community groups and other stakeholders that are committed to ensuring that the humanities thrive in Alabama. The Executive Director will bring a facility with digital literacy, social media and technology and understand how to leverage these tools to the benefit of AHF. S/he will build and develop relationships with a broad spectrum of stakeholders and partners with ease and readily engage others in the work of AHF.



4. Steward and grow critical public sector, donor and funding relationships and cultivate philanthropic relationships in the region that respond to strong programming and a compelling organizational agenda.

The Executive Director will bring a strong ability to inspire support for AHF and the humanities - undergirding the future of the organization and reducing its dependence on public funding. S/he will expand philanthropic and public

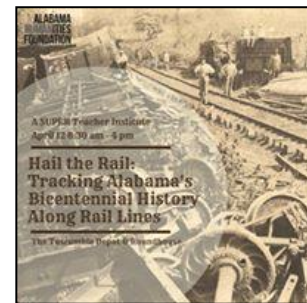
sector relationships both regionally and nationally, and bring both a strong network and a proven track record of success in initiating, cultivating and securing contributed income and support.

5. Be a humble servant leader that embraces the need for a strong organizational culture as a high organizational priority.

The Executive Director will be approachable, authentic and a good listener with high emotional intelligence. S/he will be a person with an approachable style, a clear sense of integrity and someone people from all walks of life will naturally trust and want to work with. The Executive Director will be a leader, mentor and a proven developer of great talent, teams and infrastructure; s/he will build an environment of shared vision, seamless communication, values, high standards and mutual accountability.

THE CANDIDATE

The ideal candidate is a compelling leader with significant knowledge, passion and experience in contexts relevant to the Alabama Humanities Foundation. Previous experience in a leadership role in the humanities field would be a considerable asset but is not a mandate.



Attributes being sought in the new Executive Director include:

- Passion for the mission of AHF and a commitment to championing the humanities
- Deep knowledge of and affection for the culture and history of Alabama and the region
- Solid financial and business acumen
- The ability to lead, inspire and mobilize people to accomplish important goals
- A strong commitment to the professional development of staff
- The ability to create and grow a strong organizational culture that is reflected in productive, positive relationships with board, staff, funders and program partners
- A compelling, energizing and inviting presence, with high emotional intelligence, listening, and communication skills
- Experience in managing humanities programming and driving impact
- A vision for how to increase the visibility and awareness of AHF
- A proven track record of driving consensus around a common vision – and the courage to implement change
- The ability to present and communicate clearly, persuasively and compassionately to audiences that include the media, elected officials, civic clubs, peers, current and future partners, donors and corporate leaders
- Experience in working successfully with nonprofit boards
- Fundraising, revenue generation and/or experience with business development
- A Bachelor's degree in a relevant field of study; Master's Degree preferred

THE RELATIONSHIPS

The Executive Director reports to the AHF Board of Directors and manages a team of 6; key relationships include:

The Executive Director reports to:	Board of Directors
The Executive Director directly manages:	<ul style="list-style-type: none"> • Director of Operations • Programs Director • Development Director • Grants Director • Programs Coordinator • Executive Assistant
Other key Executive Director relationships include:	<ul style="list-style-type: none"> • AHF board members and volunteers • Elected officials (Local, state and federal) and their staff leadership • Key leaders and supporters in the Alabama State Legislature • Current and potential partners and donors • Key leaders in the humanities space • Corporate, civic, philanthropic and community leaders

THE LOCATION

With more than one million residents, greater **Birmingham** is the state's largest metro area and is experiencing a renaissance of commerce and culture. Sometimes referred to as the Cradle of the American Civil Rights Movement, the city is also home to the [Birmingham Museum of Art](#), the [Alabama Symphony](#), the [Birmingham Zoo](#), the [McWane Science Center](#) and the [Alabama Jazz Hall of Fame and Museum](#).



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Widely known for leadership in medical research, banking and finance and biotechnology, the area is home to six major academic institutions, two major auto manufacturing plants, the [Southeastern Conference](#) and the [Birmingham Barons](#), the Chicago White Sox's minor league affiliate.

The city boasts more green space per capita than any other U.S. city, and its residents are proud of its local farms and gardens, which have helped Birmingham become known as a true city for food lovers and garner two recent James Beard awards. The area has received substantial publicity, including features in the [New York Times](#), [Forbes](#) and [National Geographic](#) magazine.

For more information, go to www.birminghamal.org or www.birminghamal.gov.

Compelling candidates could come from a variety of backgrounds. AHF is an equal opportunity employer, and a diverse slate of candidates is being sought.

**To apply or suggest a prospective candidate,
email AHF@boardwalkconsulting.com
or call John Sparrow or Paula Nicholas at 404-262-7392.**