



presents

Program Director-Arts & Cultures at Margaret A. Cargill Philanthropies

Ballinger | Leafblad is proud to present the following information
on behalf of our client, **Margaret A. Cargill Philanthropies**, in its
search for a **Program Director - Arts & Cultures**.



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To provide meaningful
assistance and support
to society, the arts, and
the environment.

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Margaret A. Cargill Philanthropies

ORGANIZATIONAL OVERVIEW

Based in Eden Prairie, Minnesota, Margaret A. Cargill Philanthropic Services (MACPS) was established through the generosity of Margaret A. Cargill, a granddaughter of the co-founder of Cargill, Inc. MACPS encompasses two grantmaking entities, Margaret A. Cargill Foundation and Anne Ray Foundation, whose collective assets place it among the 10 largest philanthropies in the United States.



SERVICES PROVIDED

The organization's grantmaking supports work in seven domains: Animal Welfare, Arts & Cultures, Disaster Relief & Recovery, Environment, Quality of Life, Teachers, and Legacy & Opportunity.

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ORGANIZATIONAL OVERVIEW



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MISSION

To provide meaningful assistance and support to society, the arts, and the environment.



PHILOSOPHY OF GRANTMAKING

The organization's grantmaking reflects the values and Margaret Cargill's guiding principles and is always directed toward the mission and core purposes.

We expect our grantmaking across all three grantmaking entities to have these characteristics:

- We **lead with our values**, internally and externally.
- We **partner with capable organizations** that have demonstrated their ability to work successfully in our interest areas and in a manner consistent with our values. We look to our grantees as partners and co-learners.
- We provide **meaningful support to strategic grantees**.
- We support **work in and with communities** toward sustainable solutions.
- We pay special attention to **underserved** or **low-attention areas**, populations, or issues.

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- We value and affirm the **integration** of all functions of the Philanthropies in our grantmaking.
- We make **measurable impact** on focused goals.
- We **evaluate** our work, **reshape our approaches as we learn, share** and **apply** our learning to future grantmaking.



All this we do, not to bring recognition to ourselves, but to support our grantees in the work they do to provide meaningful assistance and support to society, the arts, and the environment, in a manner consistent with our founder's wishes and intent.

Done well, this will distinguish us.



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Values

Our Cultural Values inspire us to learn, create, and excel through strong relationships with one another, our partners, and our community.

MAKING A DIFFERENCE - *Working together to make lives better*

- Our collective efforts are focused on furthering our mission
- We engage with colleagues and partners to achieve meaningful shared goals
- Everyone's contributions count and even small actions have great value
- We encourage self-sufficiency

RESPECT - *We treat people well*

- We live full lives and appreciate one another's time.
- We listen to understand, and encourage candid, constructive dialog
- We welcome and value diverse perspectives and world views
- We actively support organizational decisions
- We show compassion to those in need

EXCELLENCE - *We set the bar high*

- We are committed to bringing our best, every day
- Our high-performing teams set and meet challenging goals
- We believe collaboration leads to better results
- We invest in expertise and bring the right resources to the table
- We are responsible stewards

LEARNING - *Always growing*

- We are committed to mentoring and developing our people
- We are willing to try new things
- We learn from our experiences, including our mistakes
- We embrace change as a means of growth

INTEGRITY - *Do the right thing, even when no one is watching*

- We take on commitments thoughtfully, and we deliver on what we promise
- We strive to earn and maintain trust
- We are committed to results without sacrificing our values
- We act and interact with honesty and authenticity

HUMILITY - *"It's not about us..."*

- We are grateful for the opportunity to be part of MACPS's work
- We focus recognition on those who do the good work
- We value expertise and honor what others contribute
- We are mindful of the power dynamic in philanthropy

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Culture

The cultural aspirations of MACPS are to be humble, compassionate, respectful, honest, professional, ethical and mindful of the importance of carrying out the philanthropic work as envisioned by Margaret A. Cargill. Staff members need to be comfortable in an organization that is still “young” with ongoing growth and development. This is a culture where teamwork is critical, learning is ongoing and decisions are made thoughtfully and reviewed thoroughly with the input of many voices.



presenting the position of

Program Director – Arts & Cultures

OVERVIEW OF POSITION

Reporting to the Managing Program Director, this role oversees the program team for the Arts & Cultures Domain.

The Margaret A. Cargill Philanthropic Services, which includes the Margaret A. Cargill Foundation and the Anne Ray Foundation, organizes most of its grantmaking activities into seven program domains with defined strategic boundaries. Arts & Cultures is one of the seven domains and within it are three program areas: Native Arts & Cultures, Folk Arts & Cultures, and Music Education.



In collaboration with the Managing Program Director, the Program Director will work with

Program Officers, other Foundation staff, and Vice President, Programs in building, managing, and evaluating an effective grantmaking domain.

The Native Arts & Cultures Program focuses on the intergenerational transfer of artistic skill and cultural knowledge in core tribal communities of practice within three regions in the United States: the Upper Midwest, the Northwest, and the Southwest.

The Folk Arts & Cultures Program focuses on the intergenerational transfer of artistic skill and cultural knowledge in Scandinavian American folk arts communities of practice and in Appalachian folk arts communities of practice within two regions of the United States: the Upper Midwest and Central Appalachia respectively.

Native Arts & Cultures and Folk Arts & Cultures program strategies have been developed and approved by the Foundation's leadership. We fund intermediary partners who in turn support the creation of Native Art, Folk Art and correlating practice of traditions, central to each community's self-determined cultural identity.

The Music Education program has developed several learning grants to date. Its strategy will be developed in the coming years by the Managing Program Director with direction

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Program Director – Arts & Cultures

from the Vice President, Programs and the Board of Directors with consultation and support from the Program Director.

In total, the Arts & Cultures Domain works in four regions, the Upper Midwest, the Northwest, the Southwest, and Central Appalachia, which include the following twenty states: North Dakota, South Dakota, Minnesota, Iowa, Wisconsin, the Upper Peninsula of Michigan, Montana, Idaho, Washington, Oregon, Alaska, Southern California, Arizona, New Mexico, Kentucky, Tennessee, Ohio, West Virginia, Virginia, and North Carolina and one Canadian province: British Columbia.



In addition, the Program Director may be called upon to provide interim support for work in the Teacher Domain, currently focused on teacher professional development in and through the arts in Alaska and Wisconsin.

PRIMARY RESPONSIBILITIES

This role will also direct a small team of Program Officers and Program Associates.

Arts & Cultures: Manage program portfolios aligned with program strategies and translate those strategies, in collaboration with Program Officers, to develop proposals and implement grant agreements for selected programs of the Margaret A. Cargill Foundation and the Anne Ray Foundation. Grantmaking assignments may change as the foundation grows.

- Manage distribution goals for the Arts & Cultures Domain
- Provide effective leadership for staff including: training and staff development, assigning and directing work and appraising performance. The Program Director will work closely with staff, taking every opportunity to coach and mentor as they work through intricate grant development and implementation and progress towards program goals. In addition, this role will emphasize the importance of engaging in effective and respectful team work and demonstration of MACPS values
- Travel with Program Officers as needed to develop and monitor grantee performance and stay current with the field

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Program Director – Arts & Cultures

- Communicate with Managing Program Director on all aspects of grants planning, implementation and evaluation and to MACPS Leadership as requested
- In collaboration with Managing Program Director and Director of Evaluation and Learning, develop and oversee evaluation plans for programs within the Arts & Cultures Domain
- Select and oversee outside consultants who may from time to time be engaged to help with planning, delivery or evaluation
- In cooperation with legal, finance, grants management, and evaluation functions maintain accountability for due diligence on all grants within the portfolio
- Evaluate opportunities to coordinate and collaborate with other funders to multiply overall impact within Arts & Cultures Domain strategies and focused goals

Leadership: Serve as a member of the MACPS Program Leadership Team to support MACPS-wide goals, coordinate MACPS programs and operations, and model the values-based culture and content and philanthropic expertise the foundation represents to its employees and its grantees.

- Participate in budget development, program planning, learning leadership, organizational development, and team-building
- Work in partnership with others to advance the overall philanthropic vision of Margaret A. Cargill

Teachers: Provide interim support to the current work of the Teachers Domain.



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Program Director – Arts & Cultures

DESIRED QUALIFICATIONS

- Graduate level academic degree in a related art, art history, or arts administration field or equivalent level of experience. Minimum requirement is an undergraduate degree with at least 15 years of direct experience working with folk artists, native artists, and/or in music either as a grantmaker, arts administrator, professor, or artist
- Diverse and rich experience working with nonprofit arts organizations
- Knowledge and credibility working in strategic philanthropy with a proven track record of overseeing an annual grantmaking portfolio of at least \$10 million
- Experience in at least one of the geographic areas of program focus, Upper Midwest, Southwest, Appalachia, or Northwest, is preferred
- Background and understanding of a wide range of artistic and cultural communities, expressions, and contexts, with an experienced capacity to advance program interests diplomatically at college/university, arts organization, rural and urban arts community, and state levels
- A solid understanding of nonprofit organizational structure and decision-making processes for change
- Supervisory experience of a mature professional team, with demonstrated ability to develop strengths of individual team members and to build effective, values based teams
- Extensive experience and recognition in strategic philanthropic grantmaking, with a proven track record of success and leadership accomplishment
- An understanding of the key issues in philanthropy, a detailed knowledge of grantmaking tools and types, a broad perspective of various program areas with deep experience in more than one art field
- Proven ability to think strategically; demonstrated record of success working with a diverse constituency of partners and stakeholders to achieve specific programmatic outcomes
- Demonstrated pragmatism in moving large issues into specific program delivery mechanisms
- Strong detail orientation, with the ability to maintain perspective on the broader principles driving an organization's work
- Strong project management skills
- Strong interpersonal and communications skills. Professional demeanor with proven ability to build collaborative relationships, operate in a team environment, and honor donor intent
- Self-motivated and able to work independently
- Ability to generate innovative ideas and practices
- Perseverance, resilience, flexibility in the face of change. Experience leading teams through organizational change

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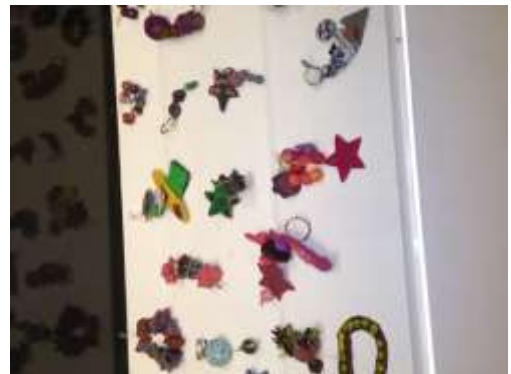
Program Director – Arts & Cultures

- Experience in a client service organization or reporting to a Program Leadership Team or Board. Demonstrated ability to translate the goals and strategies of the organization into actionable plans that align to the stylistic preferences of the organization
- High capacity and enjoyment of balancing multiple priorities and tasks simultaneously

TRAVEL

Up to 20%

The above statements are not intended to encompass all functions of the position; rather, they are intended to provide a general framework of the requirements of the position



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Program Director – Arts & Cultures

THE COMPENSATION PACKAGE

The compensation package for this position is competitive and includes participation in the organization's benefits plan.

ADDITIONAL INFORMATION

For additional information and to apply for the position please contact:



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Margaret A. Cargill Philanthropies is an equal opportunity employer.

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Twin Cities-Minneapolis and Saint Paul

Incorporated as a city in 1867, Minneapolis is named for the Dakota word “Minne” (meaning “of the waters”) and the Greek word “polis” (meaning “city”); fitting for a town that contains 22 lakes. Today, Minneapolis and its twin city, St. Paul, have over 3 million residents. Together they make up the 14th largest metropolitan area in the country.

The Twin Cities of Saint Paul and Minneapolis are a unique blend of small town and major cosmopolitan hub. Both urban cores boast a thriving business atmosphere. Saint Paul, as the state capital, is home to state government and has a more historical vibe. Minneapolis is the larger and more commercial of the two cities. Outside of the central downtowns, however, both cities have many distinct neighborhoods, and residents identify more with their individual neighborhood than with the larger city as a whole.



Both cities share a common root of being river towns - and the great outdoors are still a major attraction for residents and visitors alike. In addition to the mighty Mississippi River, there are more than 100 lakes (more than 900 when including the suburbs), more than 250 parks, and miles of biking and walking trails.

Nearly every weekend in the summer there are several outdoor active events for participants and spectators—triathlons, biking races, running races, boat races, water skiing competitions, golf tournaments, and more. Neighborhood events and family events round out a full schedule of opportunities.



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Twin Cities-Minneapolis and Saint Paul

The active lifestyle of Twin Cities' residents doesn't lie dormant during the winter either. There are miles of cross-country skiing trails, several downhill ski areas within an hour's drive, ice skating, snowmobile riding, sledding, and—of course—ice fishing.

For those who prefer activity of the spectator variety, the Twin Cities is home to several major sports teams: Minnesota Twins, Minnesota Vikings, Minnesota Wild, Minnesota Timberwolves, Minnesota Lynx, Minnesota United FC (soccer), and Minnesota Swarm (lacrosse).

There is also a minor league baseball team, the Saint Paul Saints. The areas have hosted the World Series, Super Bowl, NCAA Basketball Finals, the USGA U. S. Open, PGA Championships and the Special Olympics. In 2014, Target Field was the setting for baseball's All- star Game. In 2018, the Super Bowl will be played in a newly built state-of-the-art stadium.



But the Twin Cities have more to offer than participatory and spectator sporting events. There are countless arts and culture offerings here. The Grammy Award-winning Minnesota Orchestra has a reputation as one of the top orchestras in the world. The Saint Paul Chamber Orchestra is regarded as one of the finest chamber orchestras in the world.

Since the early 1960s, the Guthrie Theatre has staged A-plus shows from the classical to the contemporary. Popular national shows and performers also tour through the Twin Cities year round at stages in both Minneapolis and Saint Paul, and at the University. There are over 30 theatre venues, 10 dance companies, and 30 classical music groups in the cities of Saint Paul and Minneapolis alone.

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Twin Cities-Minneapolis and Saint Paul



For the museum-goer, there are more than 60 museums in the Twin Cities. The Science Museum of Minnesota and the Minnesota Children's Museum (both in Saint Paul) are highly interactive learning and fun experiences for the entire family. The Minnesota History Center is an interactive museum for all ages with permanent and changing exhibits, lectures and events.

The Minneapolis Institute of Arts has a collection of more than 100,000 pieces. The Walker Art Center has been called "possibly the best contemporary art museum in the U. S." by *Newsweek*, and has over 11,000 pieces. The University of Minnesota's Weisman Art Museum is also a contemporary art destination.

Beyond the outdoor, sports, entertainment, and culture, perhaps the biggest attraction for the Twin Cities is the lifestyle. *Forbes* hailed Saint Paul and Minneapolis as the nation's healthiest cities. *USA Today* named Saint Paul as North America's "Most Romantic City." The Twin Cities offer award-winning restaurants (several chefs have been regional James Beard Award winners). In addition to the popular Mall of America, there are plenty of unique shopping districts in both cities and in the suburbs.