



# ADIRONDACK EXPERIENCE™

The Museum on Blue Mountain Lake

## Adirondack Experience Director of Advancement

### Organization

Adirondack Experience, The Museum on Blue Mountain Lake (ADKX) dedicates itself to preserving and interpreting the diverse stories of Adirondack history, culture, and people. ADKX's goal is to initiate thoughtful dialogue that will help shape the Adirondacks of the future. As the trusted repository for the material culture and stories of the region's diverse people, it is committed to examining and interpreting that collective heritage, ensuring that its relevance is maintained in the public eye.

Located in Blue Mountain Lake, ADKX is situated on the aboriginal territories of the Mohawk and Abenaki Communities. ADKX is responsible for acknowledging the historical context and building reciprocal relationships with the Indigenous nations on whose lands they are situated. Regional Mohawk Akwesasne artists lead workshops and demonstrations at ADKX to continue the traditions of their craftsmanship.



The ADKX campus spans 121 acres, featuring over 20 structures ranging from small historic buildings to a 45,000-square-foot flagship facility. That building includes a 19,000-square-foot *Life in the Adirondacks* core exhibition, a museum café, and decks overlooking Blue Mountain Lake. ADKX provides 60,000 square feet of exhibition space, largely devoted to permanent exhibitions. A new 3,000-square-foot changing exhibition gallery will open in June 2025. Additionally, an offsite 28,000-square-foot Collections Study and Storage Center houses larger artifacts such as boats, vehicles, and furniture. The campus also includes hiking trails and a boathouse, adding to its appeal as a cultural and natural destination.

ADKX's collections are an irreplaceable record of Adirondack life, comprising over 165,000 items. Highlights include 5,000 works of art (600 oil paintings, 300 watercolors, 50 sketchbooks, various prints, and drawings); 100,000 photographs and motion picture films; 750 manuscript collections; and 1,450 maps, rare books, and atlases. The museum also preserves nearly 30,000 three-dimensional objects, including Native American artifacts, horse-drawn vehicles, maple sugaring and ice-harvesting equipment, rustic furniture, and one of the nation's largest collections of inland waterway boats. The collections are accessible to researchers year-round in the library, the storage facility, and online through ADKX's website. Major cataloging efforts have been supported by National Endowment for the Humanities (NEH), National Historical Publications and Records Commission (NHPRC), and Council on Library and Information Resources (CLIR), underscoring the collections' national significance.

Approximately 10,000 students participate in free educational programming each year, with two-thirds receiving in-classroom instruction due to the region's vast distances and the museum's seasonal schedule. One-third of the students visit the campus, with busing costs subsidized based on need. ADKX's free school programming is offered to all 12 counties in the Adirondack Park and curriculum-based virtual resources through its Digital Learning Lab.

The museum's initiatives extend beyond its over 2,500 members to broader audiences, including a program that introduces African American community members from cities like Albany, Schenectady, Utica, and Syracuse to the Adirondacks. Now in its fourth year, the program welcomed 12 groups in 2024. In addition, the museum will launch a new artists' residency program beginning in 2025, offering five artists one-month residencies, replacing a previous program of shorter stays. The library offers research fellowships, with three scholars participating in 2024 and 2025.

In its operating season, Memorial Day through Columbus Day, ADKX attracts approximately 35,000 visitors, bringing its total annual reach to 45,000, including educational programming. The museum is committed to inclusivity, evidenced by its Sensory Inclusive certification by Kulture City and its collaborative outreach to urban centers outside Adirondack Park.

ADKX has a 20-member board of trustees led by Chair Nancy Reardon Sayer, and David M. Kahn serves as Executive Director. For the fiscal year ending December 31, 2023, ADKX reported a total revenue of \$6.1 million, including revenue from its \$66 million endowment of \$2.5 million, annual fundraising of \$765,000, event fundraising of \$450,000, and memberships of \$230,000. Total expenses were \$5.4 million.



## Community

Nestled in the heart of the six million acre Adirondack Park, the largest state park in the U.S., Blue Mountain Lake offers a serene retreat amid the breathtaking Adirondack Mountains. The park hosts 10 million annual visitors. The region's year-round and seasonal residents enjoy an array of outdoor activities, including hiking, skiing, and boating, as well as vibrant arts and cultural offerings. ADKX serves as a cornerstone of the community, connecting residents and visitors alike to the history and spirit of the Adirondacks.



The area was and is home to the Iroquois and Algonquin peoples. While today it is primarily known for tourism and outdoor recreation, it was initially used by European settlers for logging and other industries.

The area is home to many small, charming towns and villages, including Indian Lake, of which Blue Mountain Lake is a hamlet, Lake Placid, Saranac Lake, Tupper Lake, and Old Forge. All these communities offer services for tourists and residents alike, including accommodations, restaurants, and cultural activities. ADKX is one of the major cultural attractions of the region.

Blue Mountain Lake is in Hamilton County, and the county seat is Lake Pleasant. The number of year-round residents in the entire park is small at around 132,000. Hamilton County itself has 5,000 year-round residents, of whom approximately 96% are white. Montreal is a 3-hour drive from Blue Mountain Lake. New York City and Boston are 4 ½ hours away.

Sources: edited from census.gov, wikipedia.com

## Position Summary

The Director of Advancement will serve as the museum's principal development strategist and fundraiser and will report to the Executive Director while building a network of new support for the mission of ADKX and stewarding its longtime donors. This leader will oversee donor relations, membership, major gifts, planned giving, grant writing, and special events as well as fundraising for capital and endowment campaigns. ADKX's current goal is \$1.5 million in annual support and ADKX is in the early phase of a \$25 million capital campaign for educational, exhibition, infrastructure, and endowment growth. A substantial amount has already been committed. New exhibitions will focus on African American History, climate change, and the environment as well as other topics. The Director of Advancement will manage a dedicated team of three to four people, fostering a collaborative and high-performing

culture aligned with the museum's mission. As a member of the senior leadership team, the Director of Advancement will contribute to organizational strategy, ensure the sustainability of fundraising programs, and represent ADKX with credibility, diplomacy, and enthusiasm.

## Role and Responsibilities

### Fundraising Leadership

- Develop and implement a comprehensive fundraising plan, including the current capital campaign, major gifts, and planned giving.
- Direct the planning and execution of high-impact fundraising events and campaigns.
- Build, cultivate, and steward relationships with individual, corporate, foundation, and government donors.
- Collaborate with staff and trustees to identify prospects and devise tailored engagement strategies.
- Oversee grant writing and management, ensuring alignment with institutional priorities.
- Serve as the staff liaison to the Development, Capital Campaign, and Governance and Nominating Committees of the Board.
- Embrace other fundraising leadership tasks as needed.

### Staff Management and Team Development

- Lead and mentor the Advancement team, setting clear goals, providing regular feedback, and fostering professional growth.
- Coordinate departmental responsibilities through an annual work plan and master calendar.
- Conduct annual staff evaluations and encourage a collaborative, mission-driven culture.
- Ensure alignment between Advancement initiatives and organizational goals.
- Work with senior leaders in education, curatorial, and marketing, among others, to identify and grow contributed and earned revenue.
- Embrace other staff management and team development tasks as needed.

### Organizing and Planning

- Manage the Advancement Department's budget, ensuring efficient use of resources to meet revenue targets.
- Guarantee a comprehensive donor database is in place and maintained to track relationships and engagement.
- Prepare reports and presentations for the board, including fundraising updates and donor insights.
- Embrace other organizing and planning tasks as needed.

### Donor and Member Relations

- Strengthen donor engagement by crafting compelling cases for support and personalized stewardship plans.
- Oversee membership programs, developing strategies to grow and retain members while enhancing their experience.
- Collaborate with the marketing team to ensure consistent communication with donors, members, and the broader community.
- Embrace other donor and member relations tasks as needed.

## Traits and Characteristics

The Director of Advancement will be an organized and visionary leader who combines strategic thinking with hands-on implementation. They will be a collaborative team player with exceptional interpersonal skills, capable of inspiring staff, board members, and donors. Demonstrating diplomacy and teamwork, they will foster collaboration. A people-focused leader, the Director of Advancement will prioritize building strong, meaningful relationships while appreciating the unique contributions of others. The successful candidate will excel at time and priority management, ensuring that tasks are organized, deadlines are met, and resources are effectively utilized. With a results-driven mindset, they will balance strategic goal orientation with the ability to manage multiple projects simultaneously, delivering measurable outcomes that align with ADKX's mission and objectives.

Other key competencies include:

- **Diplomacy and Teamwork** – Skillfully navigates diverse perspectives and promotes cooperation to achieve shared goals.

- **Customer Focus and Appreciating Others** – Cultivates strong relationships and demonstrates respect for colleagues, donors, and community members.
- **Time and Priority Management** – Balances competing demands effectively and ensures efficient use of time and resources.
- **Goal Orientation and Project Management** – Sets clear objectives, devises actionable plans, and achieves results through thoughtful execution.
- **Creativity and Innovation** – The acumen to develop new approaches and processes to fundraising and donor stewardship and cultivation.

## Qualifications

Demonstrated success in securing major gifts and capital campaigns is essential, and museum and/or visual arts experience is highly preferred. A bachelor's degree and a minimum of six years of related experience in nonprofit fundraising leadership are desirable. The successful candidate will have excellent verbal and written communication skills, with strong planning, administrative, and organizational skills. They will be able to read and interpret financial reports and will have a working knowledge of legal issues related to fundraising. Attendance at evening and weekend events will be necessary, as will some travel.

If you do not meet all the qualifications but possess transferable or equivalent skills, experience, or education, we encourage you to apply and highlight those areas.

## Compensation and Benefits

ADKX provides a competitive and equitable compensation package in the range of \$120,000 to \$140,000, with benefits that include paid time off and holidays; health insurance; long-term disability and life insurance; and a 401(k) retirement plan.

## Applications and Inquiries

To submit a cover letter and resume with a summary of demonstrable accomplishments (electronic submissions preferred), please click [here](#) or visit [artsconsulting.com/opensearches](https://artsconsulting.com/opensearches). For questions or general inquiries about this job opportunity, please contact:

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