



# Native Arts and Cultures Foundation

## Vice President of Community Impact

### Organization

Native Arts and Cultures Foundation (NACF), established in 2007, is rooted in the principle of uplifting and promoting Native American, Alaska Native, and Native Hawaiian arts and cultures. Located in Portland, Oregon, NACF has emerged as a pivotal national organization dedicated to advancing the appreciation and continuation of Indigenous artistic and cultural practices. Their mission is to advance equity and cultural knowledge, focusing on the power of arts and collaboration to strengthen Native communities and promote positive social change with American Indian, Native Hawaiian, and Alaska Native peoples in the United States.

The Center for Native Arts and Cultures facility acts as a hub for cultural preservation and innovation, offering a variety of programs that encompass both traditional and contemporary artistic expressions. The foundation's programming is diverse and inclusive, featuring grants, fellowships, and community projects. In the fiscal year 2023, NACF provided nearly \$1 million in total grants that supported Indigenous artists and cultural bearers in their efforts to explore, sustain, and communicate their traditions and contemporary artistic expressions. Over the past 16 years since NACF's inception, NACF has supported over 400 artists through grants, funding special projects, and emergency funding, which has totaled over \$16 million nationwide.



Education and community engagement are at the heart of NACF's mission. The foundation conducts educational outreach initiatives aimed at enhancing cultural understanding and appreciation among the broader public. These programs are designed to foster a deeper appreciation of the richness of Native arts and cultures and to promote dialogue and understanding across different communities. SHIFT – Transformative Change and Indigenous Arts program empowers artists, curators, and community collaborators to address social change issues through a Native lens. The program supports innovative community-driven projects created in partnership with an organization that uplifts Native communities, promotes self-determination, and drives transformative change, paving the way for a

resilient and thriving Indigenous future. LIFT – Early Career Support for Native Artists program supports emerging Native artists through one-year awards to develop and realize new projects. These awards are a crucial investment in cultivating fresh voices and envisioning the future of our respective Native practices.



NACF is also committed to building partnerships with other cultural institutions, educational establishments, and community groups. These collaborations are essential for extending the reach of the foundation's programming and ensuring that a wider audience has access to authentic Native American cultural experiences.

Looking ahead, NACF remains dedicated to expanding its impact and support for Native artists and communities. The foundation plans to increase its educational offerings and strengthen its national presence, ensuring that Native arts and cultures are recognized and revered far and wide. With a continued focus on strategic growth and community collaboration, NACF is poised to be a beacon of cultural pride and artistic excellence.

With the leadership of President/CEO Shyla Spicer and under the guidance of Board Chair Betsy Richards, who leads a board of 14 members, the foundation is poised for strategic growth and programmatic expansion. In the fiscal year ending December 31, 2023, the Native Arts and Cultures Foundation reported annual revenues of \$2.2 million, with \$1.3 million coming from investment income and approximately \$534,000 in grants. Program service

expenses were approximately \$1.7 million of the approximately \$2.8 million in total expenses. NACF reported net assets of \$20 million over this period.

## Community

The Portland Metro area rests on traditional village sites of the Multnomah, Wasco, Cowlitz, Kathlamet, Clackamas, Bands of Chinook, Tualatin Kalapuya, Molalla, and many other tribes who made their homes along the Columbia River, creating communities and summer encampments to harvest and use the plentiful natural resources of the area.

Portland's Native community is diverse, vibrant, and growing; it has grown by nearly 16% in the last 10 years and outpaced the Portland regional population growth, and is nearly 70,000 strong (MSA, US Census 2010). The Portland urban Native community is descended from over 380 tribes, and many are multi-tribal and multi-ethnic.

With a population of approximately 652,503, Portland is recognized for its vibrant creative community and strong environmental consciousness, supported by thriving technology, manufacturing, and creative sectors. The city's cultural landscape is marked by major institutions such as the Portland Art Museum and the Oregon Historical Society, complemented by annual events like the Portland Rose Festival. These assets, alongside a dynamic food scene and numerous music and arts festivals, attract both visitors and locals, enhancing Portland's status as a culturally rich urban center. The city's extensive parks and green spaces underscore its environmental initiatives, making it a haven for outdoor enthusiasts and those dedicated to conservation.

Portland's economy is diverse, supporting a robust job market, particularly in technology, manufacturing, and retail. The city government is actively involved in enhancing community life through neighborhood associations and civic initiatives focused on equity and resource access, which strengthen the social fabric and support economic recovery. Strategic efforts to bolster local businesses and provide educational opportunities help raise community standards and foster a vibrant local economy, making Portland an appealing destination for new residents and professionals seeking a balanced urban experience.

Sources: oregonmetro.gov; travelportland.com; portland.gov

## Position Summary

The Vice President of Community Impact (Vice President) at NACF is a pivotal leader who combines strong program management with strategic planning skills. The Vice President will spearhead the implementation and evaluation of culturally significant programs, utilizing expert grant management, financial oversight, and robust programmatic benchmarking. With a solid track record in nonprofit program development and a deep understanding of community dynamics, this leader will drive impactful collaborations and foster enduring relationships with diverse stakeholders. Reporting directly to the President/CEO, the Vice President will ensure the organization's offerings not only resonate locally but also extend their reach nationally, reflecting the foundation's mission and strategic vision. This will be a hybrid position that includes working remotely and in person at the Portland, Oregon location. The Vice President can anticipate that 35% of this position's time will include travel, either to NACF Portland headquarters or other locations nationally and internationally on behalf of NACF.

## Roles and Responsibilities

### Program Leadership

- Design, develop, and oversee the delivery and monitoring of all programming in close collaboration with the President/CEO, catalyzing Native peoples, artists, and culture bearers to influence positive social, cultural, and environmental change.
- Oversee culturally appropriate project evaluation for funded projects, ensuring programmatic benchmarks link to NACF's mission and strategic goals.
- Direct all grantmaking programs, including their application criteria, selection methodology, and monitoring.
- Articulate program vision, opportunities, and successes with the President/CEO, board of directors, funders, and other key partners as necessary.
- Generate strategy and oversee planning of all programmatic activities at the Center for Native Arts and Cultures facility, which includes exhibitions, performances, community outreach, and partnerships.
- Embrace other program leadership responsibilities, as needed.

### **Community Engagement and External Relations**

- Lead effective community outreach to promote NACF programming and strategic initiatives to potential applicants, supporters, and constituents.
- Generate positive collaborations and relationships regionally and nationally with Native and non-native artists, culture-bearers, tribal communities, funders, Native and non-native organizations, and Indigenous allies to further NACF's program priorities.
- Forge close and trusted working relationships with external funders, foundations, and key stakeholders in partnership with the President/CEO.
- Manage community engagement and outreach strategies as it pertains to the Center for Native Arts and Cultures in collaboration with the President/CEO.
- Embrace other community engagement and external relations responsibilities, as needed.

### **Financial Resiliency and Team Leadership**

- Develop fundraising related strategies for programming and events at the Center for Native Arts and Cultures alongside the Advancement team.
- Build, lead, and mentor the team, which includes the Director of Grantmaking, Director of Public Programming, and supporting staff.
- Create, manage, and oversee the Community Impact department budget, ensuring fiscal sustainability.
- Assess the research, writing, and development of grant proposals and reports for program activities in collaboration with the Advancement department.
- Embrace other financial resiliency and team leadership responsibilities, as needed.

### **Traits and Characteristics**

The Vice President will be a dynamic leader with deep cultural competence, uniquely qualified to navigate the intricate landscape of Native arts and cultures. This visionary will harness their extensive knowledge of cultural nuances to ensure that all programming resonates broadly yet aligns precisely with NACF's commitment to inclusivity and diversity. A strategic thinker and effective communicator, they will foster collaboration and consensus, driving forward high-impact initiatives that inspire teams and engage diverse communities. The role demands exceptional organizational skills for managing complex projects and a proactive approach to anticipate future trends and opportunities in the arts sector. With a steadfast commitment to personal accountability and leadership, this leader will motivate a diverse team, ensuring that every program is not only relevant and impactful but also meticulously aligned with the foundation's strategic objectives.

Key Competencies Include:

- **Leadership and Personal Accountability** – Demonstrates integrity and the ability to make responsible decisions that effectively shape the organization's strategic direction while organizing resources to maximize outcomes.
- **Futuristic Thinking and Problem Solving** – Envisions future trends and opportunities, using strategic foresight to creatively solve problems and ensure the organization's adaptability and success in evolving environments.
- **Teamwork and Diplomacy** – Skillfully navigates sensitive interactions with tact and diplomacy, enhancing team cohesion and fostering respectful and effective communication across diverse groups to build consensus and facilitate cooperation.
- **Flexibility, Planning, and Time Management** – Prioritizes and manages time effectively, adapting plans to meet evolving organizational needs and achieving goals within designated timeframes.

### **Qualifications**

The Vice President will have a demonstrated record of leadership in mission-driven arts and cultural organizations. They should have extensive experience in program development, grantmaking, and stakeholder engagement, with a deep understanding of Indigenous arts, cultures, and community priorities gained through lived and/or professional experience. The Vice President will be a strategic and adaptive leader with strong relationship-building skills, capable of engaging artists, tribal communities, donors, and key partners to advance NACF's mission. They

should possess exceptional communication and diplomacy skills, along with the ability to manage teams across multiple locations. While no specific educational credentials are required, candidates must have the expertise necessary to develop and sustain impactful programming. Residency near NACF headquarters is expected to support meaningful engagement with staff and communities. This role requires frequent travel, both locally and across Native communities nationwide, to foster relationships, assess program impact, and deepen NACF's connection to the communities it serves.

### Compensation and Benefits

NACF provides a competitive compensation package anticipated with a salary range of \$110,000 to \$125,000, commensurate with experience. NACF offers a comprehensive benefits package, including employer-supported health insurance, a retirement plan, paid vacation, holidays, personal and sick leave, and access to NACF programs and events.

### Applications and Inquiries

To apply, please submit a cover letter and resume, along with a summary of demonstrable accomplishments (electronic submissions preferred), please click [here](#) or visit [artsconsulting.com/opensearches](https://artsconsulting.com/opensearches). For questions or further inquiries about this opportunity, please feel free to reach out through the contact options below. NACF looks forward to your application and to exploring the potential contributions you could bring to the organization.

Jeff Erbach, Associate Vice President  
Dat Ngo, Vice President



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**The Native Arts and Cultures Foundation is committed to fostering an inclusive, equitable, and culturally responsive workplace that reflects the communities we serve.**

**We actively work to advance equity in our programming and operations, ensuring meaningful opportunities for Native artists and culture bearers. We welcome applicants of all backgrounds and do not discriminate based on race, gender, sexual orientation, disability, or other protected statuses, promoting a supportive and respectful environment for all.**