

BOARD POSITION

Chair, Board of Directors

About BAMS Fest, Inc.

BAMS Fest is a 501(c)(3) organization that breaks down racial and social barriers to arts, music, and culture for communities of color across Greater Boston and beyond. Its vision is to create a vibrant and inclusive arts and culture sector for the City of Boston and beyond, a sector that celebrates all artistic talents, challenges societal perceptions, and empowers and engages audiences.

Founded in 2016, BAMS Fest has demonstrated proof of concept by nurturing and elevating local artists of color and by attracting diverse audiences to performances curated from a Black perspective. In a city where gaps in equity and inclusion are perennial issues, BAMS Fest is a positive force of creative place keeping and cultural equity. It activates Franklin Park and other venues in Black neighborhoods as cultural spaces. It elevates the voices of artists and audiences of color and builds partnerships that make more spaces throughout the city welcoming to them.

Core Values

Inclusive | Engage with constituents in a way that embraces inclusion on all levels (race, socioeconomic, sexual orientation, disability, etc.), and fosters a more inclusive arts ecosystem for Greater Boston

Artist Centric | Supporting artists, particularly artists of color, both professionally and holistically. BAMS Fest believes in supporting the artist as a person, taking into account their mental and physical wellbeing, financial health, and professional development

Sustainable | Building an infrastructure, board, and programming strategy that can continue to impact the economic development of the communities and constituencies the organization seeks to serve, while contributing to the larger creative economy

Authentic | Continue to build an organization that is representative of the voice of the community we seek to serve, while also carving out a place for Black and Brown voices in the larger arts and culture non-profit sector

Collective Mindset | Acknowledge that our larger work is made up of the individual work and sacrifices of our team, and strive to create a supportive and responsible community that furthers both our programming efforts and organizational success

Overview

In May 2019, our organization completed its first strategic plan for 2020 - 2024. A key issue that BAMS Fest must address in the coming three years is organizational growth and capacity building, as we continue to produce exciting cultural events and support local Black and Brown artists. To build capacity, BAMS Fest will need to prove its value to a robust mix of philanthropic supporters, corporate sponsors, and ticket buyers who share BAMS Fest's vision for cultural equity in Greater Boston.

BAMS Fest needs a Board Chair who can partner with our Executive Director to lead the implementation of the strategic plan for the next three years. The Board Chair will head up BAMS Fest at a critical point in

our development, as we grow from a volunteer-led startup to a well-resourced beacon for cultural equity in the city of Boston.

Responsibilities:

Governance

- Works with the Nomination and Governance committee:
 - To consult with board members on their roles and helps them define their individual performances
 - To identify, recruit, vet and select new board members that reflects the constituents we serve and skills/expertise we need to achieve our strategic goals and objectives
- Co-leads the performance evaluation process of the Board and Executive Director each year
- Periodically reviews with the Board the Bylaws, Conflict of Interest Policy, and NDA to ensure they are up to date and support and protect the organization
- Serves as a trusted advisor to the Executive Director as she develops and grows the organization

Ambassadorship

- Acts as an ambassador for the organization, including:
 - Developing and managing relationships with funders, partners and other stakeholders who want to do business with and/or support our organization.
- Acts as an alternate public spokesperson for the organization, when the Executive Director is not available, at events and meetings in the community.

Fundraising

- Ensures that each member of the Executive Board gives an annual contribution that is considered a stretch and/or commensurate with their capacity.
- Helps to identify, cultivate and steward individual donors, corporate and foundation gifts and grants.
- Helps to plan and implement initiatives to expand the organization's visibility.

Administration

- Establishes annual calendar for Board meetings and Annual retreat
- Oversees and leads all board meetings and calls for special meetings, where if necessary
- In partnership with the Executive Director, co-develops the agenda for each board meeting
- In conjunction with the Secretary, disseminates information and communicates with Board members on a regular timely basis by phone, email or in-person/virtual meetings.
- Leads the approval process for the organizational budget

The type of person we are seeking:

This is an extraordinary opportunity for a progressive, entrepreneurial, experienced individual who possesses a strong affinity for music and the arts at the intersection of racial, social, and creative justices, as well as a drive to build economic freedom, equity, and sustainability for local Black and Brown artists, entrepreneurs, and small businesses.

This individual is able to:

- Strategize, mobilize and lead during organizational, local, national and global crises.
- Take accountability for his/her/their personal and professional actions.
- Balance when to be a leader or team player while working within committees and/or independently.
- Co-design or utilize logical and systematic procedures to meet objectives.
- Create a sense of order, direction, and active participation among a variety of people on the Board.
- Achieve leadership through relationship development, philanthropy, and across industries.
- Proactively listen, and exchange constructive feedback with the Board and Executive Director.

Requirements:

- 5-7 years of board experience (non-profit or for-profit) with success in management, leadership, building teams, finance, relationship development, philanthropy and/or strategic planning.
- A good judge of character, potential and skill
- A strong history of the following:
 - Building program capacity
 - Working with marginalized communities of color
 - Credibility in the philanthropic world that has resulted in securing grants, donations or sponsorship.
- Ability to delegate and motivate individuals and teams to complete tasks and make urgent and necessary decisions.
- Savvy diplomatic skills and natural skill in cultivating relationships, and building consensus among diverse individuals

Time Commitment and Expectations:

It is critical for candidates to understand that BAMS Fest is – for now – a volunteer-run organization: both staff and board are donating their time. In other board-staff dynamics, board members can rely on staff to take care of the details. At BAMS Fest, the board must be mindful of staff's administrative burden and lessen it as much as possible, and the Board Chair must set an example for the rest of the board.

The Board Chair will be expected to fulfill the following commitments:

- A two-year term, or until a successor is elected and qualified, and is eligible for re-election for one additional consecutive two-year term.
- Attendance at four quarterly board meetings per calendar year (January – December)
- Minimum attendance in two quarterly Staff and Board meetings per calendar year (January – December)
- Attendance at the Staff and Board summer annual retreat
- Bi-weekly calls with the Executive Director
- Participation in at least one professional development workshop, session, or webinar to build skills in an area important to BAMS Fest's development
- Participate in ongoing strategic planning, all while contributing thoughtful, robust ideas and constructive feedback that helps to advance our mission, goals, and objectives.
- Attend BAMS Fest events and bring individuals who can financially support and / or operationally grow the organization.
- Periodically attend community events as BAMS Fest's spokesperson, as requested.

Financial Commitment

- A minimum personal give of \$1,000 with a \$2,500 get from your network (cash/in-kind services).
- Raise additional funds in ads, tickets and/or sponsorship for our summer annual fundraiser (BAMS Festival)

Compensation

- This is an unpaid volunteer position with negotiable meals and local travel allowance for donor engagement purposes.

If you are interested in being considered for this amazing opportunity, please send fill out [this application](#) and include your cover letter and resume.

If you have any general questions about our organization, please send an email to info@bamsfest.org