



Organization

Founded by playwright and director Michel Hausmann and National Medal of the Arts winner Moises Kaufman, Miami New Drama (MiND) is an innovative nonprofit professional theater company located in Miami Beach. The largest bilingual theater in America that is committed to artistic excellence and groundbreaking work unique to its diverse and remarkable region.

Established in 2015, MiND believes in the transformative power of theater and employs it as a tool for change, empathy, reflection, and exploration. MiND produces works that are in conversation with Miami's unique multicultural and multilingual community and is relevant to national discourse for social change. Since 2016, MiND has served as the resident company at the historic Colony Theatre on Lincoln Road in the heart of beautiful South Beach. MiND maintains an annual budget of \$3-4 million.



Programming consists of world-class theater productions, co-productions in partnership with top national and international organizations, and robust educational programs. MiND focuses on world premieres commissioned by the organization as well as others that provide partnerships with top national organizations such as Tectonic Theater Project and A Solo Rep. The first show of its debut 2017-2018 season was a multilingual version of Thornton Wilder's classic *Our Town*. It was critically-acclaimed as "glorious, emotionally potent" and "inventive and touching...superb!" and was subsequently

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Past productions have included the American premiere of Ferdinand von Schirach's *Terror* directed by Tony Award winner Gregory Mosher; *The Golem of Havana*, an original musical written (book) and directed by Michel Hausmann; *Queen of Basel*, a new play by Hilary Bettis and directed by Michel Hausmann; *One Night in Miami* by Kemp Powers and directed by Carl Cofield

(subsequently a feature film distributed by Amazon Studios and directed by Regina King); the world premiere of *Confessions of a Cocaine Cowboy* by Billy Corben and Aurin Squire and directed by Michel Hausmann; Thornton Wilder's *Bridge of San Luis Rey* adapted and starring David Greenspan; world premieres of Carmen Pelaez's *The Cuban Vote* directed by Loretta Greco, Winter Miller's *When Monica Met Hillary* directed by Margot Bordelon, and a new Louis Armstrong musical *A Wonderful World* by Aurin Squire directed by Tony Nominee Christopher Renshaw. Roughly 20% of MiND's fundraising supports the development of new work.

Miami New Drama's *7 Deadly Sins* was the largest live professional theater production during the COVID-19 shutdown, transforming six vacant storefronts and the Colony Theatre loading dock into seven unique theater spaces, and invigorating an entire block of Miami Beach's historic Lincoln Road, one of the world's most renowned and trafficked pedestrian thoroughfares. Its acclaimed run was extended twice, playing 54 performances. The production received a prestigious 2021 Drama League Award for Outstanding Interactive or Socially-Distanced Theater and was subsequently produced in New York City in association with Tectonic Theatre Project and Madison Wells Live. Roughly 60% of MiND's fundraising supports Main Stage programming.

MiND nurtures and inspires students and adults through a comprehensive arts education program presented at the Colony Theatre, schools, and community centers. Its education programs began with one morning matinee of the multilingual version of *Our Town* serving a modest 400 students. This launched a movement and within two years MiND is consistently serving 8,000 students annually. Roughly 20% of MiND's fundraising supports education.

MiND offers the following education programs:

Morning Matinees bring students, many who have never seen a professional theater production before, to the Colony Theatre. MiND coordinates directly with administrators, educators, and bus companies to provide this completely FREE experience. Over 15,000 students have been introduced to the transformative magic of live theater on the Colony Theatre stage.

Educational Touring Productions focus on bringing innovative new adaptations of classic stories to life that connect with today's students through creative use of space, costumes, and props. All performances include talkbacks, allowing students to engage further with the productions. Over 25 schools in Miami Dade County have been served by MiND's touring program.

MiND Theater Intensives offer new opportunities in paid Fall, Spring, and Summer sessions for children and teenagers to develop skills as actors, playwrights, and all around theater artists. Scholarship rates are 80%.

MiND's Team



Michel Hausmann is MiND's Co-Founder and Artistic Director. He is a Venezuelan-born theater director, producer, and writer. Michel is the book writer and director of *The Golem of Havana*, a critically-acclaimed original musical that has been produced across the country including a sold-out, extended run at the Colony Theatre. Under his artistic leadership Miami New Drama has produced: *Our Town*, *Queen of Basel*, *The Elaborate Entrance of Chad Deity*, *Terror*, *One*

Night in Miami, *Fake*, *Confessions of a Cocaine Cowboy*, *Viva La Parranda!*, *A Special Day*, *A Wonderful World*, *When Monica Met Hillary* and *The Cuban Vote*.

Hausmann's Off-Broadway credits include the New York Premiere of Vassily Sigarev's *Black Milk* and the New York premiere of *The Color Of Desire*, by Pulitzer Prize-winning author Nilo Cruz. He was the co-founder and Artistic Director of an award-winning theater company in Venezuela where he directed over a dozen productions. Michel received a BA from Emerson College and an MFA in Theater Directing from Columbia University. He is a Drama League Award winner, New York Theater Workshop 2050 Fellow, an IRNE nominee, a Silver Palm Award winner, Richard Rodgers Award finalist, and a two-time Knights Arts Challenge Award recipient.



Nicholas Richberg serves as Managing Director. He is an award-winning producer, actor, and nonprofit executive who has received critical acclaim for his broad range of work. Under his executive leadership Miami New Drama has produced *7 Deadly Sins*, *The Bridge of San Luis Rey*, *The Cubans*, *A Wonderful World*, *When Monica Met Hillary*, *The Cuban Vote*, and *Papá Cuatro*. He previously served as Managing Director of Zoetic Stage at the Adrienne Arsht Center for the Performing Arts, where he produced numerous world premiere and award-winning plays and musicals. As an actor and director, Richberg has voiced national radio campaigns, appeared on national television, and worked in

theaters across the country, including nearly every stage in South Florida, originating numerous roles including in *Confessions of a Cocaine Cowboy* at Miami New Drama prior to his tenure as Managing Director. He is a Drama League Award winner, Carbonell Award winner, multiple Silver Palm Award winner, twice named Best Actor by *Miami New Times*, and was named a Miami Leader by the Miami Foundation. A Miami native, Richberg is a graduate of Miami Country Day School and University of Miami Frost School of Music. He also holds a Certificate in Nonprofit Management from Duke University and an MBA from IE University (Madrid) and Brown University.

Miami – Global Gateway

Miami Beach is a global trend-setting arts, business and entertainment capital. While home to seven-miles of beaches and a vacation destination, Miami Beach is no longer just a place to lay on the beach, due to an economic boom that has sprung from the refurbishment of the Art Deco Historic District. From cafés, clubs and shopping along South



Beach's Ocean Drive, Lincoln Road, and Washington Avenue; the international hotels and restaurants of Collins Avenue and Middle Beach; to the re-emerging neighborhood in North Beach, Miami Beach offers visitors and residents a dazzling array of amenities to enjoy.

Miami-Dade County is an economic hub for the US and a gateway to Latin America. It has become a center of venture capital and tech firms including a significant presence for cryptocurrency firms. Real estate development is booming. A massive influx of investments and wealth from Latin America and the Northeast US has accelerated Miami's economy. International banking and financial services companies have proliferated with the influx of affluent individuals and corporations. The hospitality industry serves as a critical element in the region's economy with renowned hotels and innovative restaurants and several cruise lines (including the Miami-based Carnival Cruise Line) using Miami as a hub.

Arts & Culture - As a gateway to Latin America, Miami is truly a multicultural region infused with the vitality and contributions of many cultures. Miami Beach's rich cultural assets include MiND, Miami City Ballet, The Bass, the New World Symphony, the Wolfsonian-FIU and Art Basel Miami Beach, a premiere international art fair that attracts arts patrons from around the world.

Greater Miami is home to renowned performing and visual arts organizations including the world-class Adrienne Arsht Center for the Performing Arts, Perez Art Museum Miami, Phillip and Patricia Frost Museum of Science, and the Museum of Contemporary Arts. The City of Miami Beach has a visionary commitment to Arts & Culture transformation and is currently considering a \$150 Million Arts & Culture G.O. Bond to support cultural organizations and venues including Miami New Drama, The Colony Theatre, and the Collins Park Cultural Center, a planned 16,000sf facility that will serve as MiND's headquarters and supplement activities at The Colony.

Education & Health - The region is renowned for education and health services. Miami Dade College, Florida International University, and the University of Miami among others are situated here. Preeminent healthcare is available throughout Miami-Dade County and includes the University of Miami Health System, Jackson Health System, Baptist Health South Florida, Mount Sinai Medical Center and Niklaus Children's Health System.

Sports - Miami is one of the premier destinations for professional and college sports. Very few communities can boast professional teams in every sport: football (Miami Dolphins), basketball (Miami Heat), baseball (Miami Dolphins), hockey (Florida Panthers) and soccer (Miami FC), plus Division 1 College athletics and internationally recognized tennis, golf, sailing, motorsports and other competitions.

A conveniently located international airport provides access to cities across the US and around the globe.

Position Summary

Reporting to the Managing Director, the Director of Development (DoD) will have primary responsibility for developing, managing and deploying MiND's emerging annual fundraising program comprised of membership, individual giving, institutional support (foundations and corporations), sponsorship and government grants. The Director will also develop and manage any special campaigns. The DoD will be a highly skilled, self-aware and effective manager and fundraiser who has a proven track-record of routinely securing five and six-figure gifts. The DoD will develop, build and steward enduring relationships with major donors and prospects (individuals, corporations and foundations) and government officials.

The DoD will collaborate closely with the MiND Board of Directors and Artistic and Managing Directors in building and managing a top-tier development operation and establishing relationships with the community. Responsible for raising approximately \$1.5 to \$1.7M in contributed revenue annually through 2023, as well as increasing contributed revenue to \$2-2.5M by 2025 and increasing over the next five years based on MiND's financial needs and plans, the DoD will initially be the sole department member leading the fundraising program. However, as MiND achieves its targeted revenue goals it is anticipated that Development will expand.

The DoD will have a history of developing and improving systems and processes to establish a structured and effective fundraising program, create deeper engagement with members and donors and foster greater levels of philanthropic commitment to MiND and a culture of philanthropy throughout the organization. The DoD will be an excellent strategist capable of collaborating with Board and staff in identifying and cultivating donors/prospects from diverse communities and professions and moving transactional supporters into long-term growth relationships with MiND.

Roles and Responsibilities

Strategic Annual Fundraising Leadership

- Envision, design and execute strategies and tactics to build and advance a strategic fundraising program.

- Develop systems and processes required to support robust fundraising.
- Deploy best practices in using the CRM system to develop, track and advance donor relationships and to analyze data and understand fundraising trends.
- Establish a formal stewardship program including prompt acknowledgment of all gifts and continuing engagement with donors.
- Establish metrics and KPIs to monitor progress.
- Increase annual contributed revenue from current modest base, including restricted and unrestricted support from individuals, government, foundation, and corporate donors.
- Analyze and, if necessary, reimagine the membership program.
- Be a passionate, visible, and informed advocate for MiND, actively seeking opportunities to engage with the broader community and to participate in events that position MiND for improved fundraising and visibility.
- Work in collaboration with the Managing and Artistic Directors to be an effective partner with MiND's Board in growing fundraising.
- Collaborate with the Managing and Artistic Directors and Board Chair in identifying gaps on the Board and in building a robust candidate pipeline.

Fundraising and Stewardship

- Identify, cultivate, and successfully solicit major gifts from a diverse group of individuals, corporations, and foundations, ensuring appropriate stewardship of donors at all levels.
- Increase membership at all levels and develop effective strategies for inspiring new members, retaining existing members, and creating stimulating benefits and programs.
- Cultivate, solicit and steward government grants and funding in close collaboration with the General Manager and Managing Director to meet annual operating requirements as well as to address capital expansion and replacement needs.
- Pitch and secure show and season individual and corporate sponsorships
- Collaborate deeply and frequently with Artistic Director to secure necessary funding for production of new works.
- Invigorate and implement strategic cultivation events to identify and cultivate new donors.
- Oversee development communications and correspondence including a donor newsletter, institutional briefings and reports, donor-facing proposals, and stewardship materials.
- Ensure that resources are properly and efficiently allocated, and that prospect research, outreach, solicitation, and stewardship are expertly executed to ensure all fundraising goals and benchmarks are being met.
- Ensure the strategic use of the CRM system as a tool for development communication tools, coordinating communications with existing and potential donors to ensure the highest level of donor engagement, satisfaction, and expressions of appreciation.
- Manage the day-to-day operations of the development function to ensure that all administrative and operational aspects of development are executed at a high level of

quality and efficiency, including the proper oversight of constituent data and donor records

Planning & Team Leadership

- Create an ambitious, comprehensive, written annual development plan and calendar with clearly defined goals, objectives, timelines, and assigned responsibilities.
- Collaborate with the Managing and Artistic Directors and staff to ensure that internal culture, organizational structure, human and financial resources, technology, and operational plans are aligned to support a culture of philanthropy.
- Train, mentor, and support MIND colleagues and the Board in donor and prospect engagement activities, seeking ways to maximize donor participation in MiND's philanthropic programs.
- Create, manage, and monitor an annual development program budget and track progress through monthly and annual reports.
- Collaborate with the finance team to ensure tracking and documentation of gifts meets organizational and external reporting needs.
- Collaborate with the Managing Director and Board of Directors to plan and execute fundraising and other profile raising events.
- Collaborate with the marketing team to ensure that development materials are unified and consistent with the MIND brand.
- Demonstrate and adhere to ethical fundraising principles set forth in the Association of Fundraising Professionals Ethical Standards and Principles

Traits and Characteristics

The DoD will be an experienced development professional with demonstrated capacity to build a strategic program and achieve ambitious contributed revenue goals. A confident fundraiser and self-starter with sound judgment and strong organizational skills, he/she will be knowledgeable of strategies and best practices and willing to work as the sole Development staff member. Energized by working in the community, the DoD will be a passionate, visible, and informed advocate for MiND who can effectively engage existing and potential supporters in MiND's mission and programs. The DoD will have with an appreciation for theater and a willingness to attend evening and weekend performances and events, as well as attend meetings offsite and outside regular 9-5 business hours. Comfortable balancing both relationship-oriented and task-focused responsibilities, the DoD will structure compelling opportunities for support to positively impact MiND's long-term success. The DoD will have the ability and cultural competence to build authentic relationships with people from diverse backgrounds.

Other key competencies of the role include:

- **Time and Priority Management** – The ability to prioritize and complete tasks to deliver desired outcomes within allotted time frames.

- **Fiscal Responsibility** – The skills to ensure departmental fiscal responsibility, to identify areas of cost efficiency while meeting the demands and expectations of members and donors.
- **Problem Solving** – The aptitude to define, analyze, and diagnose the key components of a problem to formulate a solution.
- **Personal Accountability** – The strength to be answerable for personal actions.

Qualifications

A bachelor's degree is required with three to five years of nonprofit fundraising experience or similar translatable practice. Experience in a cultural institution is beneficial along with a working knowledge of all areas within development, including major gifts, annual giving, membership, corporate and foundation giving, planned giving, campaigns, and research. Experience raising funds in south Florida is a plus. Excellent written and verbal communication skills are necessary, as are strong computer skills and knowledge of CRM systems (MiND uses Spektrix).

Compensation and Benefits

MiND provides a competitive compensation, with a salary range starting at \$75,000, commensurate with experience, coupled with a package of benefits including health plan with 50% employer contribution, vacation and PTO.

MiND's Commitment to Diversity, Equity and Inclusion

Miami New Drama is an Equal Opportunity Employer and Prohibits Discrimination and Harassment of Any Kind: Miami New Drama is committed to the principle of equal employment opportunity for all employees and to providing employees with a work environment free of discrimination and harassment. All employment decisions at Miami New Drama are based on business needs, job requirements and individual qualifications, without regard to race, color, religion or belief, sex, sexual orientation, gender identity, national origin, veteran or disability status, family or parental status, or any other status protected by the laws or regulations in our area. Miami New Drama will not tolerate discrimination or harassment based on any of these characteristics. Miami New Drama encourages applicants of all ages.

Procedure of Candidacy

Please send a resume and cover letter responsive to MiND's mission to nickrichberg@miaminewdrama.org.

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