



Position Guide

PRESIDENT AND CHIEF EXECUTIVE OFFICER

ABOUT THE ARVADA CENTER

Located in the greater Denver area, the award-winning Arvada Center for the Arts and Humanities is one of the largest multi-disciplinary arts institutions in the United States, offering exceptional high-quality theater, concerts, arts education, and humanities and cultural programming for patrons of all ages. Dedicated on July 4, 1976, the Arvada Center was established by a vote of the people of the City of Arvada, initially as a city owned and operated institution funded largely by taxpayer dollars. In 2016, the Arvada Center transitioned into an independent nonprofit organization. This shift granted the Arvada Center greater autonomy over governance, fundraising, and long-range planning, while maintaining a public-private partnership with the City of Arvada, which continues to own and maintain the physical campus. This hybrid private-public model has strengthened the Center’s financial sustainability, artistic vision, and capacity for innovation—while honoring its civic legacy. Today, the Arvada Center is recognized as a significant contributor to the arts and culture scene in Denver and the greater Rocky Mountain region, consistently receiving national and regional accolades and awards for its work.



Programming and Educational Activities

The Arvada Center has a long-standing reputation for excellence that attracts top arts professionals from a wide range of disciplines. The Arvada Center’s award-winning stage productions are a cornerstone of its strong regional reputation. It is the second largest theater in Colorado, presenting a full season of self-produced musicals, classic dramas, and contemporary works in both its 500-seat Main Stage Theater and 226-seat Black Box Theater. Productions are created in-house, with professional actors, directors, designers, and crew. The upcoming 2025–26 season marks the Arvada Center’s 50th anniversary with an ambitious lineup of Agatha Christie’s *The Mousetrap*, *Lady Day at Emerson’s Bar & Grill*, *Romeo and Juliet*, the uplifting musical *Come From Away*, and the regional premiere of Disney’s *Frozen*. This milestone season underscores the Arvada Center’s dedication to powerful storytelling and artistic diversity. The Arvada Center’s popular summer concert series features national artists such as Trombone Shorty & Orleans Avenue, Clint Black, The Wallflowers, Indigo Girls, Keb’ Mo’, and Shawn Colvin in a beautiful outdoor amphitheater with a 1,400 person capacity.



The Arvada Center boasts over 10,000 square feet of gallery space dedicated to rotating art exhibitions of regional and national significance, focused primarily on contemporary Colorado and regional artists. Its visual arts program is known for curatorial excellence and a commitment to showcasing emerging artists alongside established artists. Exhibits span sculpture, photography, installation, ceramics, and multimedia, with opportunities for public dialogue, artist talks, and tours. The galleries are free and open to the public, reinforcing the Center's mission of art for everyone. The Arvada Center is growing its humanities experiences to reflect the full spectrum of human and cultural experience.

Education is a vital pillar of the Arvada Center's mission and programming. The Arvada Center provides year-round arts educational programs for children, teens, and adults in disciplines including theater, dance, music, ceramics, painting, and digital arts. Its annual summer camps are exceptionally popular, combining skill-building with creative exploration in a nurturing environment. Teachers and instructors are practicing artists and educators who foster creativity, confidence, and collaboration. In 2024, the Arvada Center's educational programs drew over 8,000 students. In addition, the Center offers youth programs such as the Front Range Youth Symphony and the Arvada Center Dance Theatre.

The Arvada Center is dedicated to advancing inclusion, diversity, equity, and access at every level of the organization. The Center has broadened the diversity of its programming and audiences, fostering meaningful relationships with our internal and external communities. The Arvada Center's significant partnerships include the Rocky Mountain Indian Chamber of Commerce (whose new annual Powwow the Center hosts in its Sculpture Field) and the African Leadership Group (which has in some years presented its annual Day of African Culture at the Center, featuring such artists as Senegal's Baaba Maal, known for his work in the *Black Panther* films). The Center also regularly collaborates with other organizations and local artists to ensure broad cultural representation and engagement, and partners with local schools and community groups to offer field trips, workshops, and inclusive arts experiences.

Strategic Plan 2025-2030

The Arvada Center launched a bold new chapter in its evolution from a city-run institution into a thriving independent nonprofit. Grounded in the belief that the arts and humanities elevate the human condition, this five-year Strategic Plan adopted in September 2024 outlines two primary goals: *Foundational Goals* focused on financial sustainability and mission effectiveness—ensuring the team is supported, programming is accessible, and funding is strong; and *Transformational Goals* focused on facility upgrades and community impact—positioning the Arvada Center as a cultural destination for Colorado and the West. To turn these overarching goals into action, three strategic priorities will guide implementation that includes clear actionable steps to drive results: (1) Optimizing Mission Effectiveness, (2) Achieving and Maintaining Financial Sustainability, and (3) Enhancing Resource Management. Over the next two years, these

KEY FACTS

- **51 full-time staff**, approximately **225 part-time and seasonal staff**, including actors, directors, teachers, and technicians
- **380 volunteers** (2024)
- **\$14.5 million** budget (FY26)
- **23-member** Board of Directors
- FY22, FY23, FY24 Annual Reports
- **Over 300,000 visitors** annually
- **4,000+** summer camp participants (2024)
- **20,000+** regional student participants in Theatre for Young Audiences (2024)
- **8,000+** participants educational programs (2024)
- **73,550 arts experiences** provided to 346 different schools and programs



priorities will guide efforts to broaden impact, strengthen community partnerships, and optimize the use of physical and staff resources.

Funding

As an independent nonprofit organization, the Arvada Center is supported by a wide base of arts-oriented, philanthropic donors. The [City of Arvada](#) remains a significant partner of the Arvada Center and provides about 35% of the Arvada Center's funding. The Arvada Center also receives major funding from the Scientific and Cultural Facilities District (SCFD). The [SCFD](#) is a taxing district comprised of seven Denver metro area counties that the voters of those counties first established in 1987. It is a unique cultural funding model that collects funds through a dedicated 0.1% sales and use tax levy and annually distributes tax dollars to its eligible organizations based on a tripartite tier system. SCFD distributes more than \$80 million annually to nearly 300 organizations across the Front Range urban corridor. The Arvada Center is one of the top organizations in the Tier II category (currently, by law, the Tier I category includes only organizations in the City and County of Denver). In FY24, the Arvada Center received nine percent of its revenue from the SCFD.

In 2025, the Arvada Center's current President and CEO, Philip Sneed, announced his retirement after a long and fulfilling career as an arts executive. He will officially retire in mid-2026 after 14 years as the Arvada Center's chief executive.

THE POSITION

The next President and Chief Executive Officer of the Arvada Center will be a dynamic, collaborative, visionary and strategic leader with a strong, proven background in growing philanthropic support. They will start from a highly advantageous position, inheriting a well-recognized and financially sound organization with a high-functioning executive staff, a growing base of donors and patrons, and dedicated support from the City of Arvada and SCFD. This leader will be a recognized champion for arts and humanities rooted in the Center's commitment to artistic excellence, inclusivity, and community engagement. In partnership with the Board of Directors, the President and CEO will implement the Arvada Center's recently adopted Strategic Plan and continue to develop and implement strategic and long-range plans for the Arvada Center, consistent with the mission, vision, and values of the organization.

The President and CEO will oversee three direct reports—Chief Operating Officer, Chief Advancement Officer, and Chief Financial Officer—as well as six senior-level staff: Artistic Director, Director of Education, Director of Institutional and Capital Giving, Director of Galleries and Curator, Director of Marketing and Communications, and Director of Production. The current organization includes 51 full-time staff and a large seasonal part-time staff. With this team of talented professionals, the President and CEO ensures the highest degree of accountability, effective management, and efficient organizational structures and systems. The President and CEO will ensure financial sustainability by cultivating new revenue streams and enhancing financial and operational efficiencies.

MISSION

The Arvada Center celebrates and elevates the human condition with engaging arts, humanities, education, and entertainment that expand the cultural landscape for everyone who visits us.

VISION

The Arvada Center will be a nationally-recognized leader in creating high-quality arts and humanities experiences that nourish the ability to explore and express the full range of human emotion.

VALUES

- Quality
- Passion
- Inclusion
- Creativity



The President and CEO will be the Arvada Center's chief external relations champion, cultivating strategic partnerships that deepen community impact and expand the Arvada Center's reach. With a strong emphasis on high-level relationship building and fundraising, the President and CEO will lead efforts to grow philanthropic support, steward high-level donor relationships, and launch major fundraising campaigns aligned with the Center's strategic priorities. The President and CEO will maintain strong relationships with the City of Arvada, SCFD, and the Center's strategic partners, both regionally and nationally, including productive and positive engagements with the broad stakeholder community that includes business and civic groups and the general public. The President and CEO will position the Arvada Center as a premier destination for arts, culture, and humanities in the Western United States.

RESPONSIBILITIES

The President & CEO will have the following responsibilities:

Leadership and Management

- Build, inspire, retain, and lead a high-performing team by setting an outstanding example of trustworthy executive leadership.
- Work in close collaboration with the executive and senior staff to oversee the day-to-day operations and ensure the deployment of sound managerial and financial disciplines.
- Lead the implementation of the five-year Strategic Plan, working closely with the Board of Directors to adjust as necessary for success.
- Maintain and communicate a compelling and integrated artistic and cultural vision that distinguishes the Arvada Center on a regional and national level.
- Foster a culture of creativity, inclusivity, and excellence across the organization.
- Provide clear executive leadership and oversight for all departments, operations, and programs.
- Actively engage with programs by attending performances, exhibitions, artist talks, and educational events.
- Engage fully with the Board of Directors through effective communication and collaboration, including keeping the Board informed and offering new ideas, perspectives, and strategies for its consideration.

MAJOR OBJECTIVES

Within the first 12 to 18 months, the President & CEO will achieve the following major objectives:

- Build strong, positive, trust-based relationships with staff, Board, community partners, strategic funders (City of Arvada and SCFD), donors, volunteers, and external stakeholders through authentic leadership, strong listening, compelling storytelling, inclusive engagement, and executive skills.
- Develop and implement a comprehensive revenue plan that continues to increase the Arvada Center's earned and philanthropic support, ensures growth and financial stability, and lays the groundwork for a balanced budget, long-term replenishment of reserves, and future endowment needs.
- Continue to raise the external visibility of the Arvada Center and build an increasing pipeline of new funders, donors, and prospects.
- Identify and execute adjustments to expenses and revenue to eliminate annual deficits and replenish reserves.
- Launch early planning and momentum-building efforts for a potential capital campaign, with visible progress and Board engagement.
- Conduct a strategic assessment of organizational structure, talent, programming, leadership, and physical space utilization, including upgraded and new spaces for mission, patron and donor experiences, and employee growth and identifying new opportunities to bring access to arts and humanities to all in the community.



Organizational Excellence and Institutional Growth

- Lead the creation of short- and mid-term operational plans with measurable goals for programming, marketing, and advancement.
- Maintain an annual review process for employees and volunteers to ensure accountability and development.
- Review and adjust pay scales as necessary to retain and grow a high performing team consistent with the Strategic Plan; identify financial means to support pay scale adjustments and implement as revenues and reserve funds allow.
- Evaluate the effectiveness and impact of all programs through cost-benefit and data-driven analysis and adjust accordingly.
- Design and implement new initiatives that expand mission impact and engage new or underserved audiences.
- Lead multi-year financial planning, including cash flow management and five-year budget forecasting, for Board review and monitoring.
- Develop and deliver meaningful annual and periodic reports to the Board of Directors on organizational performance, finances, and strategic plan implementation progress.
- Oversee process for growing talent management through a well-articulated plan for organizational excellence.
- Stay apprised of the arts and humanities landscape and lead through transitions and challenges by innovating and adapting to changing markets or competition.

Fundraising and Revenue Development

- Develop and execute an annual advancement plan that integrates innovative strategies to increase contributed revenue.
- Partner and support the advancement team on strategies to increase contributed revenue to levels consistent with other similar regional non-profit organizations.
- Lead a targeted, innovative revenue strategy that enhances the Arvada Center's private philanthropy and builds new and existing pipelines for individual, major, and principal gifts.
- Build and steward relationships with a broad range of supporters, including individuals, foundations, corporations, and government agencies.
- Develop and maintain positive relationships with the Arvada Center's top donors and prospects.

Strategic Partnerships and External Relations

- Expand the Arvada Center's influence by actively participating in public events, conferences, and civic life to build awareness and trust.





- Advocate for the essential role of the arts and humanities in society and continue to build the Arvada Center's growing impact with diverse audiences.
- Build strong cross-sector partnerships that reflect the changing cultural landscape and strengthen the Center's position in the broader field, particularly with the City of Arvada and SCFD.
- Identify and implement strategies to broaden patrons and donor base demographics, including building greater diversity in audience age, ethnicity, gender, and identification.
- Develop and strengthen relationships with Arvada residents, elected officials, city leaders, and regional community leaders through transparent, values-driven communication.
- Work closely with advancement and marketing teams on effective strategies to attract and retain donors, funders, subscribers, and patrons.
- Cultivate, inspire, and continue building strong ties to the major regional and national arts, humanities, and educational organizations.
- Serve as a compelling ambassador for the Arvada Center's mission, vision, and core values to patrons, donors, and funders.

QUALIFICATIONS

The ideal candidate will possess most of the following qualifications and skill sets:

- An enthusiastic commitment to the mission, vision, values, and strategic goals of the Arvada Center, including a passionate interest in promoting performing arts, visual arts, humanities, and education.
- A minimum of seven to ten years of successful senior-level leadership experience in an organization with similar complexity and size or with a demonstrated record of consistent growth and impact in a smaller nonprofit organization, including experience in fundraising, marketing, communications, strategic planning, and board relations.
- A demonstrable record in revenue and fundraising growth, particularly major gifts, foundation, corporate and government funding.
- Proven ability to successfully develop, mentor, and lead large, diverse teams and ensure cohesiveness and accountability throughout the organization's structure.
- Experience working effectively with a nonprofit board of directors.
- Solid financial management skills with experience in budget analysis, forecasting, and planning, including ability to manage contracts and legal documents.
- A leadership style that promotes creative problem-solving skills and risk-taking across teams and supports the growth and professional development of Arvada Center's staff.
- Strong cultural competence with a demonstrated commitment to inclusion, diversity, equity, and access.
- Strong listening, communication, interpersonal, and motivational skills, including an exceptional ability to speak on arts and humanities with ease; skill in conveying the mission, vision, values, and strategic goals of the Arvada Center to a wide variety of diverse constituencies.
- Ability to travel as necessary and attend programs and fundraising activities, including evenings and weekends.

CONNECT



<https://arvadacenter.org/>



DENVER METRO AREA AND CITY OF ARVADA

Consistently ranked as one of the best places to live in the United States, the greater Denver metro area is home to nearly three million people and is the largest city in the Rocky Mountain region. Surrounded by the stunning Front Range and an urban corridor that includes Colorado Springs and Boulder, Denver offers clean air, abundant sunshine, and an unparalleled outdoor lifestyle. With year-round recreation, strong neighborhoods, and a vibrant cultural scene, it is a highly desirable place to live and raise a family. The climate is sunny and dry, with four distinct seasons, mild winters, and easy access to outdoor activities including skiing, hiking, biking, and camping.

Denver has a strong and diverse economy, supported by major employers such as Lockheed Martin, Ball Corporation, DaVita, Arrow Electronics, Dish Network, and Molson Coors. It is a growing center for aerospace, healthcare, renewable energy, and technology, and ranks consistently among the best U.S. cities for entrepreneurs and young professionals. Culturally, the Denver region offers world-class museums, visual and performing arts, music, festivals, professional sports, and renowned venues like Red Rocks Park and Amphitheatre. Denver's regional transit system connects residents across eight counties and major metropolitan areas, including rail systems to Arvada, Westminster, Wheat Ridge, Aurora, and Denver International Airport, which provides national and global access. The area remains much more affordable than East and West Coast cities and offers a range of living options.

Just northwest of Denver, the City of Arvada combines historic charm with modern amenities. Known for its revitalized downtown area (including historic Olde Town Arvada), excellent schools, and over 150 miles of trails and parks, Arvada is a thriving and welcoming community with easy access to Denver's and the region's many offerings. The region is known for its diversity and civic-minded spirit with engaged citizens from all walks of life and backgrounds. With excellent schools and countless ways to stay healthy, active, and involved, Arvada and metro Denver offer an exceptional quality of life for families.





COMPENSATION AND BENEFITS

The salary range for this position is \$275,000-\$310,000. As an active player in the greater Denver region's vibrant and diverse environment and cultural communities, the Arvada Center offers a warm, collegial, supportive, inclusive, and joyful work environment. Benefits include employer-paid medical, dental, and vision benefit options; 401(k) retirement plan with employer contributions; health savings account; flexible spending accounts; voluntary and group life and AD&D insurance, short-term and long-term disability insurance; 35 days of PTO (Paid Time Off); designated leave for jury duty, bereavement, domestic abuse, and FMLA; professional dues, subscriptions, and meetings support. Relocation assistance will be provided for the successful candidate.

APPLICATION

The Arvada Center has retained Campbell & Company to conduct this national search. The team for this project includes Joey Scheiber, Senior Consultant, Executive Search, and Dan Nevez, Vice President, Executive Search.



DAN NEVEZ
Vice President



JOEY SCHEIBER
Senior Consultant

APPLY NOW >

Use the button above or visit www.campbellcompany.com to learn more about this opportunity.

Deadline: To apply, please submit a current resume and letter of introduction, as soon as possible. For best consideration, please apply by November 1, 2025.

EQUAL EMPLOYMENT OPPORTUNITY

The Arvada Center is dedicated to the principles of equal employment opportunity in any term, condition, or privilege of employment. It does not discriminate against applicants or employees on the basis of age, race, sex, color, religion, sexual orientation, gender identity, gender expression, neurotype, national origin, genetic information, disability or any other status protected by state or local law. Candidates from all communities are encouraged to apply.

If you need reasonable accommodation during our application, hiring, or onboarding processes, please contact Joey Scheiber. Upon hire, all reasonable accommodation requests are handled by the Arvada Center team.



Drawing on our deep expertise in environmental/conservation, human services, arts and culture, education, healthcare, and association/membership organizations, **Campbell & Company offers a high-touch, human-centered executive search experience for clients and candidates.** We recruit from our extensive national networks leveraging the relationships and reach of our entire firm, which for 47 years has partnered with organizations across the nonprofit sector to advance their missions and deepen their impact.

We are proud to be the executive search firm of choice for hundreds of nonprofit organizations. Campbell & Company has been listed four times as one of the country's **best executive search firms** by *Forbes Magazine* and named one of Women of Color in Fundraising and Philanthropy (WOC)'s **Top 10 search firms for placing extraordinary leaders of color** for three consecutive years. Crain's Chicago recently named us one of **Chicago's Best Places to Work**; *Seattle Business Magazine* also named us one of **Washington's Best Companies to Work For**.

As members of this employee-owned firm, everyone at Campbell & Company has a personal stake in the success of each client. Through our culture driven by **belonging, collaboration, curiosity, and rigor**, we empower every team member to innovate for the good of our clients.

Combining your mission and our passion, Campbell & Company **leverages our entire team** to be an effective and supportive partner before, during, and after complex leadership transitions. We are driven to place not just a capable candidate, but one who complements your existing culture, can **move your organization forward**, and will make a meaningful contribution to the nonprofit sector.

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