

# CREEDE REPERTORY THEATRE

## POSITION SPECIFICATION

**Director, Development**



## CREEDE REPERTORY THEATRE

### ABOUT:

Founded through an unusual partnership between the community and a group of entrepreneurial actors, the Creede Repertory Theatre (CRT) has grown into a beloved organization and a valued resource for Creede, Colorado. Celebrating its 60<sup>th</sup> season in 2025, the theater has continuously produced repertory theater since 1966. It presents repertory seasons performed across two venues between May and September, from American and global classics to new works through its Headwaters New Play program. Each season, 18,000+ patrons enjoy familiar and challenging new offerings.

“The New York Times” recognized Creede as an arts destination uniquely connected to its community: <https://creederep.org/new-york-times-friday-night-footlights/>, while the Denver Post named Creede among the top five theaters in the state. Nationally CRT was recognized with the Outstanding Achievement Award from the National Theatre Conference in 2007.

CRT produces a wide variety of educational programming, reaching more than 35,000 students throughout Colorado and the Southwestern United States annually. The theatre forms strategic collaborations with local and regional organizations to fulfill their respective missions and increase impact on the community and beyond. A strong base of subscribers and long-term supporters helps the theatre thrive in excellence and programming. The year-round staff consists of eight full-time employees with 75 company members joining for the summer season and annual Young Audience Outreach Tour, making the theatre the largest employer in Mineral County.

### ABOUT CREEDE, COLORADO:

Located at 9,000 feet along the storied Silver Thread Byway in the San Juan region of the Rocky Mountains, Creede, Colorado is a town built by silver mines and transformed by art. From the Weminuche wilderness to the Rio Grande river, Creede’s spectacular beauty, combined with the theatre, galleries and an active arts council, attracts outdoor enthusiasts, performers and artists alike. As the theatre has grown, its influence has helped to create a unique regional blend of culture and community.

To learn more about Creede, Colorado, visit: <https://www.creede.com>.

## MISSION

*From its Rocky Mountain roots, Creede Repertory Theatre serves as an artistic home to our rural community and beyond, through the creation of repertory seasons, dynamic educational programs, and compelling new works.*



## VISION

*CRT will be a haven for artistic excellence, belonging, and intrinsic joy.*



## VALUES

### COMMUNITY

*We invest in the staff, company, students, patrons, board members, town of Creede, and the extended family that make up CRT; the power of this diversity of voices strengthens our community as a whole. We strive to be accessible, engaging, and meet the needs of this community through personal connections, strong partnerships, and being active citizens of Creede, Colorado.*

### INTENTIONALITY

*We are thoughtful and deliberate in our decisions; grounded in our mission and identity.*

### ARTISTRY

*We create nationally recognized professional theatre that inspires, provokes, and nourishes the soul. We provide supportive space for our community to grow, explore, and create. We believe that live performance can enrich the human experience and transform the world.*

### GRIT

*We recognize our legacy and geography; we are mountain-tough and strive to overcome all obstacles.*



## OPPORTUNITY AND CHALLENGE:

Led by a new artistic director, in partnership with the managing director, CRT is embarking on a vision for growth. The Director of Development will join this partnership in an innovative leadership structure. Reporting alongside the artistic and managing directors to the Board of Trustees, the Director will work strategically to attract the philanthropic resources necessary to ensure the theater's vital role in the Creede community and grow its reputation nationally.

CRT has an operating budget

of \$2 million, with contributed revenue representing 65% of that total. The resources required to take the theater to the next level must grow this budget. The theater's loyal base of supporters requires thoughtful stewardship, while new supporters must be engaged to expand the theater's impact. CRT's location—one of its greatest assets—is in a rural mountain region.

We seek a candidate who is:

- A confident and self-motivated fundraiser;
- An individual who brings determination and strong will to the challenges and opportunities of our theater;
- An entrepreneurial professional eager to achieve growth and test new ideas;
- An analytic thinker with proven ability to produce results in a deadline-oriented environment;
- A strong communicator, both written and oral, with demonstrated ability to engage prospects and sustain and grow donor relationships;
- A person eager to invest in and engage with the Creede community, including theater and town members.
- An energetic team leader with strong skills in collaboration, judgment and discretion;
- A committed learner with intellectual curiosity and dedication to the role of the arts in a diverse society.

## RESPONSIBILITIES:

The Director of Development reports directly to the theater's board of trustees along with the artistic and managing directors. The Director's priority is to lead and inspire team members and colleagues for engagement across philanthropic sectors, from individual giving to foundation, family and donor advised funds, and corporate giving. Tools for engagement and mission support include events and sponsorships. The Director will oversee the development and implementation of all fundraising activities, along with providing strategic support for the board of trustees.

**RESPONSIBILITIES (cont.):**

- Serve as part of the CRT leadership team, in a highly collaborative relationship with the artistic and managing directors and the board of trustees;
- Develop annual goals and metrics for outcomes in alignment with the theater's vision, goals and plans for growth;
- Design and lead the fundraising program, developing goals and measurements and including both best practice and innovative approaches;
- Inspire and develop relationships across departments and among donors, volunteer leaders and community members, demonstrating people-centered and inclusive values.
- Cultivate, steward, and maintain a portfolio of top tier donors and prospects, engaging appropriate board, volunteer and staff members.
- Track donor engagement and retention rates, make data-driven decisions to establish fundraising strategies and achieve annual and multi-year goals.

**QUALIFICATIONS:**

While no single individual will meet all these qualifications, the search committee will consider the following criteria in selecting the candidate:

- The ability to share leadership in a collaborative partnership with fellow directors;
- A leadership style that values collaboration while supporting an inclusive work environment;
- Outstanding skills as a communicator, both written and spoken, and the ability to develop new relationships while inspiring donors and stakeholders;
- A proven track record in maintaining and growing contributed revenue;
- The ability to steward and manage funding partnerships with focus and flexibility;
- Strong analytic and critical thinking skills, including skills in effective decision-making, problem identification, avoidance and resolution;
- Working knowledge of major gifts management, research, digital fundraising, donor database systems and special events management.

**Compensation and Benefits:**

The position offers a competitive annual salary and includes a benefits package of health insurance, sick leave and vacation time, retirement savings plans, professional development opportunities and funding. We also include childcare for company members during the summer repertory season.

**Hybrid position:** The director may live outside of Creede, Colorado November through April.

**EQUITY STATEMENT:**

CRT is committed to creating a culture of belonging for everyone who walks through our doors. For more information about our values and practices see: <https://creederep.org/about/equity-diversity-and-inclusion/>

**TO APPLY:**

For consideration, submit relevant information, including resume, cover letter explaining why this position and organization is attractive to you and what you bring to this unique opportunity to [ddsearch@creederep.com](mailto:ddsearch@creederep.com). The applicant will receive confirmation of submission via the email address provided in the application.