



[Sydnie L. Mosley Dances](#) (SLMDances) seeks a **Strategic Visioning Partner** to join our collective's 3-person leadership team who believes in and upholds our core values: DREAMING, ACTIVISM, TRANSPARENCY, HUMANITY, COMMUNITY, LEARNING.

The Strategic Visioning Partner manages the collective's Marketing and Finances while also supporting Production needs. They guide a team of independent contractors (primarily from sibling organization [PURPOSE Productions](#)) alongside interns and SLMD Creative Partners who are responsible for day-to-day administrative tasks, including but not limited to: monthly newsletters, social media management, grant research and writing, and company finances (under the supervision of Artistic Director). They are also responsible for the implementation and ongoing, responsive development of the Strategic Plan, which was collaboratively crafted during the 2016-17 season.

This Partner consults on all major decisions for the direction of the collective including collective policies and best practices, marketing and business strategies, artistic direction and casting. They play a key role in networking and building relationships for the collective. As such, they are one of two point persons in charge in the absence of the Artistic Director.

WHO YOU ARE

The collective seeks a conjurer and movement practitioner who has a minimum of 2-3 years experience working as an artist in NYC, 5+ years experience providing structural support and collaborating towards the sustainability of a company/group/organization, and is actively developing their gender and anti-racist analyses. If you don't already reside in NYC, you have a vision of moving to the City within about two years of beginning this role.

As a conjurer and strategist, you operate in the realm of possibility (future) and remain connected to the realm of reality (present) while consistently considering implementation (process). SLMDances' collective praxis pulls together orientations from the African diaspora (which includes self-determination in relationship to communal thriving), attention to the architecture of traditional nonprofit businesses, and the language of movement as life practice grounded in somatics and informed by breath, voice, and personal choices. You are an improviser, have a nuanced collaborative practice, and can orchestrate the polyrhythms of multiple people. You understand dance as ritual, as spiritual practice, as that which channels, challenges, and



celebrates. This does not mean you have a specific religious practice, but rather you understand the Divine power of movement.

You are an embodied storyteller who can articulate marketing narratives through multiple forms of media. As [Allied Media Projects](#) names, our media includes all the ways we communicate with the world. You are excited to partner in dramaturgical research and the theater devising process, and seek to develop an understanding of the principles and practices that have developed in the creation of existing repertory. You must also have experience in education and facilitation.

In alignment with SLMDances' [Statement on Race and Gender](#), the collective maintains a ratio of 60 percent Black folks represented to 40 percent non-Black people of color and white folks represented. We are specifically seeking a Black candidate in order to maintain the balance in our mixed-race collective with a mission that prioritizes the stories of Black folks.

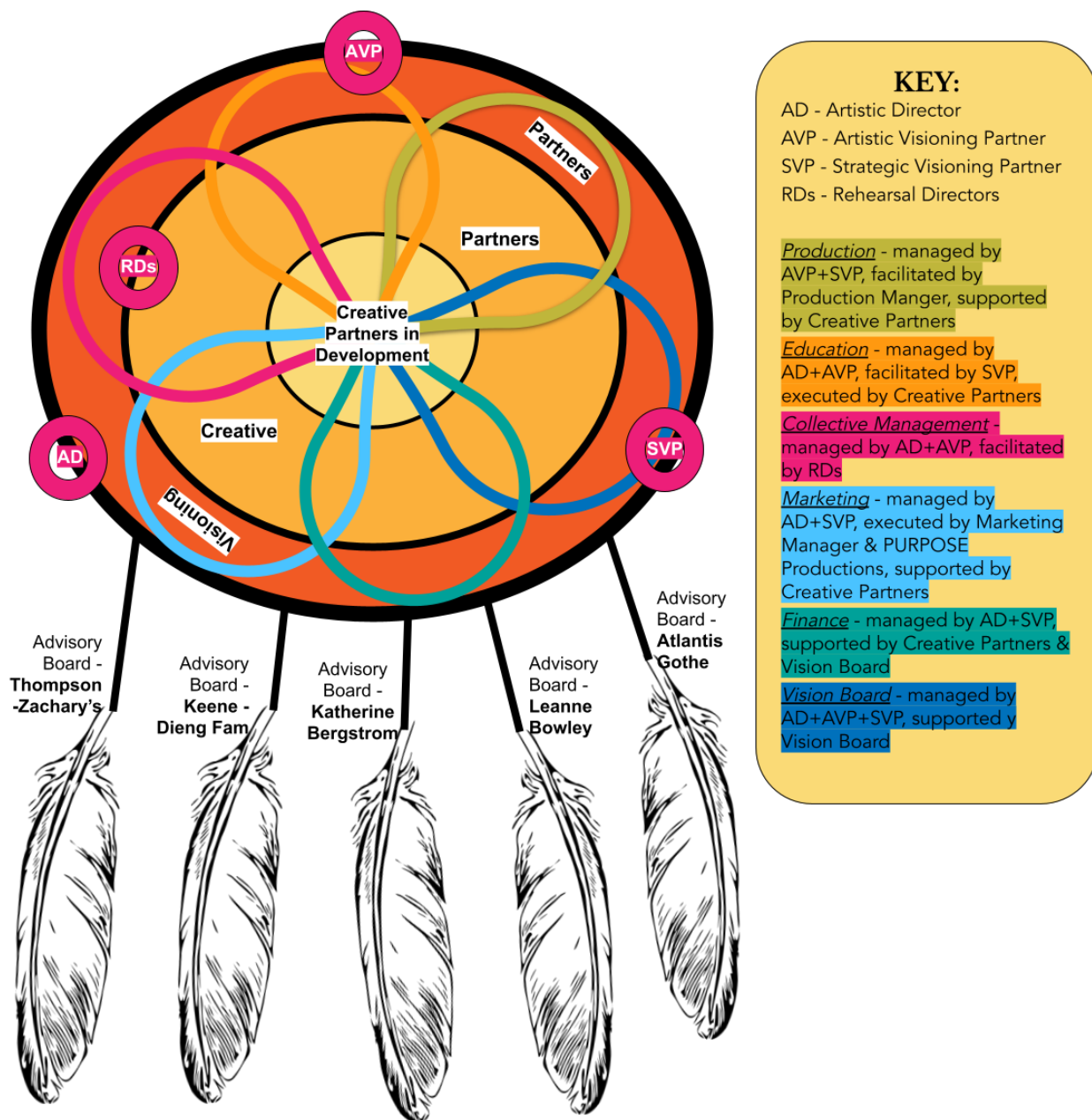
WHO WE ARE

SLMDances works collaboratively, values continual learning, and is invested in one another's success. Creative works and educational workshops are collectively researched and co-created. Still, each of our artists is a bawse in their own right: we are responsive, creative problem solvers, independent thinkers and clear communicators who are organized, appreciative of feedback, and value high quality work.

We invite one another to show up with our full selves and lean into relationship building. We invite ourselves to listen to each other with all of our senses. We are empowered to work at our own pace. We have permission to take care of ourselves and give ourselves what we need individually in order to be grounded and prepared for our time together: water, food, pleasure, and other ritual practices. We invite one another to come as we are and be where we are, especially in the age of virtual work — so we move, stretch, turn off cameras, wear our bonnets, have our kids and cats running through the space etc. as needed. We invite one another to engage with compassion and grace for ourselves and others.

The image below represents the SLMDances Organizational Structure. It is a dream catcher, which aligns to dreaming as one of our core values. The web of the dream catcher shows the connections and intersections of our collective roles. The hanging

feathers represent our Advisory Board, a more peripherally connected body of supporters. This interpretative vision continues to be developed by the collective.



RESPONSIBILITIES & COMMITMENT

This is a work-from-anywhere role and the majority of work can be completed on the Strategic Visioning Partner's own time and schedule. This is not a full-time role and SLMDances cannot currently commit to being a primary income source. Therefore, it is imperative that you be clear about what you need to thrive and how you manage other roles in your life in relation to this one. Know that most "in person" time commitments (currently via Google Meet) can be collaboratively scheduled with the persons who will be a part of those meetings.

"In Person" Time Commitments:

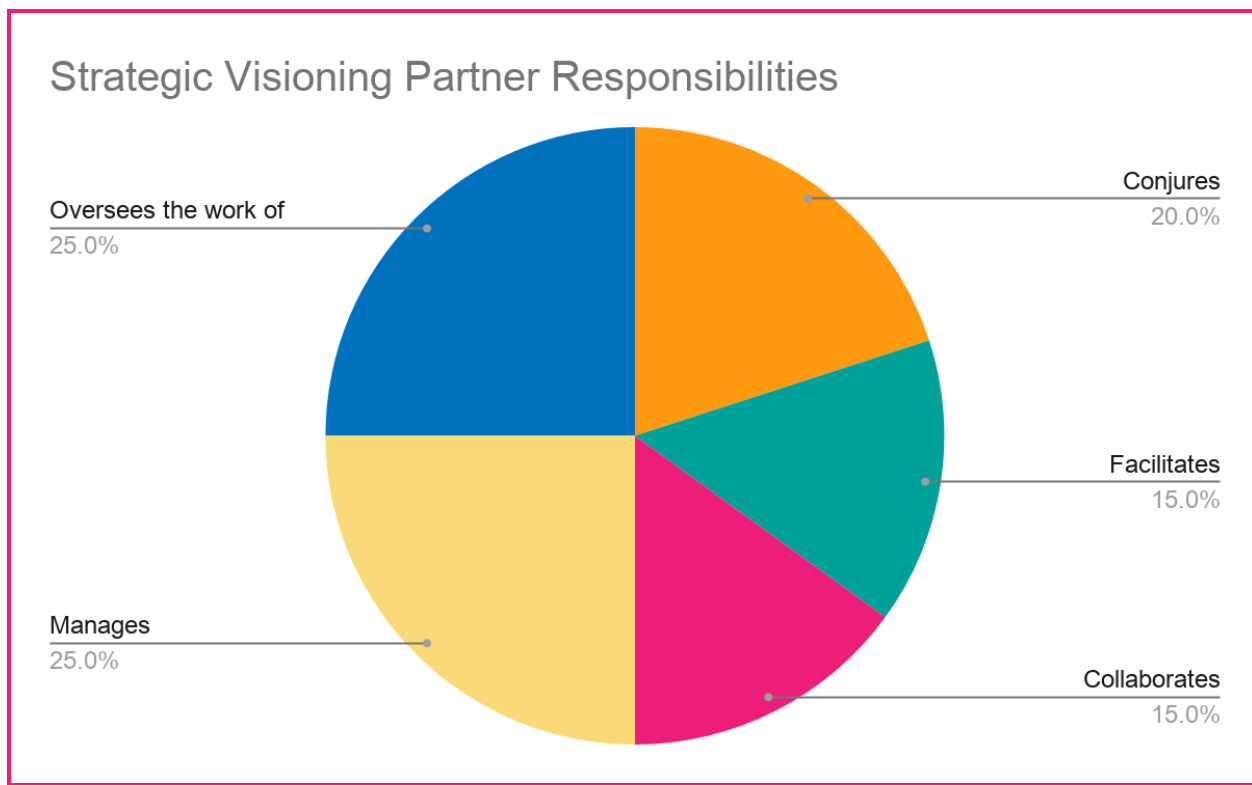
- attend any collective rehearsals and events in which they are lead facilitators (rehearsals are generally Tuesdays and Thursdays from 12-2PM, location to be determined based on safety and health of all participants),
- monthly Visioning Partner meetings with the Artistic Director and Artistic Visioning Partner (generally ~2 hours via Google Meet),
- monthly business meetings with the Artistic Director (generally ~2 hours via Google Meet),
- annual collective summer retreat (4-5 days in August at a shared residence in the Northeast, accommodations and meals provided),
- annual Visioning Partner winter retreat (2-3 days in January at Artistic Director's Harlem home and/or via Google Meet),
- if you have not participated previously, PD for the People! our public facing professional development course (Fall 2021),
- if you have not participated previously, PURPOSE Productions team training MLK weekend (January 2022),
- Creative Production Retreat towards the staging of PURPLE (Spring 2022),
- Field Trips to cultural events around NYC or digitally 1-2 times per month, and
- While not required they are generally invited to attend all collective activities.

SLMDANCES COLLECTIVE CALENDAR

- Summer Retreat: late August 24-30
- Fall Rehearsal Season: September - December
- Spring Rehearsal Season: February - May/June

Our ideal candidate will make a three-year commitment to this role, with the hope that you will make a long-term investment in our community.

The Strategic Visioning Partner commits to the following actions:



Conjures (20%)

To conjure is to gather energy and spirits and direct them towards change. All members of our collective are actively cultivating connections to their own magic.

- Money (cultivates and activates the resources that sustain the collective's thriving through energy and spell work, earned income prospecting, budgeting, and the co-development of funder and donor relationships)
- Spreadsheets (the proverbial magic wand of this role, the spreadsheet is the container for tracking, resourcing, documenting, etc.)
- Clarity (as a constant recipient of thoughts, feedback, reflections, and experiences from the collective, this role is constantly distilling information and reflecting it back to all SLMD Partners)

Facilitates (15%)

- Strategic meetings with all SLMD Partners (Visioning Partners, Creative Partners, Vision Board, Advisory Board)

- Education Engagements (particularly professional development) that align to their skills and experiences

Collaborates on (15%)

- Documenting “Brain Dumps” in meetings and impromptu conversations. This documentation makes sense of thoughts being verbalized by Partner(s), and then intentionally devises a response and/or activation strategy from what is named in the dialogue
- Moving from visions to strategies to implementation (particularly related to finances and marketing)
- Production Planning & Execution
 - Envisions necessary production roles with Visioning Partners
 - Communicates with production teams, consultants, and collaborators
 - Considers the whole-human needs of production including food, water, rest, laughter, spirits, etc.
 - When present during production (and not performing), moves between roles and remains responsive to the needs of the collective
- Maintaining relationships and being in conversation with institutional funders (perhaps you already have funder relationships)

Manages (25%)

- Marketing
 - Designs (or facilitates design of) printed promotional materials and manages printing/ordering
 - Defines budget (in collaboration with AD), designs, and purchases event-specific online advertising (primarily via social media)
- Finances
 - Crafts Budget Projections (organization-wide and project-specific)
 - Reviews, Reconciles, & Updates Annual Budget (generally monthly)
- Implementation of Strategic Plan
- Collective-wide Administrative Systems and Tools (includes various documents and tracking spreadsheets, Google Workspace integration, Wix and GreenGeeks web platforms, etc.)

Oversees the work of (25%)

- Marketing Strategy Implementation (fulfilled by a 2-3 person team of Creative Partner and PURPOSE Productions collaborators)

- Translating the collective vision to monthly/weekly content
- Production of e-newsletters and management of social media profiles
- Tracking event-specific promotional strategies
- Earned Income Prospecting (fulfilled by a 2-3 person team of Artistic Director, Creative Partner and PURPOSE Productions collaborators)
 - Tracking conversations and relationships
 - Communicating with partners and collaborators towards Education and Production engagements
 - Contracting and staffing engagements

Immediate Priorities for this role include:

- increasing revenue to increase compensation for themselves and everyone else (scaling the budget toward living wages for all partners)
- Expanding Vision Board
- Connecting with funders

COMPENSATION + BENEFITS

This is not a full-time role and SLMDances cannot currently commit to being a primary income source. That said, below are the current compensation and benefits offered:

- 4% of Collective's Earned Income (currently ~\$2,000/year)
- paid facilitation work at a rate between \$65-125/event
 This includes facilitating gatherings within the collective along with education engagements booked by partners/collaborating institutions
- yoga and company class every Tuesday/Thursday when collective is in rehearsal,
- community building,
- access to photo and video content featuring your work
- Though not a requirement for this role, if you would like to be considered as performer in the collective via a separate audition process, you would be paid for:
 - performance work at a rate between \$65-125/performance event
 - Rehearsal at a rate of \$9.50/hour
 - Monthly cost of living stipend of \$75



Please note: SLMDances has applied for business development grants for 2021. If received, a minimum of \$5000 will be earmarked as a stipend for the first year of this role, in addition to the above list of resources.

This resource list is not exhaustive and is open for discussion. We are open to considering additional forms of compensation which may include, but are not limited to: professional development opportunities and guidance for achieving personal goals, bartered services, etc.

HOW TO APPLY

Submit [Application](#) and a CV.

TIMELINE

APRIL 2021: Open Call for Strategic Visioning Partner

MAY 7, 2021: Applications DUE

MAY 27, 2021: Notifications to Prospective Candidates

JUNE 2021: Interviews

JULY 2021: Selection and Invitation to August retreat & Fall Season

Please be advised that the new Strategic Visioning Partner will be intentionally onboarded with an overlapping transition period (~3 months) with Nia Austin-Edwards, currently in this role.

We encourage all candidates to review the [SLMDances](#) website in depth to learn more about us and our work, including our [FAQ](#) page. If you have any questions about SLMDances or the application process, please contact allegra@slmdances.com.