



Wimberley Valley Arts and Cultural Alliance
Executive Director
Wimberley, Texas

Position Overview

The Executive Director serves as the strategic and operational leader of the Wimberley Valley Arts and Cultural Alliance (WVACA, dba WimberleyArts), a membership-based nonprofit dedicated to fostering a vibrant arts and cultural community in the Wimberley Valley. The Executive Director is the primary face of this organization, and confidently articulates and advocates for the absolute value of the arts in a variety of formats and settings.

By embracing all forms of art – visual, performing, literary, and culinary – WVACA engages residents and attracts visitors through creative programming, collaboration, advocacy, and education. Its members include artists and creative professionals, arts nonprofits, local businesses, arts lovers, and community supporters. WVACA serves as the managing organization for the Wimberley Valley Cultural District, designated by the Texas Commission on the Arts, and other important state arts designations.

The Executive Director advances WVACA's mission by providing visionary leadership, strengthening organizational sustainability, leading fundraising and development efforts, cultivating strategic partnerships, and supporting member engagement. Working closely with the Board of Directors, the Executive Director positions WVACA as a trusted and influential leader in the region. The Executive Director reports to the President of the Board and oversees volunteers and contracted professionals.

This is a hands-on leadership role for a small but growing, collaborative nonprofit organization. The Executive Director is expected to think strategically while also participating in day-to-day operations alongside volunteers, contractors, and Board members.

Key Responsibilities

Strategic Leadership

- Develop and execute WVACA's strategic plan aligned with its mission and vision
- Identify emerging trends, challenges, and opportunities impacting the arts community
- Position and communicate WVACA as a leading convener and advocate for artists, arts and cultural organizations, and arts appreciators in the region

Fundraising & Partnerships

- Develop and execute a diversified fundraising strategy that includes major gifts, grants, endowments, sponsorships, special events, memberships, and strategic partnerships to ensure long-term financial sustainability
- Cultivate, solicit, and steward relationships with donors, sponsors, foundations, businesses, and community partners

- Oversee grant writing and manage grant reporting
- Partner closely with the Board of Directors to build a high-performing fundraising culture, ensuring full engagement, accountability, and increased philanthropic investment

Organizational Management

- Oversee day-to-day operations, volunteer engagement, organizational effectiveness, and public visibility
- Collaborate with board Treasurer, Executive Committee, and Committee Chairs to ensure effective financial management, budgeting, and resource allocation
- Maintain compliance with nonprofit regulations and best practices

Board Relations

- Partner with Board of Directors to establish strategic priorities and organizational goals
- Support effective Board governance, committee engagement, and organizational accountability
- Engage Board members as ambassadors, advocates, and fundraising partners

Membership & Program Development

- Grow and retain a diverse membership base of artists, arts advocates, arts and culture nonprofit leaders, business and community partners
- Oversee communications and marketing, including website updates, email communications, social media, and public relations
- Lead development of high-value programming and networking opportunities
- Oversee key initiatives such as advocacy efforts, events, and community campaigns
- Support volunteer leaders and program champions to ensure successful delivery of key initiatives

Advocacy & Community Engagement

- Serve as a primary spokesperson, advancing public awareness of the value of a vibrant arts district and the impact of arts and culture nonprofits in the Wimberley Valley
- Engage and collaborate with leaders of other area arts organizations
- Build relationships with area elected officials, civic leaders, funders, and business leaders

Financial Management

- Support the development of the annual operating budget in alignment with strategic priorities, working closely with Treasurer, Executive Committee and program chairs to ensure disciplined planning, appropriate resource allocation, and Board approval
- Ensure long-term financial sustainability of the organization

Requirements

- 5-8+ years of proven executive leadership experience (arts, nonprofit, association, or related sector preferred), including supervising staff and volunteers, and experience working with a highly-engaged working Board
- Bachelor's degree required. Relevant fields include: nonprofit management, marketing, fine arts, liberal arts, public policy, business or related

- Demonstrated ability to provide visionary and operational leadership in alignment with the organization's mission and strategic goals
- Demonstrated success in fundraising, donor development, and strategic partnership cultivation
- Understanding of nonprofit management, governance, and arts sector trends
- Background in advocacy or arts organization leadership and knowledge of the Central Texas arts and culture nonprofit landscape
- Strong financial acumen, with experience in nonprofit fiscal management
- Exceptional communication, writing, presentation, and public speaking skills
- Proven track record of leading small, high-impact teams, contractors, and volunteers
- Experienced project and/or events management; PM certification preferred
- Proficiency with Microsoft Office, cloud-based collaboration tools, social media platforms, and nonprofit CRM systems (Charity Proud experience preferred)

This is anticipated to be a hybrid role, with the expectation of attendance at most WVACA and other relevant events and deep engagement in the community. Successful candidate must reside in, or be willing to relocate to, the Wimberley Valley within 6 months of employment.

Core Competencies

- Visionary leadership • Strategic thinking • Fundraising and donor development
- Relationship building • Community engagement • Financial stewardship
- Excellent communication skills • Collaboration and teamwork
- Innovation and adaptability

Compensation

- Competitive salary commensurate with experience and organizational size
- This job description is not intended to be an exhaustive list of all responsibilities. Employee may be assigned additional duties as needed to support the organization's mission and needs
- Salary: \$85,000 - \$95,000

INSTRUCTIONS FOR APPLICATION

Résumés, cover letters, and references accepted until **Friday, August 21, 2026, at 5:00 p.m. CST to Lee+ Associates (see contact details below)**. We fully respect the need for confidentiality and will not discuss candidates' backgrounds or interests with anyone without consent, nor will we contact references without notifying the candidate.

We're an equal opportunity employer. All applicants will be considered for employment without attention to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran or disability status.

LinkedIn submissions will be considered incomplete and will not be accepted.

**Marion Lee
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