

Executive Director

Pollen Midwest

Who we are

Pollen is a media arts nonprofit that harnesses the power of narrative change to build towards a society that is free, just, and loving. We share stories that tip communities into action, and bring our expertise for design, narrative storytelling and engagement-centered events to other mission-driven organizations.

You are a Pollenite if...

You have an unwavering belief in equity, empathy, and our shared humanity. **You seek to understand** the thorniest of issues, particularly from a perspective that might not match your own. **You embrace your civic responsibility**, and contribute to your community through active leadership.

Working at Pollen

Our staff and board represent lots of different identities across race, gender, age, sexual orientation, and we deeply value the intersection of these identities in our team culture. We value lived-experience and commitment to racial equity in all of our work through:

Connection: Connection to yourself, to each other, our community, and our mission.

Kindness: We have cultivated an intentional culture of grace between our staff, vendors, freelancers, clients, board members and partners.

Empathy: People, and each of our quirky, messy lives take precedence over work.

Adaptability: We are a thriving organization that continues to grow and evolve.

Openness: We are curious and love to learn from others and aren't afraid to change our minds.

Rest: We prioritize and promote taking time away to rest and to enjoy a life beyond work at Pollen.

Why this position matters

For the last two years, as an organization we've been coming into a deeper understanding of how Pollen uses story, art, and human connection to build narrative power. How the practice and knowledge of narrative change can break down harmful narratives, and build up new narratives rooted in justice, community, and our shared humanity.

Not only has Pollen been refining our purpose and point of view as an organization, but we've been thoughtfully building our operational structure and capacity to match our intentions. Our ideal Executive

Director for this next phase is someone who will be ambitious about Pollen's potential impact as a narrative change organization and have experience working with creative teams toward big goals.

What you're great at

You are steeped in racial and social justice work and embody commitment to these issues in your daily life. You are an exceptional builder of relationships. You can build and strengthen community connections, while elevating the skills and strengths already present on our team. You have a unique ability to bring together disparate groups and ensure all voices are heard. You are a convener, listener, advocate, and thought leader highly attuned to the most critical issues in our community. You ensure Pollen is present in the most difficult and the most wonderful times in our community.

You are an adaptable leader with a flexible mindset. You seek to listen and understand, rather than decide for others. You prioritize and value the role of creatives as strategic partners and as essential problem solvers in the work towards social justice.

You are ambitious about the possibilities for Pollen's impact and have the talents and tenacity to help Pollen grow as an organization, and as a community.

What you'll be doing

Focus on Pollen's future and the work needed to get there

- You engage staff, board, and community members in building a vibrant future for Pollen
- You have ambitious ideas about Pollen's potential impact as a narrative change organization. Your strategic thinking and thought leadership will assist in envisioning this bold future
- You understand Pollen's unique business model as a social enterprise and will nurture its thoughtful growth
- You will bring energy to building out a revamped strategy to increase Pollen's philanthropic support
- You will use your strategic vision and business sense skills to create thoughtful growth plans aligned with the staff-led strategic planning process

Build and maintain relationships with communities and collaborators

- You are present in community conversations regarding racial and social justice issues
- You, directly or through team members, convene community conversation and events surrounding critical community issues

- You identify key communities and collaborators Pollen is not currently engaged with and find ways to connect in meaningful ways

Enable the Pollen staff and board to do their best work

- You ensure a vibrant, healthy organizational culture and work environment
- You recruit and develop talent and free them up to do their best work
- You are a coach and mentor to team members
- You trust the team members closest to the work to make the best decisions
- You foster leadership at all levels within the organization

Ensure the financial health of the organization

- You will partner with staff to ensure Pollen's business model stays viable and relevant
- You will tell Pollen's story and craft the narrative to support key fundraising efforts
- You lead long range financial planning and set the financial priorities in alignment with the strategic vision
- You will monitor monthly financials with support from Pollen's accounting firm and partner with staff to make any necessary adjustments to meet budget goals
- In partnership with the finance and operations manager you will lead a collaborative, staff-inclusive annual budgeting process
- You maintain current knowledge of nonprofit management and governance standards, laws, and regulations