



**PRESIDENT AND CHIEF EXECUTIVE OFFICER**  
**[INDIANA LANDMARKS](#)**  
**INDIANAPOLIS, INDIANA**



**INDIANA LANDMARKS**

Aspen Leadership Group is proud to partner with Indiana Landmarks in the organization’s search for a President and Chief Executive Officer.

The President and Chief Executive Officer will play a crucial role in shaping the future of historic preservation throughout Indiana by leading the largest statewide preservation organization in the United States.

As the primary spokesperson for Indiana Landmarks, the President and Chief Executive Officer will cultivate philanthropic support, build strategic alliances with external partners, and engage community stakeholders to ensure the ongoing relevance and vibrancy of Indiana’s historic places.

By fostering a collaborative culture within the organization, building strong relationships with the Board of Directors, and driving the implementation of a strategic plan that promotes innovative preservation solutions, the President and Chief Executive Officer will ensure operational excellence, helping to sustain and grow Indiana Landmarks’ vital role in the state’s cultural and economic landscape.

#### **ABOUT INDIANA LANDMARKS**

Indiana Landmarks is dedicated to saving historic places, believing that restored landmarks can be economic engines that drive property values, promote tourism, and invigorate neighborhoods and business districts. The organization’s efforts emphasize adaptive reuse, demonstrating that historic preservation is not only a cultural imperative but also an environmentally and economically responsible choice.

In 1960, prominent civic and business leaders founded Indiana Landmarks—then called Historic Landmarks Foundation of Indiana—to preserve significant sites for the benefit of present and future generations. The organization’s first project, restoration of the Second Empire-style Morris-Butler House in Indianapolis, helped spark revitalization of a neglected neighborhood and set the stage for a groundbreaking and forceful approach to historic preservation.

Though the organization’s programming has dramatically expanded since then, it remains focused on using preservation as the basis for community revitalization.

Today, Indiana Landmarks is a private 501(c)(3) nonprofit supported by a diverse membership base and guided by a volunteer board. From its state headquarters in Indianapolis’s historic Old Northside neighborhood, the organization operates nine regional offices across the state.

These offices, staffed by dedicated professionals, provide expertise and resources to help local communities save and repurpose historic sites. Indiana Landmarks' wide-ranging operations include grant and loan programs, rescuing and rehabilitating endangered properties, buying and selling real estate, easement protections, preservation advocacy, and educational initiatives including tours, lectures, workshops, publications, and a major annual conference.

### **MISSION AND VALUES**

Indiana Landmarks is committed to revitalizing communities, strengthening connections to diverse heritage, and saving meaningful places.

The organization's work and ethics are guided by core values including:

- Commitment to the public good
- Accountability to the public
- Commitment beyond the law
- Respect for the worth and dignity of individuals
- Inclusiveness and social justice
- Respect for pluralism and diversity
- Transparency, integrity, and honesty
- Responsible stewardship of resources
- Commitment to excellence and to maintaining the public trust

### **REPORTING RELATIONSHIPS**

The President and Chief Executive Officer will report to the Board of Directors, led by Chair, Gregory S. Fehribach. The President and Chief Executive Officer will directly supervise nine staff, Vice President and Chief Financial Officer; Vice President for Development; Vice President of Education and Information; Vice President of Preservation Services; Director of Black Heritage Preservation Program; Director of Special Events; Director, Sacred Places Indiana; Director of Marketing and Communications; and Executive Assistant.

### **FROM THE CHAIR, BOARD OF DIRECTORS**

*In 1960, alarmed by the increasing loss of historic buildings in Indianapolis, a group of influential civic and business leaders founded Indiana Landmarks. Today, the small historic preservation group established by those volunteers now ranks as the largest private statewide preservation organization in the United States, with 6,200 members and 45 professional staff working in nine offices across Indiana. Headquartered in Indianapolis, Indiana Landmarks helps Hoosiers revitalize communities, strengthen connections to our diverse heritage, and save meaningful places. To achieve this mission, we rely on the support of advocates, volunteers, members, and donors at all levels.*

*Indiana Landmarks believes the work of historic preservation looks more to the future than the past, that saving landmarks enhances quality of life for Indiana residents and visitors alike, and that restoring historic structures makes our communities more attractive and more meaningful places to live, work, and create a sustainable future for those who come after us.*

*Rather than attempting to restore every historic property in Indiana single-handedly, early on Indiana Landmarks recognized the value of joining forces with local leaders who understand the value historic places hold in our communities. Through an intentionally built network nurtured over decades, we help organize and strengthen local preservation groups and commissions who partner with us to save and revitalize historic places at a scale we could not tackle on our own.*

*Our work serves as a national model for historic preservation, as we maintain and grow a broad scope of programs and initiatives, including grants and loans, real estate, community education, advocacy, workshops, tours, publications, and awards.*

*Our state headquarters in Indianapolis's historic Old Northside neighborhood exemplifies our objective, showing that when a great historic building loses its original purpose, it need not be the end of the story. Now known as Indiana Landmarks Center, our campus combines a nineteenth-century church—stunningly adapted through a \$19 million restoration to hold theaters, reception halls, and event spaces—and an 1865 mansion restored as Indiana Landmarks' very first save in the 1960s. Both beautiful venues offer space for our own meetings and programs and allow us to offer rental space to the community.*

*Our next President and Chief Executive Officer will be tasked not only with carrying on Indiana Landmarks' remarkable legacy, but with building on that achievement to position the organization for its next 60 years, ensuring that Indiana Landmarks remains an innovative leader.*

*In December, we concluded an extraordinarily successful capital campaign that raised more than \$36 million to support and expand our work. Our plans for the future are ambitious, including bolstering our Black Heritage Preservation and Sacred Places Indiana initiatives, strengthening our grant programs, leveraging robust capital investment to purchase and save even more endangered properties, and tackling improvements and accessibility issues at our own historic sites. Our new President and Chief Executive Officer can also expect to take the lead in advocating for historic tax credits and other legislation in support of preservation at both the state and federal levels.*

*If these opportunities and challenges appeal to you, I invite you to learn more about Indiana Landmarks and join our committed board and talented staff. We look forward to meeting you!*

—Gregory S. Fehribach, Chair, Board of Directors

### **INDIANA LANDMARKS' COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION**

Recognizing that human capital is its most valuable asset, Indiana Landmarks is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion. The collective sum of individual differences that each employee brings to their work at Indiana Landmarks contributes profoundly to its organizational culture and to its enviable achievement and reputation.

Indiana Landmarks embraces and encourages its employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make them unique.

## PRIMARY RESPONSIBILITIES

### **Organizational Leadership**

The President and Chief Executive Officer will

- promote an organizational culture that fosters collaboration, team building, open communication, and common organizational vision;
- build and nurture a strong relationship with the Board of Directors to implement a strategic plan that emphasizes public engagement in restoring and repurposing Indiana's historic places; and
- empower a diverse and talented team across multiple locations to maintain and grow Indiana Landmarks' track record as an innovative preservation leader.

### **Philanthropic Support and Community Awareness**

The President and Chief Executive Officer will

- maintain and expand philanthropic support from individuals, foundations, corporations, and public sources;
- pursue opportunities to build and maintain relationships with donors to ensure continued support for programs, preservation efforts, and operations; and
- act as the primary spokesperson to articulate Indiana Landmarks' mission and impact effectively and comprehensively.

### **Community Engagement and Advocacy**

The President and Chief Executive Officer will

- successfully cultivate and maintain relationships with external partners including local, state, and national organizations, elected officials, allies, and collaborators to reimagine, rescue, and revive meaningful places across Indiana;
- work with strategic partners including other nonprofit organizations, governmental entities, local community organizers, and others to increase awareness of Indiana Landmarks' work and resources; and
- work with internal and external groups to form effective preservation public policy initiatives and programs.

### **Management and Operations**

The President and Chief Executive Officer will

- manage relationships between different components of the operational structure including team members at regional offices and historic sites, consultants, contractors, and community partners;
- maintain accountability for the operational and fiscal integrity of the organization with policies set by the Board of Directors, in partnership with the Vice President and Chief Financial Officer; and
- guide and support the staff and Board of Directors in establishing goals and developing policies, procedures, budgets, programs, and advocacy efforts that fulfill the mission and strategic vision of the organization.

## **BOARD OF DIRECTORS**

Indiana Landmarks is governed by a 37-member Board of Directors. Board members come from throughout Indiana and beyond, serving three-year terms following their election at the annual membership meeting. The full board meets quarterly. The Executive Committee, consisting of officers and chairs of standing board committees, meets in the intervening months. Board members also serve on at least one committee. Standing committees include African American Landmarks, Audit and Compliance, Finance, Governance, Historic Sites, Investment, Public Policy, and Real Estate. Indiana Landmarks retains the wisdom and expertise of former board members who serve on task forces and committees. Gregory S. Fehribach serves as Chair. Other officers include Hilary Barnes, Vice Chair; Ralph Nowak, Treasurer; Emily Harrison, Secretary; and Thomas H. Engle, Assistant Secretary.

## **PREFERRED COMPETENCIES AND QUALIFICATIONS**

Indiana Landmarks seeks a President and Chief Executive Officer with

- a commitment to the organization's mission to save, revitalize, and preserve historic places in Indiana;
- significant leadership and management experience in a program that involves multiple sites and partners, including sustaining and growing relationships with a broad range of widely dispersed stakeholders including local and statewide leaders, philanthropic supporters, media, and community members;
- an ability to foster collaboration, cooperation, communication, and common organizational vision across multiple sites, programs, and communities;
- experience working with boards and other stakeholders to develop, implement, and assess strategic plans that emphasize creative solutions to stated goals;
- an ability to guide and support staff in establishing goals, policies, procedures, budgets, programs, and advocacy efforts to fulfill the mission and strategic vision of the organization;
- an ability to hire, lead, mentor, manage, and hold accountable talented teams across multiple sites and programs;
- fundraising and donor relations experience including maintaining and expanding philanthropic support from individuals, foundations, corporations, and public sources while building and maintaining productive, enduring relationships with supporters;
- superior relationship management skills and an ability to cultivate and maintain relationships to further organizational goals;
- experience overseeing and being held accountable for the operational and fiscal integrity of an organization with policies set by a board in partnership with organizational leadership;
- exceptional written and oral communications skills;
- a deep understanding of historic preservation public policy; and
- a commitment to sharing the history and places of Indiana.

A bachelor's degree or an equivalent combination of education and experience and at least 10 years of experience in historic preservation, public policy, and leadership roles is preferred for this position. Indiana Landmarks will consider candidates with a broad range of backgrounds. If you are excited about this role and feel that you can contribute to the organization, but your experience does not exactly align with every qualification listed above, we encourage you to apply.

## SALARY AND BENEFITS

The salary for this position is \$240,000 annually with a housing allowance of \$5,000 per month. Indiana Landmarks offers a comprehensive package of benefits including medical, dental and, vision insurance; disability insurance and life insurance; 403(b) retirement plan; professional education opportunities; an Employee Assistance Program (EAP); Section 125 flexible spending plan healthcare savings account; and more.

## LOCATION

This position is in Indianapolis, Indiana.

## APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of Indiana Landmarks as well as the responsibilities and qualifications presented in the position prospectus.*** Review of applications will begin immediately and continue until the successful candidate has been selected.

To apply for this position, visit: [President and Chief Executive Officer, Indiana Landmarks](#).

To nominate a candidate, please contact Tom Herbert: [tomherbert@aspenleadershipgroup.com](mailto:tomherbert@aspenleadershipgroup.com).

*All inquiries will be held in confidence.*