

THE MOMENT

SFBATCO is at a moment that deserves stewardship — not just coverage.

Twelve years in, the artistic voice is proven and the community footprint is real. The transition window is a rare opportunity to hold the seat steady while actively strengthening the operational infrastructure that supports the artistic vision — and to hand the permanent leader a stronger starting position than they would otherwise inherit.

THE PROPOSITION

Part One — An interim partnership. Four to five months as Interim Managing Director, holding the full chief executive scope in partnership with the Artistic Director.

Part Two — An executive search. A rigorous, transparent process to find and place the permanent Managing Director, designed based on what the interim window reveals.

THE FRAMEWORK

ArcheThura — a proprietary three-phase framework.

PHASE 01

Learn

Listen. Meet the organization as it actually is. Take on operational responsibility without disruption.

PHASE 02

Strengthen

Build capacity where it matters most. Streamline what is inefficient. Draft the permanent MD role. Open the search.

PHASE 03

Prepare

Bring the search to close. Build the onboarding runway. Finalize the Living Organizational Document. Support a clean handoff.

The engagement produces the Living Organizational Document — a durable body of institutional knowledge that stays with SFBATCO as operating memory.

THE FACTS

ROLE	Interim Managing Director — chief executive of the organization, in partnership with the Artistic Director
WINDOW	September 2026 through late January 2027 (roughly 4.5 months)
HOURS	Approximately 32–35 hours per week
LOCATION	Fully remote from Madison, WI, with in-person visits as strategically needed
COMPENSATION	\$6,600 monthly retainer for the interim engagement, plus a \$10,000 flat fee for the executive search (\$5,000 on signing, \$5,000 on permanent MD's confirmed start). Payment structure at SFBATCO's discretion.
TOTAL	Approximately \$40,000 for interim leadership and the search combined.

FIVE OUTCOMES

- 01 Continuity.** The full operational scope of the MD role continues without disruption during the transition.
- 02 Capacity.** The organization ends the window with stronger systems, cleaner processes, and better-supported staff.
- 03 Clarity.** A permanent MD role designed based on what SFBATCO actually needs, informed by the interim work.
- 04 A hire.** A permanent MD selected, offered, accepted, and prepared for a strong first day.
- 05 A living record.** The Living Organizational Document — institutional knowledge that stays with SFBATCO after the engagement ends.