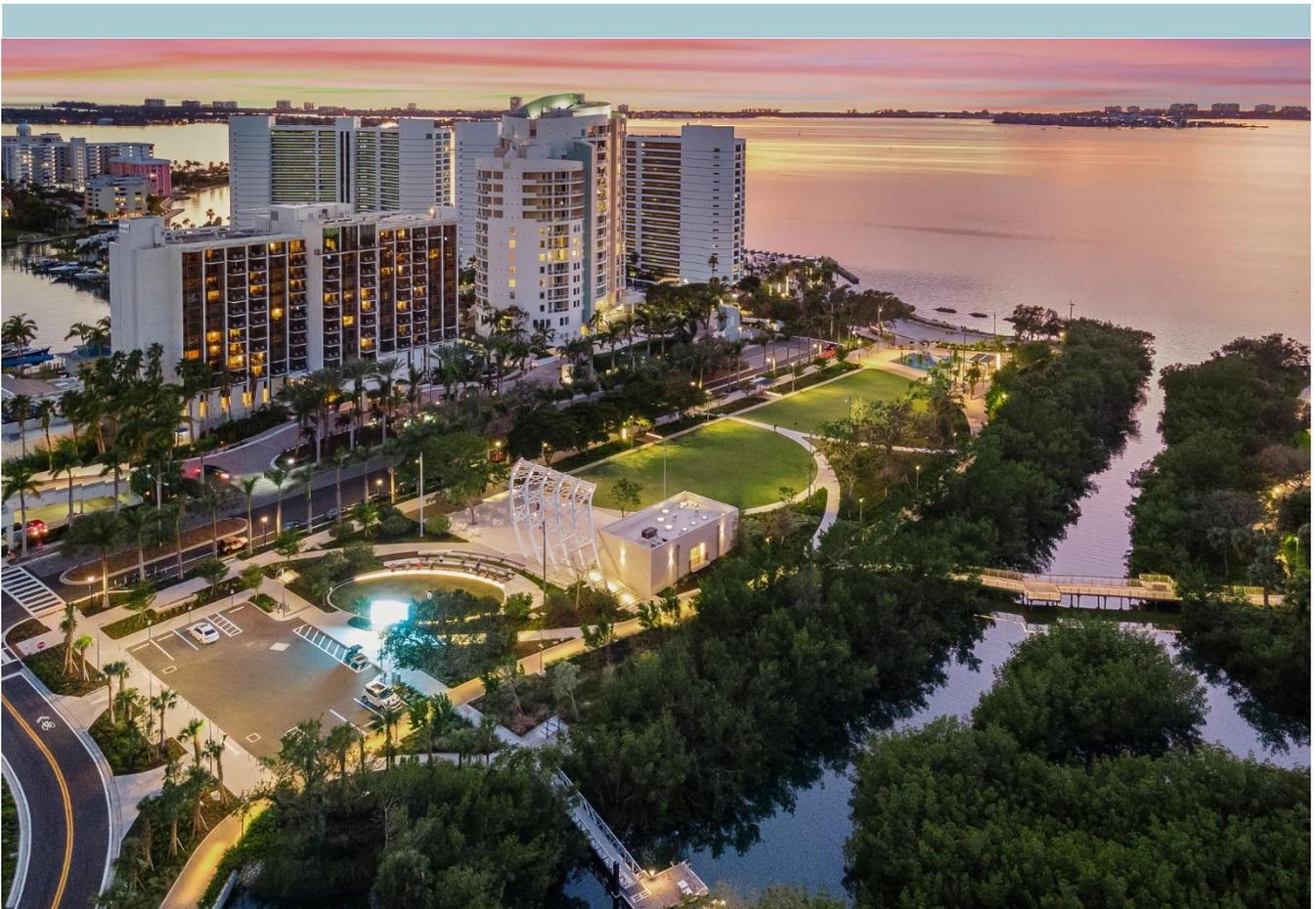




SARASOTA
PERFORMING ARTS
FOUNDATION

Chief Finance Officer / Chief Operations Officer
Leadership Profile

September 2025



WittKieffer

Executive Summary

The [Sarasota Performing Arts Foundation](#) ("SPAF," "the Foundation") seeks an accomplished and visionary financial and operational leader to serve as its next Chief Finance Officer / Chief Operations Officer (CFO/COO). This is a rare opportunity to join an entrepreneurial organization at a transformational moment as it launches one of the largest capital campaigns in Sarasota's history and leads the development of a new performing arts center that will stand as a civic landmark for generations.

Located on Florida's Gulf Coast, Sarasota is widely regarded as the cultural capital of the state, home to world-class arts organizations, a thriving philanthropic community, and engaged and generous audiences. The city also offers an enviable quality of life, with year-round sunshine, stunning beaches, and a welcoming atmosphere that blends small-town warmth with global sophistication. For the right leader, this opportunity offers not only a career-defining role but also the chance to live and work in one of the most desirable communities in the country.

Reporting directly to the Chief Executive Officer, the CFO/COO will be a key member of the senior leadership team and a true strategic partner to the CEO and Board of Directors leadership. This leader will provide financial acumen, operational oversight, and steady counsel as the Foundation evolves from a lean nonprofit into a major cultural institution. Working in close collaboration with the CEO and Board, they will help shape a strategic plan that guides the opening of a new performing arts center, expands nationally recognized educational programming, and builds the systems and infrastructure for long-term success.

The CFO/COO will be the chief architect of SPAF's financial future, overseeing all aspects of finance, including accounting, budgeting, audits, compliance, and risk management, while aligning financial planning with the ambitious demands of a \$200M+ campaign. They will also lead financial modeling, contracts, and oversight of the new performing arts center, promise fiscal discipline and accountability, while helping to deliver an iconic facility that expands access to arts education and enriches community life.

Beyond finance, the CFO/COO will manage operations, HR, IT, facilities, and administration, while preparing the organization for significant staff growth in the years ahead. They will also cultivate relationships with donors, civic leaders, government officials, banks, and auditors, projecting the credibility and confidence that reinforce the Foundation's reputation as fiscally responsible and mission-driven.

The ideal candidate will be a seasoned financial executive with nonprofit fluency, experience in capital campaigns or large civic projects, and the presence to inspire confidence among diverse stakeholders. They will pair strategic vision with a hands-on approach and thrive in a fast-paced, evolving environment. Equally important, they will demonstrate emotional intelligence, a collaborative spirit, and a passion for the performing arts and community engagement.

This is an extraordinary opportunity for a dynamic and mission-driven financial and operational leader. The CFO/COO will join a collaborative executive team, work alongside an accomplished and supportive Board, and play a pivotal role in shaping one of the most significant cultural projects in Florida, while helping to secure the Foundation's long-term legacy.

To submit a nomination or express personal interest in this position, please see "Procedure for Candidacy" at the end of this document.

Role of the Chief Finance Officer / Chief Operations Officer

The Chief Finance Officer / Chief Operations Officer (CFO/COO) is responsible for building and operating the Foundation's financial and administrative infrastructure, executing the strategic plan, supporting the work to identify and secure philanthropic and non-philanthropic resources for the performing arts center project, and securing and augmenting the organization's resources.

The CFO/COO will serve on the team tasked with achieving the Foundation's goal to create a state-of-the-art PAC that will be a cultural icon and civic asset.

The CFO/COO serves as staff liaison to the Finance and Audit committees and ensures that their directives are carried out.

Essential Duties and Responsibilities

Finance

- Directly or through supervision of the work of relevant staff and consultants.
- Ensure the integrity and accuracy of the Foundation's accounting and other financial records.
- Lead financial planning and budgeting processes and the establishment of key metrics for the Foundation in alignment with the strategic plan, developing policies and procedures to ensure consistency and accurate financial management.
- Provide standard and special financial reports, incorporating charts and other visual aids to senior management, grant and budget managers, and the Board to support decision making.
- Manage the organization's annual audit and prepare the IRS 990 form, working closely with external auditors and other financial partners.
- Manage investment portfolio in conjunction with the Board Finance Committee and outside advisor.
- In partnership with the City of Sarasota, lead financial modeling and strategy for the construction of the new PAC. Collaborate with the Foundation's leadership and consultants to develop and refine the future operating model, pricing strategy, and cost structure of the new PAC.
- Perform financial projections and analysis of investments, financing, and revenue/costs.
- Engage the Advancement team to align financial management with short and long-term strategic planning and projections.
- Manage the organization's compliance and risk management activities.
- Create and maintain stringent internal controls, in accordance with best practice and in compliance with Generally Accepted Accounting Principles (GAAP), Internal Revenue Service (IRS) requirements, and other municipal, state, and federal requirements.
- Support Finance and Audit committees of the Board of Directors and the associated audit and reporting functions.

Operations

- Directly or through the supervision of the work of relevant staff.
- Serve as primary contact with outside legal counsel.
- Oversee licensing, state reporting, tax and regulatory filings, insurance, and reporting requirements.
- Review all utility and contract service arrangements to ensure the Foundation has the best arrangements to serve its purposes and needs.
- Oversee facilities management issues, including liaison with landlord, assessment of space utilization and needs, security, and emergency and other repairs.
- Manage property management issues: supplies and other purchasing, furnishings, etc.
- Serve as a member of the senior management team; advise the CEO and other managers on matters affecting, or potentially affecting, the Foundation.
- Maintain strong collaborative relationships with colleagues and other senior leaders in the implementation of areas of responsibility.
- In all responsibility areas, plan and implement infrastructure systems to support meeting the Foundation's mission.

Human Resources

- Directly or through supervision of the work of relevant staff and consultants.
- Ensure HR systems and processes are clearly articulated and implemented: oversee processes for recruitment and hiring; onboarding and offboarding; position classification and salary schedules; performance appraisal; Employee Handbook, policies, and procedures.
- Manage employee benefits programs, including annual renewals as required: health insurance; retirement; flexible spending; life, STD, and LTD insurance; annual, sick, and other leave.
- Ensure the Foundation maintains complete and secure personnel records for all employees.
- Stay current with statutory, regulatory, and other changes affecting HR systems.
- Monitor developments in the HR field beyond the Foundation – consider their applicability to the Foundation; participate in salary, benefits, and other surveys.
- Ensure the HR function serves as a supportive resource for individual employees.

Information Technology

- Directly or through supervision of the work of relevant staff and consultants.
- Manage relationships with external IT consultants, including liaison with internal resources.
- Develop and implement a multi-year IT strategic plan in conjunction with consultants and Foundation management.
- Ensure robust and secure hardware/software systems are available for end-users.

Opportunities and Expectations for Leadership

The next Chief Finance Officer / Chief Operations Officer will join the Sarasota Performing Arts Foundation at a defining moment in its history. With a transformational new performing arts center on the horizon and the largest capital campaign ever undertaken in the Sarasota region underway, the CFO/COO will serve as both strategist and builder. Sarasota is widely recognized as the cultural capital of Florida, with a philanthropic community deeply invested in the arts and arts education. The CFO/COO will help steward this legacy by ensuring the Foundation's financial integrity, navigating complex public-private partnerships, and scaling a lean organization into a world-class cultural institution. Working in close partnership with the CEO and Board leadership, this leader will provide steady counsel, foster donor and community confidence, and shape the systems and culture that will carry the Foundation into its next era of growth and impact.

The CFO/COO will be instrumental in advancing the Foundation's financial strength and cultural mission, with a focus on the following key agenda items:

Drive Strategic Financial Leadership and Campaign Alignment

The CFO/COO will be the chief architect of the Foundation's financial future, bringing rigor, creativity, and foresight to every aspect of financial strategy. They will ensure that audits, budgets, and compliance processes are beyond reproach while aligning financial planning with the ambitious demands of a \$200M+ capital campaign. By demonstrating mastery in charitable giving products, campaign financing, and tax implications, they will equip donors, Board members, and civic partners with absolute confidence in the Foundation's fiscal stewardship. Clear and timely reporting on restricted gifts, pledges, and endowment planning will provide the credibility and assurance necessary to inspire transformational investment.

Steward Construction and Infrastructure for a Transformational Project

At the heart of this role lies the opportunity to help deliver one of the most significant cultural infrastructure projects in Florida's history. The CFO/COO will guide the financial and operational dimensions of a \$300–400M performing arts center, ensuring discipline and accountability without losing sight of the bold vision that drives it. With expertise in construction accounting, contracts, and financing, this leader will work closely with the City of Sarasota, the owner's representative, and contractors to keep the project on track and on budget. The CFO/COO's leadership will safeguard fiscal responsibility and advance a civic landmark that will expand access to arts education and transform the cultural life of Sarasota for generations.

Strengthen Operations and Build Systems for Organizational Growth

The CFO/COO will ensure excellence across the Foundation's daily operations while preparing it for rapid growth. From HR and IT to facilities and administration, they will create scalable systems that can expand the organization from 15 staff today to more than 50 at full capacity. This leader will seize the rare opportunity to build infrastructure from the ground up, designing processes, mentoring a growing finance team, and setting standards that will sustain the Foundation's future. By combining operational precision with entrepreneurial vision, the CFO/COO will lay the groundwork for an institution ready to match the scale of its cultural ambitions.

Navigate Public-Private Partnerships and Build External Credibility

The CFO/COO will be a trusted steward of one of the most complex and high-profile public-private partnerships in the region. They will represent the Foundation with civic leaders, government entities, banks, and auditors, navigating political and financial landscapes with confidence and skill. By demonstrating political awareness and clear communication, the CFO/COO will ensure that the Foundation remains a trusted partner and respected

voice in Sarasota’s civic dialogue. With gravitas and credibility, this leader will reinforce the Foundation’s reputation for fiscal responsibility and community focus, building the trust that underpins both public investment and private philanthropy.

Lead with Confidence, Culture, and Vision for the Future

The CFO/COO will step into a true partnership with the CEO, serving as counselor, collaborator, and steady hand in times of growth and change. They will bring a balanced perspective to decision-making, strengthening the executive team with both confidence and humility. As the Foundation enters its most ambitious era, the CFO/COO will set the tone for organizational culture, fostering trust, empowering staff, and building alignment among leadership, Board, and community. By combining emotional intelligence with executive presence, this leader will inspire confidence in every constituency and position the Foundation for enduring cultural impact and long-term success.



Professional Qualifications and Personal Qualities

The ideal candidate will be a seasoned and mission-driven financial and operational leader who combines technical excellence with executive presence. The Chief Finance Officer / Chief Operations Officer will bring confidence, judgment, and collaborative leadership to a dynamic, entrepreneurial organization in the midst of transformational growth. The successful candidate will demonstrate many of the following qualifications and qualities:

Financial Expertise and Strategic Leadership

- Demonstrated success leading all aspects of nonprofit financial management, including accounting, audits, compliance, budgeting, forecasting, and risk management.
- Mastery in capital planning, investments, financing, and debt management, with the ability to design models and strategies that advance long-term institutional goals.
- Experience aligning financial planning with philanthropy and campaigns, including pledge management, charitable giving products, and endowment oversight.

Capital Campaign and Project Experience

- Deep understanding of the financial and operational demands of major capital campaigns and large-scale infrastructure projects.
- Familiarity with construction financing, contract oversight, and public–private partnership structures, with the ability to represent the Foundation confidently at the table with civic leaders and contractors.

Operational and Organizational Management

- Broad operational experience across HR, IT, facilities, and administration, with a proven ability to build infrastructure and systems to support rapid organizational growth.
- Expertise in human resources oversight, including recruitment, onboarding, compliance, benefits administration, and performance management.
- Technology fluency, with proficiency in financial systems (e.g., Financial Edge), fundraising platforms (e.g., Tessitura), HRIS systems (e.g., Workday, ADP), and data visualization tools (e.g., Power BI, Domo).

Executive Presence and Communication

- Gravitas and confidence to inspire trust among a high-powered Board, donors, civic leaders, and government partners.
- Ability to synthesize complex financial information into clear and persuasive reports and presentations tailored to diverse audiences.
- Political and public communication skills to navigate Sarasota’s evolving environment with diplomacy and credibility.

Leadership and Team Building

- A collaborative, hands-on leadership style, equally comfortable with strategic visioning and rolling up sleeves in a lean environment.
- Proven ability to mentor, develop, and inspire staff, with direct supervisory experience and a track record of building high-performing teams.
- Commitment to empowering colleagues and cultivating a positive, mission-aligned organizational culture.

Personal Attributes and Mission Alignment

- Flexibility and resilience to thrive in a fast-paced, evolving environment, balancing entrepreneurial spirit with operational discipline.
- Deep appreciation for the role of philanthropy in advancing mission and impact, with genuine enthusiasm for the performing arts, education, and community engagement.
- High emotional intelligence, humility, and collaborative spirit, with the capacity to serve as a trusted partner to the CEO and Board leadership.
- Strength of vision and capability to grow into broader leadership responsibilities.

Education and Experience

- A bachelor's degree in accounting, finance, or related discipline is required.
- An advanced degree or professional certification (CPA, MBA) is preferred.
- At least 10 years of progressive financial and operational leadership experience, including three or more years of supervisory responsibility.



About Sarasota Performing Arts Foundation

Overview

The [Sarasota Performing Arts Foundation](#) (SPAF) is one of Florida's most dynamic cultural organizations, advancing a bold vision at the intersection of the arts, education, and community impact. What began in 1987 as a modest "friends of" foundation for the city-owned Van Wezel Performing Arts Hall has grown into an entrepreneurial nonprofit at the center of one of the most ambitious cultural projects in the nation: the creation of a new performing arts center that will serve as a civic landmark for generations.

Why Now

This is a moment of extraordinary momentum and transformation. The Foundation has launched the largest capital campaign in Sarasota's history and is preparing to build a world-class performing arts center designed by Renzo Piano. At the same time, it is expanding its education programs, strengthening its Board and staff, and building the systems and infrastructure of a nationally recognized arts institution. For an accomplished leader, joining SPAF today means helping to shape Sarasota's cultural and civic legacy for decades to come.

For many years, the Foundation raised \$1–2 million annually to support education programs and improvements at the Van Wezel. Over the last decade, its mission and scale have expanded dramatically. In partnership with the City of Sarasota and an extraordinary philanthropic community, SPAF is leading the development of a new performing arts center while also broadening its educational programming and strengthening Sarasota's identity as the cultural capital of Florida. Today, the Foundation is both a legacy institution and a startup in growth mode, operating with a staff of 15 and preparing to grow to more than 50 employees as the new center comes to life.

Mission

The mission of the Sarasota Performing Arts Foundation is to create and sustain a vibrant performing arts center, advance education, and enrich communities by inspiring minds through the power of the arts.

Vision

To be a preeminent destination for the performing arts in the nation by offering extraordinary cultural and educational experiences that open a world of new possibilities for all.

Values

Passion

We are inventive catalysts for artistic exploration.

Inclusivity

We seek out diverse perspectives and foster cultural equity across our programs.

Collaboration

We build forward-thinking partnerships to extend the impact of our mission.

Stewardship

We operate with integrity and transparency to expand our rich history of culture-building and philanthropy.

Shaping the Future

In collaboration with the Board, the Sarasota Performing Arts Foundation has developed and adopted a strategic plan that will guide its next era of growth and transformation. The plan will shape the opening of a new world-class performing arts center, expand the Foundation's nationally recognized educational programming, and build the infrastructure of a major cultural institution. Over the next five years, SPAF anticipates scaling its staff and Board, strengthening fundraising and operational systems, and deepening its role as a leader in arts education and community engagement. This transformation mirrors the trajectory of major national arts institutions, yet it is fueled by Sarasota's unique combination of philanthropic strength, cultural vitality, and community pride. With these priorities, the Foundation aims to position Sarasota as a cultural hub of national significance, advancing a vision that blends artistic excellence, educational access, and civic impact.

Financial Strength

The Foundation enters this next chapter with a record of disciplined stewardship and donor confidence:

- **Net Assets:** As of June 30, 2025, the Foundation held total net assets of \$16.4 million, including \$11.5 million in Board-designated reserves and \$4.8 million in donor-restricted funds.
- **Capital Campaign Progress:** To date, \$24.8 million has been raised for the new performing arts center, supporting both planning and design phases. This figure reflects strong, early momentum.
- **Annual Contributions:** In FY2024, the Foundation raised \$2.87 million across operating, education, gala, grant, and in-kind contributions, consistent with a five-year average of \$2.89 million (FY2020–2024). This track record underscores SPAF's reliable and growing philanthropic base.
- **Endowment and Reserves:** Donor-restricted and Board-designated funds are invested with long-term growth strategies to sustain stability as the Foundation expands.
- **Financial Systems and Accountability:** SPAF operates with robust systems, including Tessitura (donor database and ticketing platform) and QuickBooks (accounting), complemented by annual independent audits to ensure transparency, compliance, and adherence to GAAP and IRS standards. Tessitura provides enterprise-level donor and ticketing management, while QuickBooks is a streamlined and cost-effective accounting solution for the Foundation's current stage of growth.

With a proven record of fundraising consistency, strong reserves, and disciplined stewardship, the Foundation is well positioned to deliver on its ambitious goals, while maintaining the highest standards of accountability and trust.

To view the Foundation's FY24 Financial Statements, click [here](#). To view the Foundation's public 990s, click [here](#).

Programs and Offerings

Education has always been central to the Foundation's mission. Today, SPAF delivers impactful programs that reach students, teachers, and the community through in-school residencies, teacher training, student matinees, and professional development opportunities. With the opening of the new performing arts center, these offerings will expand dramatically, adding opportunities for lifelong learning, master classes with world-renowned artists, symposia, and community festivals that bring together diverse audiences. By weaving performance, education, and community engagement into a seamless whole, SPAF will deepen its role as a catalyst for creativity, learning, and civic connection.

To learn more about the Foundation's specific program offerings, awards, and education team members, click [here](#).

The New Performing Arts Center

At the core of SPAF's vision is the new Sarasota Performing Arts Center, a signature project in partnership with the City of Sarasota and the centerpiece of Bayfront Park's redevelopment. Designed by the internationally acclaimed Renzo Piano Building Workshop, the Center will feature a state-of-the-art main theater, a flexible experimental venue, an education center, and world-class patron amenities. With an anticipated investment of \$300–400 million, it will be one of the largest cultural infrastructure projects in Sarasota's history. The new center will welcome local, national, and international artists, dramatically expand access to education and community programming, and stand as both a cultural anchor and a civic asset. In doing so, it will elevate Sarasota's reputation as one of the most vibrant arts destinations in the United States.

To learn more about the new performing arts center and its projected timeline, click [here](#).

Leadership

Tania Castroverde Moskalenko, Chief Executive Officer



Tania Castroverde Moskalenko is an accomplished arts executive with more than two decades of leadership experience at major nonprofit cultural organizations across the country. Recognized as a visionary and results-driven leader, she brings a dynamic approach to advancing artistic excellence, philanthropic growth, and community impact.

As CEO of the Sarasota Performing Arts Foundation, Tania is leading the boldest chapter in the organization's history: championing accessible arts education and guiding the vision for the transformational Sarasota Performing Arts Center at the heart of The Bay. She is a proven builder of public–private partnerships and a strategist who inspires confidence among donors, civic leaders, and community stakeholders alike.

Tania's career reflects a record of transformational leadership. At Miami City Ballet, she successfully completed an ambitious \$65 million capitalization campaign and initiated the organization's first formal DEI strategy. She has held top executive roles at the Auditorium Theatre in Chicago, the Center for the Performing Arts in Carmel, Indiana, and the Germantown Performing Arts Center in Tennessee. Most recently, she served as Interim CEO of Oolite Arts in Miami Beach and as Strategic Advisor for the Youth America Grand Prix, the world's largest ballet audition competition.

A native of Havana, Cuba, and raised in Miami, Tania brings both global perspective and personal passion to her leadership. She holds an MA in Philanthropy from Indiana University, a BFA from the University of Memphis, and executive certifications from Harvard Business School and the Harvard Kennedy School of Government. In 2025, she was named one of Sarasota Magazine's Women of Influence, recognized for her vision, collaborative leadership, and role in shaping Sarasota's cultural future.

To learn more about the leadership, staff, including a full list of members for the Foundation's Board and National Council, click [here](#). For an organizational chart, refer to the appendix section of this document.



Sarasota, Florida

Sarasota sits on Florida's Gulf Coast, where a remarkable convergence of culture and community has long defined the city's identity. Known as the cultural capital of Florida, Sarasota is home to a constellation of renowned institutions, including The Ringling, Sarasota Ballet, Sarasota Opera, Asolo Repertory Theatre, and Florida Studio Theatre, alongside celebrated events such as the Chalk Festival. This concentration of artistic excellence exists within a city framed by white sandy beaches and coastal landscapes that consistently draw national recognition.

Life in Sarasota is distinguished by its balance of cultural vitality and natural beauty. Residents enjoy a thriving downtown, the botanical treasures of Marie Selby Gardens, the shops and restaurants of St. Armands Circle, and the year-round activity of the Sarasota Farmers Market. With opportunities to sail the Gulf, cycle the Legacy Trail, and explore nearby parks and preserves, the city offers a rhythm that is both dynamic and restorative. Deep philanthropic traditions, engaged audiences, and a strong civic spirit make Sarasota not only a desirable place to live but also a community uniquely equipped to support a world-class performing arts center.

For the next Chief Finance Officer / Chief Operations Officer, Sarasota offers not just a place to work, but a setting in which professional purpose, cultural vitality, and quality of life come together in extraordinary ways.

To learn more about Sarasota, Florida, click [here](#).



Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a CV or resume and a letter of interest addressing the themes in this profile.

WittKieffer is assisting Sarasota Performing Arts Foundation in this search. Applications will be reviewed on a rolling basis, and nominations and applications will be accepted until this position is filled.

Nominations and inquiries can be directed to:

Bree Liddell and Melody Rose, Ph.D.

SarasotaFinanceOperations@wittkieffer.com

Sarasota Performing Arts Foundation is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

