

v.p.s.
cartographie

Victoria Plettner-Saunders
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Founder and Chief Strategist **2005-present**
An arts research, strategy and planning firm providing services focused on supporting individual and organizational capacity building for the nonprofit arts and culture and creative sectors.

ArtCareerCafe.com **2012 – current**
Creative Director and Founder
A job search and employer support website for the nonprofit arts and culture sector with résumé and career coaching services for job seekers and HR assistance for employers.

Strategic and Organizational Planning

Port of San Diego, Public Art Program San Diego, CA
Policy and Organizational Planning Current

San Diego Cooperative Charter School San Diego, CA
Strategic Plan, Executive Search 2016

Santa Ana Arts Commission Santa Ana, CA
Cultural Plan (subconsultant to the Cultural Planning Group) 2016

Laguna Beach Arts Commission Laguna Beach, CA
Cultural Plan (subconsultant to the Cultural Planning Group) 2016

Nashville Metro Arts Commission Nashville, TN
Crafting a Creative City: A Five Year Agency Strategic Plan 2015

Emerging Arts Leaders/Los Angeles Los Angeles, CA
Restructuring Plan 2014

Orchestra Nova San Diego, CA
Three-Year Organizational Strategic Plan 2011

City of San José Office of Cultural Affairs San José, CA
Cultural Connection: City of San Jose's Cultural Plan for 2011-2020 2008-2011
ARTS ENGAGE: A Strategic Plan for Arts Education and Cultural Learning
Subconsultant to the Cultural Planning Group.

Media Arts Center San Diego
Education Plan 2007
Resource Development Plan 2005

Research, Assessment, Writing

The James Irvine Foundation Los Angeles, CA
Research and writing sub-consultant to the Cultural Planning Group. *University Collaborations with Nonprofit Arts Organizations in the Inland Region of California.* 2015

Grantmakers in the Arts Seattle, WA
Disrupting the Status Quo : El Sistema, the Community Opus Project and School Reform in the Chula Vista Elementary School District, San Diego, CA. A researched article for GIA Reader. See publications listing for more information 2014

San Diego Youth Symphony and Conservatory San Diego, CA
On-going research and writing projects including grant development and agency documents. 2013-ongoing

Lux Art Institute Encinitas, CA
Education Program Assessment and Education Pavilion Expansion Study 2011

Balboa Theatre Foundation Organizational Review and Strategic Recommendations	San Diego, CA 2011
The James Irvine Foundation <i>Next Generation Arts Leadership: A Report to The James Irvine Foundation</i>	San Francisco, CA 2011
Millard Sheets Center for the Arts at Fairplex Audience Assessment and Strategic Recommendations	Pomona, CA 2008
Illinois Arts Alliance <i>Arts Leadership for the 21st Century: Facilitated Mentoring and Peer Coaching Program Toolkit</i>	Chicago, IL 2008
City of San José Office of Cultural Affairs Arts Education Program Assessment	San José, CA 2006-2007
City of San Diego Commission for Arts and Culture Folk and Traditional Arts Website Research, Development and Copywriting	San Diego, CA 2006
Project Planning and Coordination	
California Alliance for Arts Education Co-Founder, Chair and Strategist, San Diego Alliance for Arts Education	Pasadena, CA 2009-2013
San Diego Unified School District, Visual and Performing Arts Department Partnership Coordination and Consultation, San Diego Arts Education Partnership	San Diego, CA 2004-2007
City of San Diego Commission for Arts and Culture Founder and Coordinator, Emerging Leaders of Arts and Culture	San Diego, CA 2004-2007
NTC Foundation Project Coordinator, Dance Place San Diego	San Diego CA 2006
Support, Training, Facilitation	
Museum of Contemporary Art San Diego Career Transition Support Services for Staff Layoffs	San Diego, CA 2016
San Diego Magazine Editorial Team Vision Retreat Facilitation	San Diego, CA 2013
Arts Extension Service at University of Massachusetts, Amherst Co-Created/Presented with Americans for the Arts <i>Fundamentals of Strategic and Community Planning for Local Arts Agencies</i>	Amherst, MA 2010-2011
San Diego Foundation Emerging Leaders of Arts and Culture San Diego Strategic Plan Facilitation	San Diego, CA 2010
San Diego Archaeological Center Board Retreat Facilitation	San Diego, CA 2009
Los Angeles County Arts Commission Facilitator and advisor for Emerging Leaders Creative Conversation	Los Angeles, CA 2007
Arts Education	
City of Carlsbad Cultural Arts Office <i>Three-Part-Art Curriculum and Resource Guide</i>	Carlsbad, CA 2007
Grant Making	
Nashville Metro Arts Commission Out of State Adjudicator: Applicant organizations w/annual revenues in excess of \$1m.	Nashville, TN 2013
General Development and Grant Writing Support	
La Jolla Music Society	2005-2010
Media Arts Center San Diego	2004-2010
San Diego Foundation	2008
Street of Dreams, San Diego	2008

Professional Leadership and Volunteer Activities

California Arts Council Grant Review Panelist	2016, 2005
Americans for the Arts, Arts Education Network Council Chair, 2011 and 2012	2010-2012
San Diego Unified School District Visual and Performing Arts Tiger Team Chaired a community team that researched, wrote and presented a final report to the Board of Education, titled: <i>Understanding the District's arts education ecosystem to enable better decision-making on matters of policy and budget.</i>	2011-2012
Americans for the Arts Leadership Salon Invited Participant	2007
Arts Education Preconference Planning Committee: Americans for the Arts Convention, Milwaukee Committee Member	2006
Eureka Foundation, San Diego Fellow, Executive Director Fellowship Program	1996-1998

Speaking and Presenting Engagements

Session Co-Presenter w/ California Alliance for Arts Education, <i>Bringing Arts Education Advocacy Home</i> Americans for the Arts Convention, San Diego	2011
Session Co-Presenter with the Illinois Arts Alliance, <i>The Facilitated Mentoring Tool Kit</i> Americans for the Arts Convention, Philadelphia	2008
Session Presenter, <i>Keeping it Fresh: Professional Development for the Mid-Careerist</i> Minnesota Nonprofit Leadership Conference, Minneapolis	2008
Keynote Speaker, <i>Listening to the Next Generation: Finding New Ways to Lead the Arts and Culture Field.</i> Facing Pages: A Statewide Literary Conference for LitTAP the New York State Literary Presenters Technical Assistance Program	2007
Session Presenter, <i>MAPS to the Future: Mentoring in the Arts Programs</i> Americans for the Arts Convention, Las Vegas	2007

Research and Published Articles

Disrupting the Status Quo: El Sistema, the Community Opus Project, and School Reform in the Chula Vista Elementary School District, San Diego, California. In *Grantmakers in the Arts, Reader: Vol. 25; No. 2* (Summer 2014), Seattle, WA.

Risks that Reward: How to Thrive as a First Time Executive Director. In *Leading Creatively: A Closer Look*, National Association of Media Arts and Culture, San Francisco, CA, 2010.

Mid-Career Professional Development: Long Term Asset or Short Term Liability. In *CultureWork: A Periodic* Vol. 12, No. 1., Center for Community Arts and Cultural Policy, Arts & Administration Program, University of Oregon, March 2008.

No Longer Emerging and Not Ready to Retire: A Look at Mid-Career Arts Managers. In *CultureWork: A Periodic Broadside for Arts and Culture Workers.* Vol. 11, No. 3., Center for Community Arts and Cultural Policy, Arts & Administration Program, University of Oregon, December 2007.

Listening to the Next Generation: Finding New Ways to Lead the Arts and Culture Field. Transcript of keynote address for Facing Pages: A Statewide Literary Conference for LitTAP: New York State Literary Presenters Technical Assistance Program, October 2007.

Bridging the Generation Gap in Arts and Culture Leadership: Taking the First Steps. In *CultureWork: A Periodic Broadside for Arts and Culture Workers*. Vol. 10, No. 4., Center for Community Arts and Cultural Policy, Arts & Administration Program, University of Oregon, December 2006.

Boomers, XY's and the Making of a Generational Shift in Arts Management. In *CultureWork: A Periodic Broadside for Arts and Culture Workers*, Vol. 10, No. 3., Center for Community Arts and Cultural Policy Arts & Administration Program, University of Oregon, August 2006.

Previous Employment

Financial Analyst and Arts Program Manager <i>City of San Diego Commission for Arts and Culture</i>	1998 – 2005 San Diego, CA
Executive Director <i>San Diego Dance Institute</i>	1996 – 1998 San Diego, CA
Business and Marketing Director <i>Playwrights Project</i>	1992 - 1996 San Diego, CA
Managing Director <i>Malashock Dance & Company</i>	1991-1992 San Diego, CA

Education

Master of the Arts, Art Education/Art Administration/Community Cultural Services University of Oregon	Eugene, OR
Bachelor of the Arts, Political Science Willamette University	Salem, OR

Certifications

Facilitation Methods Certification, Technology of Participation, Institute of Cultural Affairs	2010
Certified Creativity Coach, Eric Maisel	2004
Certified Personal Coach, Franklin Covey Coaching	2003