



Executive Director
Billings Farm & Museum
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The Woodstock Foundation is seeking a creative and strategic Executive Director for the Billings Farm & Museum in Woodstock, Vermont

About Billings Farm & Museum



Billings Farm & Museum (Billings) was established in 1983 and is a primary ongoing project of the Woodstock Foundation, which also maintains a partnership with Marsh-Billings-Rockefeller National Historical Park and owns the Woodstock Inn & Resort.

Billings is unique among America's historic sites and outdoor museums in offering the experience of a fully operational dairy farm, engaging programs across the seasons, galleried exhibits, and an

award-winning film. Through dynamic daily programming, seasonal and farm events, workshops, and unique after-hours experiences, Billings engages visitors of all ages. As the farm of the historic Billings estate, it also serves as the agricultural counterpart to Marsh-Billings-Rockefeller National Historical Park.

The new ED will join the Billings Farm & Museum at an exciting and pivotal moment in the museum's history.

For more information about Billings Farm and Museum, please visit <https://billingsfarm.org>

About the Position

The Executive Director (ED) will manage all operations of Billings and report to the Board of Trustees of the Woodstock Foundation. Billings has an operating budget of \$6.4M, and annual revenue that exceeds \$3M through philanthropic support, program fees, investments, and sales. The ED will manage a staff of 27 (plus additional seasonal staff) and 5 direct reports and will work closely with the Woodstock Foundation Board of Trustees, staff, partners, and community stakeholders to advance the mission while ensuring excellence in visitor experience, farm operations, educational programming, museum stewardship, and financial stability.

Billings developed its first Interpretive Master Plan in 2023 with a renewed strategic vision. The new ED will play a key part in fulfilling the goals of this plan in collaboration with the Woodstock Foundation Board. This is a unique opportunity for a visionary, collaborative, mission-driven leader with proven experience in nonprofit management, museums, agriculture or land-based education, community engagement, and fundraising.

Key Responsibilities

Strategic Leadership & Vision

- Lead the effort to ensure that Billings Farm & Museum remains a leading cultural, agricultural, and educational institution.
- Cultivate a strong organizational culture rooted in collaboration, the visitor experience, and mission alignment.
- Ensure effective coordination with Marsh-Billings and the Woodstock Inn & Resort.





Operations & Program Oversight

- Oversee daily operations of the farm, museum, visitor programs, events, and public education initiatives.
- Ensure excellence and safety in livestock care, regenerative farming practices, collections stewardship, and experiential learning.
- Foster innovation in programming, interpretation, and community outreach.

Fundraising & Financial Management

- Drive the fundraising efforts, including major gifts, annual giving, grants, sponsorships, and donor stewardship.
- Play a leadership role in donor engagement and solicitation.
- Develop sustainable revenue strategies through admissions, retail operations, events, and partnerships.
- Oversee the annual budget, financial reporting, and long-range financial planning.

Staff Leadership & Organizational Development

- Supervise, and support a diverse team of staff and volunteers.
- Promote professional development, teamwork, open communication, and a positive workplace culture.
- Ensure compliance with HR policies, safety standards, and organizational best practices.

Community & Stakeholder Engagement

- Serve as the public face of the organization and cultivate strong relationships with local and regional partners, donors, and community organizations.
- Represent Billings Farm & Museum in public forums, media engagements, and community discussions.
- Strengthen partnerships that enhance educational impact and visitor experience.

Board Relations

- Collaborate closely with the Woodstock Foundation Board of Trustees to support governance, strategic planning, and organizational oversight.
- Provide timely, transparent reporting on finances, operations, and key initiatives.
- Engage the Board in fundraising and strategic initiatives.

Key Qualifications

- Proven leadership experience in a nonprofit, museum, educational, agricultural, or cultural institution.
- Commitment to the mission, values, and history of Billings Farm & Museum.
- Demonstrated success in fundraising, financial oversight, and organizational management.
- Strong communication skills, with the ability to inspire staff, donors, and community members.
- Experience leading and motivating multidisciplinary teams.
- Knowledge of sustainable agriculture, regenerative farming, or conservation a plus.



Compensation

The salary for this position is \$190,000 – \$225,000 per year, commensurate with experience.

All qualified candidates will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, veteran status, or any other characteristic protected by law.

To express interest, please submit your cover letter and resume in confidence [here](#).

For more information, please visit www.developmentguild.com.

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About Development Guild DDI

For 45 years, Development Guild DDI has consulted to leaders across the nonprofit spectrum. We have successfully collaborated with more than 650 clients nationwide in the sectors of health & science, education, environment, the arts, and social justice. We are experts in executive search and fundraising and are at the forefront of delivering best practice in these services.

With each engagement, we work in teams tailored to a client's particular needs, providing sector-specific intelligence, cross-sector insight, and hands-on functional expertise. We combine our perspective on nonprofit leadership with our knowledge and experience in both fundraising and executive search. This distinct perspective enables us to deliver the most strategic and measurable impact.