

# Know When to Hold 'em or Fold 'em:

Sunsetting and Leadership Transition Stories from  
Arts Nonprofits

**Meet the leaders**

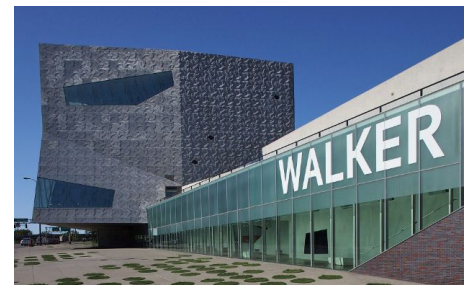
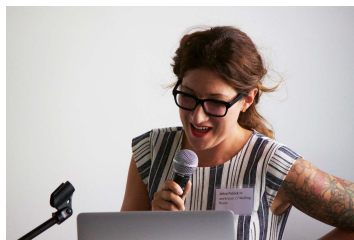
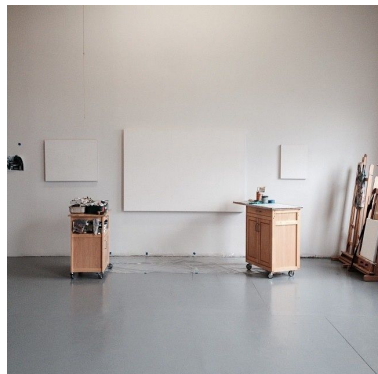


# Sarah Peters

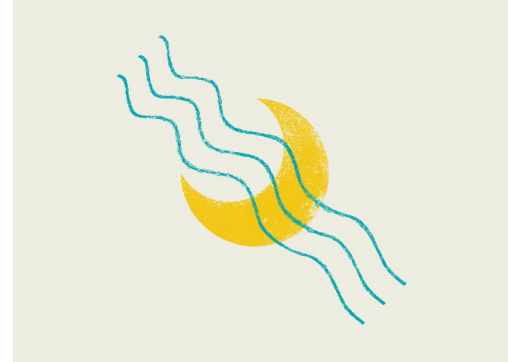




# Jehra Patrick



**Meet the orgs**



# Northern Lights.mn



# Northern Lights.mn

- Founder-led, then co-director led, then Executive Director-led
- 1-3 FTE staff depending on the year
- 15 years of beloved programming
- Budget grew substantially in 1st 8 years
- Then struggled to sustain adequate budget
- Board voted to sunset org in January 2023

Artist-Centered  
Curatorial Practice



Curating  
*Change*



# Emerging Curators Institute



*Curating  
As Healing*

# Emerging Curators Institute

- Founder-led, then co-director led
- 3 years of accomplished programming
- Sustained growth and success
- National following
- Sustained and growing budget
- Strong network of supporters
- In process of transitioning to non-profit

How to untangle  
personal and  
organizational  
needs?

What does letting go  
look like?

Who will support you  
in the transition?

Who will support  
your org?

# Group Discussion

*What are your needs as a leader? What is your trajectory? Your future goals?*

*How does your current role fulfill those needs?*

*What is the ideal trajectory for the organization? Where does your org need to go whether or not you go with it?*

*Are these personal and organizational trajectories and needs in alignment?*

*Who is your support network in this process?  
Board? Colleagues? Other EDs? Family?  
Friends?*