

A NEW CHAPTER FOR DANCE/NYC: LEADERSHIP UPDATE

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By Dance/NYC

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Dear Dance Community,

As we embrace the renewal and transformation that comes with the Spring Equinox, we write to share an important transition for Dance/NYC. As of April 4 and April 11, 2024, Vicki Capote and Candace Thompson-Zachery will complete their leadership terms as Co-Executive Directors, respectively. On behalf of the Board of Directors, we extend our deepest gratitude to Vicki and Candace for their visionary leadership, dedication, and service to Dance/NYC and the broader dance community.



Sara Roer will transition from Co-Executive Director to Interim Executive Director, steering Dance/NYC's outstanding staff and collaborating with the Board of Directors to complete a five-year strategic plan that outlines the organization's future and establishes a sustained two-person leadership structure.

"As Dance/NYC moves forward, we are thrilled and confident in Sara's sound leadership," says Dance/NYC Board Chair Reshma Patel. "Her expertise in operations and finance, combined with her dedication to our mission, will continue to strengthen our foundation. The new strategic plan and new two-person leadership team will support Dance/NYC to continue its impactful work in the dance community with a focus on sustainability and longevity."

Sara is a dedicated arts leader and advocate working toward equity and a greater degree of thriving in the dance sector. Originally from Waccamaw land (Wilmington, NC), she has called Lenapehoking (NYC) home since 2005. Before joining Dance/NYC, she spent 14+ years at BAX | Brooklyn Arts Exchange in various roles and has an ongoing presence in the dance community as a performer, supporter and bodywork practitioner. As Interim Executive Director, Sara will focus on maintaining Dance/NYC's organizational stability and continuing its impact.

"Transitions like this are a natural part of any evolving system," says Vicki Capote. "The Two Loops model developed by the Berkana Institute illustrates how change unfolds in this way, not just within organizations but across entire fields and movements. When we moved into this shared leadership role, we did so with a deep commitment to Dance/NYC's values of justice, equity, and inclusion. These past two years have been transformational, both organizationally and personally, as we've navigated the complexities of the dance sector. Some of us are called to forge ahead in shaping what's next, while others hold space to honor and transform what came before."

In the vein of honoring, included below are the notable achievements seeded during Vicki and Candace's tenure.

Candace Thompson-Zachery

- Developed Dance/NYC's first completely virtual programming including three annual symposia in response to the COVID-19 pandemic, ensuring that Dance/NYC expanded accessibility and remained a critical resource for the field.
- Advanced the organization's commitment to Justice, Equity, and Inclusion (JEI) through the Town Hall Series and in key JEI Programming Partnerships, reinforcing Dance/NYC's role as a connector in the movement for a more just and equitable arts sector.
- Strengthened the representation of dance in advocacy and policy spaces, amplifying the sector's needs and priorities at the city, state, and national levels.
- Stewarded the Dance. Workforce. Resilience. (DWR) Initiative, including the launch of two impactful advocacy campaigns—[#ArtistsAreNecessaryWorkers](#) and [Our New York City Dance](#)—elevating the visibility of dance workers, advocating for essential resources, and driving policy changes that benefit the field.

Vicki Capote

- Established the infrastructure for Dance/NYC's first development department, bolstering the organization's long-term stability by strengthening funder partnerships to expand Dance/NYC's network of support and ensure continued investment in the dance sector.
- Played a key role on the Strategic Leadership Committee, co-leading the implementation of essential organizational changes while simultaneously strengthening governance structures and recruiting new board members to enhance organizational stewardship.
- Raised more than \$7 million for Dance/NYC's regranting programs that supported individuals, organizations, and venue businesses in dance.
- Secured over \$7 million in general operating support for Dance/NYC including funding for Dance/NYC's inaugural staff wellness programs—leading the development of its next phase, fostering a healthier and more supportive workplace.
- Evolved the New Yorkers for Dance annual cultivation event to align with Dance/NYC's core values, while deepening relationships with key stakeholders and supporters.
- Refined Dance/NYC's voice and messaging, through impactful initiatives such as Dance/NYC's Birthday Campaign, which engaged and mobilized the community.

"We embraced an emergent approach—one that recognizes that meaningful change doesn't scale through replication but through collective adaptation," says Candace Thompson-Zachery. "Our goal was to streamline the organization's operations making sure that our programming and leadership in the field was both supportive and reflective of our true capacity. That looked like learning while doing, failing and recovering, and trying again. And though Vicki and I are transitioning from the organization, I still wholeheartedly believe in Dance/NYC, in shared

leadership, and what it can contribute to reimagining sustainability in the arts sector."

As we move through this transition, Dance/NYC's Board of Directors remains committed to ensuring Dance/NYC's continued impact and longevity. We look forward to sharing more in the coming months and to working together to advance Dance/NYC's mission in service of the dance community.

With appreciation,
[Dance/NYC Board of Directors](#)

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