

ASPEN LEADERSHIP GROUP

CHIEF EXECUTIVE OFFICER

[ORCHESTRA IOWA](#)

CEDAR RAPIDS, IOWA



Aspen Leadership Group is proud to partner with Orchestra Iowa in the search for a Chief Executive Officer.

The Chief Executive Officer will serve as a creative, visionary leader, maximizing the resources of Orchestra Iowa and partnering with the Music Director to develop and produce high quality concerts and music education opportunities that assure and enhance Orchestra Iowa's position as a premier symphony orchestra and a valued community asset. The Chief Executive Officer will work with the Board of Directors to develop a strategic plan for increased funding from current funders as well as identify new funding sources while managing and participating in comprehensive programs that build contributor support.

Founded in 1923, Orchestra Iowa is widely recognized as the state's premier symphony orchestra. The orchestra's mission is to foster enjoyment of, and support for, fine symphonic music through quality performances, education, and community involvement. Under the direction of Timothy Hankewich, its 68 professional musicians perform more than 180 public performances throughout the year, many of which can be heard on Iowa Public Radio and seen on Iowa Public Television. Orchestra Iowa showcases its artistic excellence each season through an accomplished array of classical, ballet, opera, popular, and chamber performances, in addition to extensive community education and involvement.

Incredibly generous support from hundreds of individuals, foundations, and corporations is an instrumental part of bringing inspiring musical experiences and outstanding educational outreach to eastern Iowa. Engaging over 50,000 individuals during its most recent season, Orchestra Iowa, the Orchestra Iowa School, and the Opus Concert Café continue a grand tradition of bringing the highest quality music to Eastern Iowa. Through programs such as Music in the Schools, Youth Concerts, Fifth Grade Fiddles, and Pied Piper Concerts, over 15,000 young people are able to experience this art form every year.

An important part of Orchestra Iowa's work is in community schools. With a strong commitment to area youth, Orchestra Iowa provides in-classroom experiences and opportunities for elementary students in the Cedar Rapids, Iowa City, and Linn-Mar school districts. The Music in the Schools Program impacts 8,800 area students each year. Professional musicians visit classrooms to perform symphonic music, show students their instruments, and even demonstrate the physics of sound production. The Fifth Grade Fiddles Program is a set of group violin lessons offered by the Orchestra Iowa School to all students in the Cedar Rapids Community School District during their fifth-grade year. There is no cost to students for the set of ten 45-minute lessons. Lessons culminate in an informal performance open to families and the students' teachers. Focused on fun and learning, Pied Piper concerts offer children the opportunity to enjoy an up-close and personal chamber concert absolutely free. These 30-minute concerts are aimed at introducing preschool-aged children to the instruments of the orchestra and are performed by Orchestra Iowa's talented String, Percussion, Woodwind, and Brass chamber ensembles.

The Cedar Rapids Symphony performed its inaugural concert on April 13, 1923, in Coe College's Sinclair Auditorium under the baton of Joseph Kitchen. By 1928 the symphony was performing eight concert sets in Veteran' Memorial Coliseum. It was unique among orchestras as it continued to perform during the years of the Great Depression and World War II, making it one of the oldest continuously operating symphonies west of the Mississippi River. In 1952 Henry Denecke was selected as Kitchen's replacement to become the orchestra's first salaried music director. Under his leadership the ensemble began to pay its musicians. By 1980 the orchestra was performing eight pairs of concerts, along with a two-concert youth series, and had found a permanent home in the newly restored Paramount Theatre. Christian Tiemeyer was named music director in 1981. Under his artistic leadership, the orchestra grew to be one of the largest in Iowa and established a significant economic presence in the community. A broad and diverse education program reached more than 600 students each year. In 1990 the organization established an endowment fund, assuring the continued growth and financial stability of the symphony into and beyond the 21st century. The school moved into the new Symphony Center in 2004. With modern music studios and the Rockwell Collins Recital Hall, Symphony Center offered students the finest facility for music study and performance in the area. In 2006, Timothy Hankewich was named Music Director.

On June 12, 2008, the Cedar Rapids Symphony's school, administrative offices, and performance home, the Paramount Theatre, were destroyed as the swollen Cedar River poured its banks at 500-year flood levels. In addition to the two buildings, the symphony lost musical instruments, production equipment, and its entire office infrastructure. Despite the mass devastation, the symphony rallied and began the post-flood reconstruction process operating under the new name, Orchestra Iowa. This name reflects the orchestra's reach beyond just Cedar Rapids—most Masterworks concerts are also performed in Iowa City or Coralville, touching audiences in communities all along the Cedar Rapids-Iowa City Corridor and even beyond.

In spite of the many challenges associated with the historic disaster, Orchestra Iowa continued to uplift its community by providing programs and music that have earned it national attention. The orchestra expanded its reach, becoming one of the leading regional orchestras in the country. In addition to increased public performances, the orchestra brought symphonic music and music education programs to a broader audience through established partnerships with the nationally syndicated *From the Top* radio program, Iowa Public Television, and Iowa Public Radio. Orchestra Iowa also began permanent partnerships with the Cedar Rapids Opera Theatre and Ballet Quad Cities.

On November 3, 2012, following four years of recovery and renovation, Orchestra Iowa reopened the Paramount Theatre's doors to a sold-out performance by Harry Connick, Jr., accompanied by the orchestra. Since then, Orchestra Iowa has continued to add to its rich history. Through a long-term agreement with the City of Cedar Rapids, Orchestra Iowa has first right of refusal for scheduling its concerts in the beautiful, historic, city-owned Paramount Theater.

Orchestra Iowa is currently recognized as one of the nation's premier regional orchestras. It is a member of the Regional Orchestra Players Association and the League of American Orchestras, and serves as a model symphony, opera, and ballet orchestra within the industry. It operates its own Opus Concert Café, which serves as a home to chamber music, jazz, cabaret, and comedy, and is a co-operator of the Paramount Theatre. As a vibrant arts enterprise, Orchestra Iowa continues to connect Iowans through the world of music.

REPORTING RELATIONSHIPS

The Chief Executive Officer will report to the Board of Directors through the Chair, Lisa Rhatigan. The Chief Executive Officer will oversee a team of approximately 19 staff including four direct reports, the Chief Financial Officer, Chief Operating Officer, Senior Director of Patron Engagement, and Office Manager.

FROM THE CHAIR

On the heels of a monumental and memorable year-long centennial celebration, Orchestra Iowa is proud to be kicking off our 101st season with great programming, fabulous musicians, a beloved music director, and a solid, hard-working staff. We're searching for our next Chief Executive Officer with the vision and leadership skills to join this team and guide us boldly and successfully into our second century.

Headquartered in Cedar Rapids, Iowa, Orchestra Iowa serves communities throughout the eastern Iowa Corridor. While sometimes dismissed as fly-over country, Cedar Rapids is a truly great place to live and work. The city is an arts and cultural hub, with great theater, live music, and several museums. The area is home to family-friendly sports teams including minor league baseball and hockey. And with a growing culinary and craft brewery scene, there are great places to dine and meet up with friends. Our offices are next to the historic and beautiful Paramount Theatre in the heart of downtown Cedar Rapids.

Orchestra Iowa's programming is extensive, designed to appeal to a variety of audiences. The Masterworks series is typically played in the Paramount Theatre in Cedar Rapids on Saturday evening and repeated in Iowa City or Coralville on Sunday. We have valuable, long-term partnerships with Ballet Quad Cities and Opera Cedar Rapids, performing jointly with each of them at least once each season. Our Pops series offers three to five performances each season, typically a film with music, a holiday spectacular, and other popular music concerts. One of those is an informal, outdoor performance widely enjoyed by our communities. Our upscale Opus Concert Café hosts more intimate gatherings such as the Shuttleworth Chamber Series, as well as programming designed to bring in new audiences—First Friday Jazz, the Key Change piano recital series, Now Hear This for new and upcoming artists, and much more. Last but not least, our youth education program is extensive, providing private and ensemble lessons, three youth choruses, free Pied Piper concerts at public libraries throughout the Corridor, and youth and family concerts.

Our music director, Tim Hankewich, is treasured by audiences, musicians, patrons, donors, and staff. We're fortunate that he's just signed a four-year contract renewal, and we look forward to many more years of his continued creativity, musicianship, leadership, and outstanding humor. We are a per-service orchestra, with roughly half of our highly talented musicians living in the Corridor and half commuting here from larger cities such as Chicago and St. Louis for performance weekends.

The successful candidate will be enthusiastically supported by a strong, involved Board of Directors, a dedicated staff, and committed donors. We're proud of the world-class orchestra we've built over the past 100 years, and we're excited and optimistic about what lies ahead for Orchestra Iowa. We hope you'll embrace this opportunity to be an integral part of that future.

—Lisa Rhatigan, Chair, Board of Directors

PRIMARY RESPONSIBILITIES

The Chief Executive Officer will

- shape the vision for Orchestra Iowa, providing creative leadership in institutional development, maximizing the resources of the Orchestra, and working with the Music Director to develop and produce high quality concerts and music education opportunities;
- work with the Board of Directors to develop a plan and strategy for increasing funding from current entities and identifying new funding sources including managing and participating in comprehensive programs to build contributor support;
- work with the Board of Directors to develop a plan and strategy for building audiences;
- work with the Board of Directors to create, implement, and expand upon the organization's strategic plan and communicate the goals set forth in the plan to the organization's constituents and the community;
- assure and enhance the position of Orchestra Iowa as a superb regional orchestra and valued community asset;
- maintain an effective organization with respect to both structure and personnel, and oversee the efficient operation of Orchestra Iowa and the utilization of its facilities;
- prepare and manage annual and capital budgets and ensure a comprehensive system of internal controls on an operational and financial level;
- interpret and communicate community needs, attitudes, and resources affecting Orchestra Iowa to the Board of Directors and to the staff;
- provide effective staff leadership with an emphasis on teamwork, effective communication, accountability, productivity, and clarity of direction; and
- work with the Board of Directors of all Orchestra Iowa companies to assure the effective functioning of the governing body.

LEADERSHIP

Lisa Rhatigan

Chair

Lisa Rhatigan retired as Vice President of Customer Experience for ImOn Communications, where she led marketing and customer care, in May 2023. Rhatigan's retirement culminated a career of over 40 years, during which she held marketing leadership positions in the financial services, personal software, dental equipment, and automotive industries. For almost 15 years, Rhatigan served as President of The Whetstone Group, a marketing and business development consulting firm she cofounded in Cedar Rapids. Rhatigan currently serves as Chair of the Orchestra Iowa Board of Directors and on the Executive Committee of the Cedar Rapids Garden Club. Previously, she has served on the boards of the Cedar Rapids Art Museum, the Czech Village/New Bohemia Main Street District, Newbo City Market, and the Jane Boyd Community House, all in Cedar Rapids. Rhatigan earned her B.S. from the University of Southern California and her M.B.A. from the University of California, Irvine.

Board of Directors

Orchestra Iowa is governed by an engaged thirty-one-member Board of Directors—a dedicated group who provide the organization with time, wisdom, and resources. The Board is comprised of highly-respected leaders from the nonprofit sector, government, business, and philanthropy—all passionate about the impact that symphonic music has on the quality of life in our communities.

The Board of Directors is supported in its mission by the Orchestra Iowa Foundation Board, which provides the organization with significant financial stability. Lisa Rhatigan, recently retired from ImOn Communications, serves as Chair of Orchestra Iowa's board. Other officers include Kurt Waskow, Secretary, recently retired from Collins Aerospace, and Chris Overturf, Treasurer, Managing Partner of Latta Harris, LLP.

ARTISTIC LEADERSHIP

Tim Hankewich Music Director

The 2023-24 season marks Timothy Hankewich's 18th year as Music Director of Orchestra Iowa. Maestro Hankewich, who is popular with audiences and critics alike, has earned an outstanding reputation as a maestro whose classical artistry is as inspiring as his personality is engaging. Recent guest appearances have included performances with the Jacksonville, Victoria, and Hamilton Symphonies as well as a tour throughout the Czech Republic and Slovakia with the Moravian Philharmonic and the Slovak State Orchestra. In September of 2014, Orchestra Iowa under Maestro Hankewich's direction released its first ever commercial recording featuring composer Michael Daugherty's American Gothic.

While in Iowa, Maestro Hankewich led his organization through a catastrophic flood in 2008 and raised it to new heights of artistic accomplishment and financial security. He helped restore its damaged performance venue, aided in the reconstruction of its offices, and helped implement a new successful business model allowing the orchestra to grow. Because of these achievements, he has been asked to advise boards of directors of other orchestras on how to achieve meaningful artistic and financial health in the wake of a crisis.

Prior to his position with Orchestra Iowa, Maestro Hankewich served as the Resident Conductor of the Kansas City Symphony for seven years. He has held additional staff conducting positions with the Oregon Symphony, Indianapolis Symphony, and the Evansville Philharmonic. Winner of the prestigious Aspen Conducting Award in 1997, Maestro Hankewich has enjoyed appearing often as a guest conductor, leading such organizations as Orchestra London, the Kitchener-Waterloo Symphony, as well as the Windsor, Santa Rosa, Indianapolis, Oregon, and China Broadcasting Symphony Orchestras.

Timothy Hankewich is a native of Dawson Creek, British Columbia. He graduated from the University of Alberta, earning his Bachelor of Music degree with honors in piano performance under Professor Alexandra Munn, and a master's degree in choral conducting under the direction of Dr. Leonard Ratzlaff. He received his doctorate in instrumental and opera conducting from Indiana University, where his primary teachers were Imre Palló and Thomas Baldner. His studies have also included summers in Vienna and Aspen where he worked under the tutelage of Maestros David Zinman, Bruno Weill, Yuri Temirkanov, Robert Spano, Michael Stern, Murray Sidlin, Julius Rudel, James DePreist, and James Conlon.

PREFERRED COMPETENCIES AND QUALIFICATIONS

Orchestra Iowa seeks a Chief Executive Officer with

- a passion for and knowledge of music and a commitment to the mission of Orchestra Iowa—to foster enjoyment of, and support for, fine symphonic music through quality performances, education, and community involvement;
- an ability to serve as a trusted and strategic leader and work successfully with major stakeholders, including boards, musicians, and staff;

- a record of leadership in a performing arts environment with strong management, business, strategic planning, and financial acumen and oversight of staff development, resource allocation, marketing, fundraising, and fiscal management;
- fundraising experience, including an ability to maintain deep and enduring relationships with various stakeholders, donors, and potential donors, including government entities, corporations, foundations, and individuals;
- an understanding of board processes and experience partnering with effective fundraising and governance boards;
- a desire to foster open, honest communication with musicians, staff, and board members;
- exceptional public speaking and presentation skills, and an ability to represent Orchestra Iowa to a variety of audiences and stakeholders with compelling oral and written communication; and
- a desire to invest in the sustained and long-term growth of Orchestra Iowa and the community that it serves.

A bachelor's degree or an equivalent combination of education and experience and at least eight years of leadership experience in the performing arts is preferred. Orchestra Iowa will consider candidates with a broad range of backgrounds. If you are excited about this role and feel that you can contribute to Orchestra Iowa, but your experience does not exactly align with every qualification listed above, we encourage you to apply.

SALARY AND BENEFITS

The salary for this position is \$125,000 annually. Orchestra Iowa offers a comprehensive package of benefits.

LOCATION

This position is in Cedar Rapids, Iowa.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and resume. ***Cover letters should be responsive to the mission of Orchestra Iowa as well as the responsibilities and qualifications stated in the position prospectus.*** Review of applications will begin immediately and continue until the successful candidate has been selected.

To apply for this position, visit: [Chief Executive Officer, Orchestra Iowa](#).

To nominate a candidate, please contact Gregory Leet, gregoryleet@aspenleadershipgroup.com.

All inquiries will be held in confidence.