

# ASPEN LEADERSHIP GROUP

**PRESIDENT AND CEO**  
**RENO PHILHARMONIC ASSOCIATION**  
**Reno, Nevada**



The Aspen Leadership Group is proud to partner with the Reno Philharmonic Association in the search for a President and CEO.

As the senior staff administrative position within the organization, the President and CEO will manage the human and financial resources of the Reno Philharmonic Orchestra and the Reno Philharmonic Association (RPA). The President and CEO will be accountable for all operational aspects of the organization and implementing the policies set by the Board of Trustees. The President and CEO will provide the leadership, vision, and information needed to enable the Board of Trustees to adopt constructive, progressive, sound, and practical plans for the continued development of the organization and the continued enrichment of the musical life of the community. The President and CEO will ensure that the RPA constantly improves its musical product, that it operates on as stable a financial basis as possible, and that it carries out its obligation to serve as a community cultural and educational institution.

The Reno Phil is northern Nevada's largest performing arts organization with music for all tastes and ages. Finishing its 53<sup>rd</sup> season, the orchestra, led by Music Director and Conductor Laura Jackson, is a part-time, per-service orchestra composed of over 60 professional musicians who perform annually throughout the Reno, Carson Valley, and Lake Tahoe region. The Reno Phil oversees and operates the professional orchestra, a symphonic chorus, four youth orchestras, and numerous educational and outreach programs. Musicians of the professional orchestra, youth orchestras, various ensembles, and education programs offer more than 60 performances each year, playing to over 50,000 people—half of them school-aged children. As a federally registered 501(c)(3) non-profit organization in the state of Nevada, the Reno Phil engages an active Board of Trustees, staff, volunteers, patrons, donors, sponsors, partner organizations, and the community to ensure that it will thrive through future generations. The orchestra operates under a CBA with the American Federation of Musicians.

The Reno Phil is a resident company of the Pioneer Center for the Performing Arts in Reno, Nevada. The flagship of the Reno Phil's concert offerings is a six-concert series, *Classix*, performed at the Pioneer Center. Guest soloists of local and international acclaim are invited to perform with the orchestra. Laura Jackson thoughtfully selects programming that will inspire and challenge both the audience and the orchestra, balancing traditional with contemporary. The Reno Phil also offers four performances of *Spirit of the Season* in December—a variety-show-style holiday concert conducted by Jason Altieri; a free and open-to-the-public Family Concert in the fall; two Youth Orchestra showcases; various recitals and ensemble performances; and a summer season that includes a variety of concerts and events, including the ever-popular Pops on the River, Bravo on the Beach Summer Concert Series, and others, at both indoor and outdoor venues.

The Reno Philharmonic's award-winning and diverse education department gained national recognition with its four youth orchestras, a series of eight Young People's Concerts performed throughout the school year, the Reno Philharmonic Association Kids (RPA Kids) after-school music instruction program, and the Discover Music program which brings music ensembles into schools. The Reno Phil began in 1969, with the first public performance on August 3<sup>rd</sup> at the Pioneer Center for the Performing Arts. The fourth conductor in the orchestra's history, Laura Jackson, joined the Reno Phil for the 2009-2010 season. Since then, she continues to captivate audiences, win praise, and gain local and national recognition for her inspiring leadership, innovative programming, and passionate community engagement.

## REPORTING RELATIONSHIPS

The President and CEO will report to the RPA Board of Trustees through the Chair of the Board, Yvonne Murphy. The President and CEO's artistic counterpart is the Music Director, Laura Jackson.

## FROM THE CHAIR

*The Reno Philharmonic is a vibrant orchestra and cultural force in the city of Reno, Nevada. We are led artistically by conductor, Laura Jackson, who has served as Music Director for thirteen years. Despite the pandemic, the Reno Phil is currently performing to in-person audiences of roughly 1,000, while offering a simultaneous, high-quality livestream option produced with eight robotic cameras. In addition, we are only weeks away from a fully funded world premiere of a large-scale commission, Symphony No. 3, The Altered Landscape by Jimmy Lopez Bellido. Written in response to the Altered Landscape photography exhibit of the Nevada Museum of Art, the symphony grapples emotionally with our changing natural world to offer a message of hope. Proceeds from consortium partners are being donated in full to The Nature Conservancy.*

*The Reno Phil is deeply committed to serving the community authentically and nurturing youth with abundant and effective education programs including after school strings programs in Title One schools and four youth orchestras, including one that will perform at the Kennedy Center in February 2023. We value diverse programming and strive to serve diverse constituencies in our community. The Reno Phil participates in the League of American Orchestras' National Alliance for Audition Support and the Sphinx Orchestral Partners Auditions Excerpt Competition program.*

*The Reno Philharmonic is in strong financial shape with an endowment of six million and favorable cash reserves. We feature an engaged 21-member Board of Directors and a team of eight committed, experienced staff as well as additional education/youth ensemble staff, all of whom are deeply passionate about both the art and their city. The Reno Phil operates under a Collective Bargaining Agreement with the American Federation of Musicians for which a one-year extension has recently been amicably negotiated.*

*Reno is a community that enjoys, values, and supports the arts. Our collaborative partners include an internationally renowned art museum, ballet company, a professional chamber orchestra, and substantive summer music and film festivals bringing world class talent to the region. Reno is home to the University of Nevada Reno and is one of the fastest growing cities in the western United States. The Truckee River flows by the Philharmonic offices and the community is surrounded by the beautiful Sierra Nevada Mountains, featuring Lake Tahoe, where the orchestra performs each summer. We seek a creative partner and leader who will bring new energy and ideas to the organization and work with the staff, Board, musicians, and our community to open a new chapter in the Philharmonic's history.*

–Yvonne Murphy, Chair, Board of Trustees

## **PRIMARY RESPONSIBILITIES**

### **Planning**

The President and CEO will

- partner with the Board of Trustees in the development and implementation of a master plan and strategic plan for the RPA that supports the artistic, financial, and public relations objectives of the organization; and
- develop and implement current and long-range administrative and personnel planning to ensure that the organization is effectively structured and staffed competently.

### **Board of Trustees**

The President and CEO will

- advise the Board on matters within the President and CEO's scope of responsibilities to promote the efficient operation of the RPA and the delivery to the public of the services the RPA was chartered to provide;
- staff the Board and its committees including the Executive Committee, serving as ex officio member of all Board committees;
- prepare and present reports for each Board and Executive Committee meeting and for other committee meetings as required; and
- working with the Governance Committee, help to identify and recruit qualified candidates for Board membership and assist with new member orientation.

### **Reno Philanthropic Association Auxiliaries**

The President and CEO will

- serve as liaison to RPA auxiliaries;
- use auxiliaries effectively to assist the RPA in meeting its goals and making the experience meaningful for the auxiliary volunteers; and
- assist auxiliaries as necessary to help ensure the success of their activities.

### **Fundraising and External Relations**

The President and CEO will

- ensure effective communication with the RPA's constituencies including Board members, orchestra members, subscribers, donors, auxiliaries, volunteers, other arts organizations, public agencies, government agencies, and the general public to achieve the public service objectives of the RPA;
- assist the Board and Board Chair in fundraising activities, including the annual fund drive, corporate sponsorships, special events, endowment campaigns, planned giving program, and identification and cultivation of donors;
- prepare and submit grant applications and reports to foundations, corporations, and government agencies;
- ensure that all contributions and other support are acknowledged as may be required by law and as is otherwise appropriate;
- maintain accurate and complete records of financial contributions and other substantial support;
- coordinate advocacy activities at local, state, and federal level; and
- monitor legislative activity that affects the RPA and recommend appropriate action to the Board of Trustees.

### **Artistic Administration**

The President and CEO will

- assist in the development, implementation, and monitoring of RPA's artistic objectives;
- consult with the Music Director in the selection of guest artists, guest conductors, performing groups, and programs to support the RPA's artistic objectives; and
- negotiate contracts for all guest artists within budget parameters set by the Board, and oversee their transportation, lodging, and entertainment.

### **Concert Production**

The President and CEO will

- develop an annual master plan for orchestra operations, including rehearsal schedules, local and run-out concerts, program themes and ideas, special events, broadcasts, and audience development, and direct implementation of the master plan;
- in consultation with the Music Director, seek and obtain new opportunities for performances by the orchestra and its ensembles;
- negotiate and execute concert hall leases and rent other concert space as required;
- secure required equipment, instruments, licenses, and permits;
- arrange for transportation and accommodations for musicians and equipment for local and run-out performances and broadcasts; and
- ensure that rehearsals and concerts are properly staffed.

### **Marketing and Promotion**

The President and CEO will

- develop and implement a marketing plan for subscription campaigns and for individual performances, using appropriate advertising and publicity to achieve maximum season and single ticket sales as well as oversee ticket sales operations; and
- maintain relationships with media contacts and generate feature stories in print and broadcast media about the orchestra.

### **Finance**

The President and CEO will

- ensure that accurate books of accounts are maintained, and maintain bank accounts as directed by the Board;
- prepare and submit for approval annual operating budgets;
- monitor and authorize expenditures in accordance with approved budget, and prepare updated projections based on actual income and expense activity;
- prepare monthly financial statements, including cash flow projections for Board review and approval;
- review and approve accounts payable and receivable;
- ensure that grants are spent in accordance with grant guidelines and that all reporting requirements are met;
- serve as liaison to Reno Philharmonic Endowment Trust, attending all meetings and ensuring that meeting minutes are recorded and filed; and
- ensure that the Board is kept informed of Endowment status.

### **Administration**

The President and CEO will

- maintain the business office of the organization;
- purchase equipment, supplies, etc., according to budget and approved procedures;
- handle correspondence, including patron suggestions and complaints;

- maintain documents according to legal requirements and Board policies and procedures;
- maintain adequate insurance to protect the RPA's assets and property;
- recruit, select, and supervise administrative staff;
- hire, manage, promote, discipline, and terminate staff in accordance with legal requirements and Board policy;
- evaluate staff performance as needed but at least annually in writing;
- develop, implement, and monitor compensation and benefits programs;
- ensure that all employer responsibilities are met, and that the organization is in compliance with all local, state, and federal laws;
- prepare and revise job descriptions, employee handbook, and employment policies; and
- maintain all payroll records for administrative and artistic staff.

### **Musicians**

The President and CEO will

- assist the Music Director in hiring of all musicians;
- negotiate and execute individual contracts according to approved budget and policies set by the Board;
- serve as the principal staff spokesperson and liaison to the orchestra for policy issues and non-artistic matters;
- coordinate all aspects of auditions;
- serve as chief liaison to the local office of the American Federation of Musicians (AFM);
- successfully negotiate the master agreement with the orchestra and the AFM; and
- ensure proper implementation of the master agreement.

### **Education**

The President and CEO will

- together with the Music Director, recommend to the Board appropriate education initiatives and implement them; and
- serve as liaison to local schools in planning of in-school programs.

## **LEADERSHIP**

### **Yvonne Murphy**

#### **Chair**

Yvonne Murphy has been a citizen of the northern Nevada community since 1981. She began her career as an Independent Management Consultant, focusing on time economics, management, internal/external marketing and advanced communication therapies.

In 1997 she made the leap into public policy as a gubernatorial campaign worker. As a result, in 1998, she served as the liaison to the late Governor Kenny C. Guinn and Chief of Staff Pete Ernaut. After leaving the Governor's office, she spent several years in the corporate office of the prestigious PR firm, RR Partners.

In 2002, she formed the Yvonne Murphy Group where she advises CEOs and complex partnerships around the world. A devotee of "Visionary Excellence" – she is also a seven-year Board Trustee for the Intergroup, a publicly traded Nasdaq corporation.

In November of 2021, Yvonne added the Renown Foundation to her ever-busy schedule, functioning in the capacity of Foundation Ambassador. She has a keen focus on raising funds for all matters related to cancer, including but not limited to: research and development, physician recruitment, patient education

and care. She is currently working on understanding how music can be used as a healing agent. She does this work to honor the memory of family members who have succumbed to cancer.

Yvonne is passionate about the arts—she joined the Reno Philharmonic Board in 2018. Her love of classical music began at the tender age of eight. She recalls the first time she heard Tchaikovsky 1812 Overture – Ravels Bolero and Niccolo Paganini Rhapsody in the Theme of Paganini as truly life altering. She has been a Classix season ticket holder since 2004.

In December of 2021, she was elected Board Chair. It is her intention to lead the organization into a deeper appreciation for the complexities and science of fine classical music.

### **Meagan Noin Chair-Elect**

As the Founder and President of MN|G Partners, Meagan Noin has nearly 20 years of agency experience. She has worked with some of Nevada’s most respected professional service firms, largest events, most notable non-profits, and landmark capital improvement projects in our community. Her experience includes working with local and regional media outlets as well as national outlets including Good Morning America, Today, Associated Press, Reuters, and CNN.

As the President of the firm, Meagan personally oversees the execution of communication campaigns, manages client budgets, oversees operations, new business development, and media and client relations on a local, regional, and national level. Her areas of practice include corporate communications, product promotion, event management, traditional and online advertising placement, crisis communications, and media relations.

A Reno native, Meagan is a graduate of the University of Nevada, Reno with dual degrees in journalism and political science. After graduation, she was a member of the faculty at the Reynolds School of Journalism where she taught media production. In addition to her role with the firm, she currently serves on the Board of Directors of the Northern Nevada Children’s Cancer Foundation and is the immediate Past-President. She is also a past board member of the Great Reno Balloon Races and a current board member and chair of Audience Engagement for the Reno Phil.

## **ARTISTIC LEADERSHIP**

### **Laura Jackson Music Director and Conductor**

Now in her 13<sup>th</sup> season, Laura Jackson serves as the Music Director and Conductor of the Reno Phil and continues to win praise for her artistry, leadership, and creative community engagement. Innovative composer-in-residence projects and vibrant performances of traditional repertoire have cemented the Phil’s place in the hearts of northern Nevadans while also raising the institution to new heights in national visibility.

In addition to concerts with the Reno Phil, Laura guest conducts nationally and internationally. She has performed with the symphonies of Alabama, Atlanta, Baltimore, Berkeley, Charlottesville, Detroit, Hartford, Hawaii, Orlando, the Philippines, Phoenix, Richmond, San Antonio, Toledo, Toronto, Windsor, and Winnipeg in addition to concerts with the Philly POPS and L’Orchestre symphonique de Bretagne in France. Laura recorded Michael Daugherty’s Time Cycle on Naxos with the Bournemouth Symphony in partnership with Marin Alsop, and served as the first American to guest conduct the Algerian National Orchestra in 2013.

Laura served as the first female assistant conductor of the Atlanta Symphony Orchestra from 2004-2007. Prior to her appointment in Atlanta, she studied conducting at the University of Michigan and

spent summers as the Seiji Ozawa Conducting Fellow at the Boston Symphony Orchestra's Tanglewood Music Center in 2002 and 2003.

Laura spent her early childhood in Virginia and Pennsylvania before moving at age 11 to Plattsburgh, NY, where she grew up waterskiing, swimming, and sailing on Lake Champlain. She fell in love with the violin in public school, later attending the North Carolina School for the Arts to finish high school. She pursued an undergraduate degree at Indiana University where she studied both violin and conducting before moving to Boston in 1990 to freelance as a violinist and teach at Phillips Exeter Academy in New Hampshire.

## **PREFERRED COMPETENCIES AND QUALIFICATIONS**

Reno Philharmonic Association seeks a President and CEO with

- a commitment to the mission of the Reno Philharmonic—to produce inspirational symphonic performances of the highest quality for diverse audiences and support exceptional education, outreach, and engagement programs;
- a passion for and knowledge of music, the role of music and musicians in society, and the connection between students and their communities and audiences as well as strong working knowledge of symphonic repertoire, artists, and performance practice;
- a record of leadership in an orchestral or performing arts environment and strong management, business, and financial acumen including staff development, resource allocation, marketing, fundraising, and fiscal management;
- visionary and strategic leadership skills and the ability to work successfully with major stakeholders, including the Board of Trustees, musicians, and staff;
- a deep understanding of the board process and experience partnering with effective fundraising and governance boards;
- fundraising experience including deep and enduring relationships with various stakeholders, donors, and potential donors including government, corporations, foundations, and individuals;
- an ability to foster open, transparent dialogue across the organization;
- exceptional public speaking and presentation skills and an ability to represent the Reno Philharmonic to a variety of audiences and stakeholders; and
- integrity, intellectual curiosity and honesty, high energy, empathy, boldness, open-mindedness, creativity, authenticity, and warmth.

A bachelor's degree is required for this position as is at least eight years of orchestra, opera or festival experience including leadership experience. Ten years or more of experience is preferred as is familiarity with professional orchestra management and operations.

## **SALARY & BENEFITS**

Reno Philharmonic Association offers a competitive salary and comprehensive benefits.

## **LOCATION**

This position is located in Reno, Nevada.

## APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and resume. ***Cover letters should be responsive to the mission of Reno Philharmonic Association 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:*

[President and CEO, Reno Philharmonic Association.](#)

*To nominate a candidate, please contact Anne Johnson, [annejohnson@aspenleadershipgroup.com](mailto:annejohnson@aspenleadershipgroup.com).*

*All inquiries will be held in confidence.*