

ASPEN • LEADERSHIP • GROUP

CHIEF DEVELOPMENT OFFICER DETROIT SYMPHONY ORCHESTRA

Detroit, Michigan

<http://dso.org>



The Aspen Leadership Group is proud to partner with the Detroit Symphony Orchestra in the search for a Chief Development Officer.

The Chief Development Officer (CDO) serves as a key member of the Executive Management Team, in partnership with the Chief Executive Officer (CEO), Chief Financial Officer (CFO), and Orchestra General Manager (GM), and is an active participant in setting strategic direction of the Detroit Symphony Orchestra (DSO). In partnership with the CEO, the CDO is responsible for all fundraising and development activities. The successful candidate will forge new relationships and build the DSO's visibility, impact, and financial resources. The CDO will design and implement a comprehensive plan to achieve ambitious fundraising goals, and will mentor and manage a staff in their design and implementation of annual, capital, endowment, and planned-giving programs.

The CDO is responsible for conceiving and realizing a highly professional, ethical, and successful fundraising program. The successful candidate will be a guide, mentor, and supervisor to a full-time staff of six direct reports with an overall department of fifteen staff. The CDO will support the leadership of the DSO and cultivate strong relationships with the Board of Directors and other lay leaders to ensure open communication and continued success of development initiatives.

The internationally acclaimed Detroit Symphony Orchestra, the industry's leading and fourth-oldest symphony orchestra in the United States, is known for trailblazing performances, visionary maestros, and collaborations with the world's foremost musical artists. Esteemed conductor Leonard Slatkin, called "America's Music Director" by the Los Angeles Times, became the 12th Music Director of the DSO during the 2008-09 season. The DSO and The Max M. and Marjorie S. Fisher Music center offer a year-round performance schedule that includes classical, pops, jazz, young people's concerts, and festivals. The DSO makes its home in historic Orchestra Hall, one of America's most acoustically perfect concert halls, and actively pursues a mission to impact and serve the community through music. The DSO strives to be the most accessible orchestra on the planet. As part of that goal, it is proud to be an orchestra both of the city and for the city; additionally, as artistic partners in Detroit's resurgence and its ever-evolving identity, it considers itself an ambassador of the city as it welcomes patrons and webcast viewers from around the world.

REPORTING RELATIONSHIPS

The Chief Development Officer reports to the President and CEO.

PRINCIPAL OPPORTUNITIES

This is the time to be part of the reinvention of the American Orchestra in America's most pivotal industrial city (Darren Walker of the Ford Foundation calls Detroit THE most important city in our country). The DSO is on a unique journey navigated by a serious, dedicated, creative team of professionals and lay leaders. We are looking for the right candidate to become the missing team member and seize this opportunity to impact the Organization's direction and levels of success.

- Our President and CEO - needs a thought partner whom she respects, enjoys, and can learn from.
- Our staff - needs someone to inspire, support, and challenge them to greater successes.
- Our Board - needs a leader to engage them and foster a culture of philanthropy throughout the organization.
- Our musicians - deserve the best our field has to offer as they are leading the way both on and off the stage.

There is a lot of room at the table and opportunity to make an impact. We are a lean team and there is much leadership work to share. We try not to departmentalize the biggest initiatives and we share one another's burdens and joys, even when we're not sharing responsibilities.

PRIMARY RESPONSIBILITIES

The Chief Development Officer will

- ensure that philanthropy and fund development are carried out in keeping with the organization's values, mission, vision, and plans;
- provide general oversight of all of the organization's fund development activities, manage the day-to-day operations of the development function, and monitor adequacy of strategies and tactics;
- ensure compliance with all relevant regulations and laws, maintain accountability standards to donors, and ensure compliance with code of ethical principles and standards of professional conduct for fund development and fundraisers;
- ensure establishment of and compliance with the organization's own fund development and philanthropic principles, policies, and procedures;
- ensure stability by creating a work environment that is rewarding to staff and volunteers;
- appropriately represent the institution, its board, and CEO to donors, prospects, development committee(s), and fundraising volunteers;
- serve as a key member of the executive management team responsible for the execution of the 10-year financial plan and the successful completion of a \$125 million endowment campaign, currently in its silent phase;
- serve as a member of the executive management team, working to ensure organizational health and effectiveness;
- provide vital input in short- and long-term strategic and operational planning and positioning within the organization;
- serve as an organizational ambassador, nurturing community relationships and identifying individuals for board candidacy;

- foster a culture of philanthropy throughout the organization, and create a donor-centered organization that nurtures loyalty through a comprehensive relationship-building program including cultivation, solicitation, stewardship, and communication;
- evaluate the effect of internal and external forces on the organization and its fund development, recommend short- and long-range fund development plans and programs that support the organization's values, mission, and general objectives;
- define performance measures for fund development and monitors results;
- keep informed of developments in philanthropy and fund development as well as the general fields of management and the not-for-profit sector;
- inform the chief executive and volunteer leadership on the condition of the organization's fund development program and on important factors influencing it, including current trends, issues, challenges, and opportunities;
- recommend policy positions concerning fund development, and facilitate optimum decision making by organizational leadership;
- support attainment of the organization's fund development goals through the selection, development, motivation, and evaluation of talent, both professional and volunteer;
- work with the CEO and leadership volunteers to enable the board and its members to fulfill their fund development roles;
- facilitate the optimum interaction between management and volunteers.

ARTISTIC LEADERSHIP



Leonard Slatkin
Music Director

Internationally acclaimed conductor Leonard Slatkin is Music Director of the Detroit Symphony Orchestra (DSO) and the Orchestre National de Lyon (ONL). He also maintains a rigorous schedule of guest conducting and is active as a composer, author, and educator.

Highlights of the 2015-16 season included a three-week Brahms festival in Detroit; engagements with the St. Louis Symphony, Pittsburgh Symphony, Los Angeles Philharmonic, and NHK Symphony in Tokyo; and debuts with Beijing's China Philharmonic Orchestra and the Shanghai Symphony Orchestra. Summer events included a tour of Japan with the ONL and performances of Barber's *Vanessa* in Santa Fe.

During the 2016-17 season—in addition to his regular duties in Detroit and Lyon—he will return to St. Louis; tour the U.S. and Europe with the ONL; conduct overseas with the WDR Symphony Orchestra in Cologne, Verdi Orchestra in Milan, and San Carlo Theatre Orchestra in Naples; and serve as chairman of the jury and conductor of the 2017 Cliburn Competition.

Slatkin's more than 100 recordings have garnered seven Grammy awards and 64 nominations. His recent Naxos recordings include works by Saint-Saëns, Ravel, and Berlioz (with the ONL) and music by Copland, Rachmaninov, Borzova, McTee, and John Williams (with the DSO). In addition, he has recorded the complete Brahms, Beethoven, and Tchaikovsky symphonies with the DSO (available online as digital downloads).

A recipient of the prestigious National Medal of Arts, Slatkin also holds the rank of Chevalier in the French Legion of Honor. He has received Austria's Decoration of Honor in Silver, the League of American

Orchestras' Gold Baton Award, and the 2013 ASCAP Deems Taylor Special Recognition Award for his book, *Conducting Business*.

Slatkin has conducted virtually all of the leading orchestras in the world. As Music Director, he has held posts with the New Orleans, St. Louis, and National symphony orchestras, and he was Chief Conductor of the BBC Symphony Orchestra. He has served as Principal Guest Conductor of London's Philharmonia and Royal Philharmonic, the Pittsburgh Symphony Orchestra, the Los Angeles Philharmonic at the Hollywood Bowl, and the Minnesota Orchestra.

KEY COLLEAGUES



Anne Parsons

President and Chief Executive Officer

Anne Parsons was named President and Chief Executive Officer of the Detroit Symphony Orchestra in April 2004. Under her leadership, since 2011 the DSO has achieved record ticket sales growth and has doubled its donor base. Her vision of making the organization more accessible has resulted in the launch of two innovative new products, the first of their kind among American orchestras. The Neighborhood Residency Initiative has established seven DSO residencies across metro Detroit where suburban fans of all ages enjoy chamber music, senior engagement concerts, music therapy sessions, educational in school performances, and the initiative's centerpiece, the Neighborhood Concert Series. In 2011, she oversaw the inaugural season of "Live From Orchestra Hall," the DSO's series of live HD webcasts that engage audiences worldwide through an interactive online interface. In 2013, the DSO took the stage at Carnegie Hall for the first time in 17 years as part of the "Spring for Music" festival and also presented a special one-night-only performance at Lincoln Center, featuring the works of Chinese composer Ye Xiaogang. The DSO's adoption of a new governance structure, as well as its work towards a more inclusive culture between orchestra, staff, and board members, are credited as being largely responsible for the 2014 settlement of the musicians' labor contract, which was achieved eight months early.

Over the last decade, Parsons has been passionate about pursuing professional development opportunities with non-profit peer leaders. She has participated in several multi-year executive leadership programs associated with the Center for Creative Leadership, National Arts Strategies, and the League of American Orchestras.

In 2015, recognizing her outstanding leadership and distinguished career in the city of Detroit, Parsons was awarded a McGregor Fund Eugene A. Miller Fellowship.

For over 30 years, Parsons has served in management positions for a variety of major arts organizations. She was General Manager of the New York City Ballet 1998-2004, General Manager of the Hollywood Bowl in Los Angeles from 1991 to 1998 and Orchestra Manager of the Boston Symphony Orchestra from 1983 to 1991. Parsons also held several positions with the National Symphony Orchestra in Washington, D.C. from 1981 to 1983. Parsons received a Bachelor of Arts degree from Smith College in Massachusetts in 1980 where, as a Music Minor, she studied flute and managed the Smith College Orchestra. She was among the first class of American Symphony Orchestra League Fellows in 1980- 1981.

In addition to her role at the DSO, Parsons is an active board member for several other Detroit-area cultural organizations. She was a founding board member of the Cultural Alliance of Southeast Michigan (now CultureSource) and currently serves on the boards of New Detroit and Eastern Market. Nationally, she serves on the board of the League of American Orchestras and on the advisory board for the Sphinx Organization. A native of New York, Parsons now resides in Detroit with her husband Donald Dietz, a photographer, and daughter Cara is completing her sophomore year at Smith College.



Linda Lutz

Vice President and Chief Financial Officer

Lutz is the Vice President and Chief Financial Officer of the Detroit Symphony Orchestra, a position where she leads all aspects of financial planning and reporting, cash management, risk management, facilities, security, information technology, and human resources. Before joining the Detroit Symphony executive team in 2013, Lutz spent 14 years at the Jewish Federation of Metropolitan Detroit.

Lutz is an alumnus of the Stephen M. Ross School of Business, earning both a Bachelors in Business Administration and Masters in Accounting. She is a CPA, beginning her career in public accounting at Deloitte and subsequently working in both for-profit and not-for-profit organizations.

Lutz is active in community, philanthropic, and professional organizations. She is a member of the Board of Midtown Detroit, Inc., a trustee of University of Michigan Hillel, a trustee of the Detroit Symphony Orchestra Musicians' Retirement Fund, and the International Alliance of Theatrical Stage Employees Local 38 and 812 Pension Fund. She was recently recognized by Crain's Detroit Business as one of the 2015 CFOs of the year. Lutz resides in Birmingham, MI with her husband Daniel, a commercial real estate broker, and three sons currently in college.



Erik Rönmark

Vice President and General Manager

Erik Rönmark came to the United States in 1996 to continue his musical education. A classical saxophonist by trade, Rönmark has extensive performing experience in both chamber music and orchestral settings. He has performed in the Detroit Symphony Orchestra on several occasions, as a guest in Detroit Chamber Winds and Strings, and regularly appears in the contemporary group New Music Detroit, of which he is also co-founder and Executive Director. Recently, Rönmark was featured with the Chamber Music Society of Detroit, culminating a national tour with the Pacifica String Quartet.

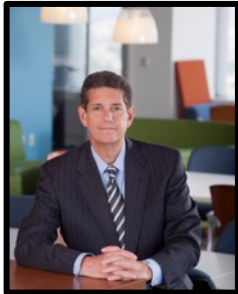
A native of Sweden, Rönmark is a first-prize winner of both the Fischhoff National Chamber Music Competition and the Coleman Chamber Music Competition. He is also the recipient of the American-Scandinavian Foundation's award for establishing valuable relationships between Sweden and America.

Using his diverse talents and skills within the music field, he has collaborated and assisted artists such as Karlheinz Stockhausen, Terry Riley, Matthew Barney, Shara Worden, and Branford Marsalis, and has commissioned and premiered over 30 new works for saxophone.

Rönmark has been a part of the Detroit Symphony Orchestra administration since 2005. In his role as Vice President and General Manager, Rönmark combines his administrative experience with degrees in fine arts and music performance from Northern State University, SD and Bowling Green State University, OH, as well

as a Doctorate of Musical Arts from the University of Michigan.

He lives in Birmingham, MI with his wife Adrienne Rönmark, violinist with the Detroit Symphony Orchestra, and their three children.



Mark Davidoff
Chairman, Board of Directors

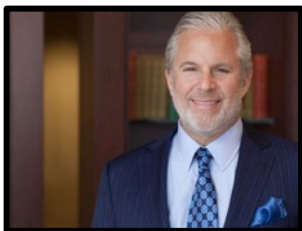
Mark Davidoff is the managing partner of the Michigan practice of Deloitte LLP. He is the organization's top leader in the state, overseeing more than 1,200 professionals based in Detroit, Grand Rapids, and Midland. In addition to serving clients in the marketplace, he is responsible for the strategy, operations, talent, and business development of the statewide practice. Davidoff collaborates with the Deloitte U.S. Firms and global organization — Deloitte Touche Tohmatsu Limited — to bring the best Deloitte resources and talent to help Michigan companies, organizations, and governments respond to today's challenges.

Prior to his current role, Davidoff led the North Central region Forensic & Dispute Services practice. He currently serves as the lead client service partner for the State of Michigan, the University of Michigan, and Taubman Centers, Inc., as well the advisory partner on The Ilitch Companies and CMS Energy.

Davidoff joined Deloitte in 2005 after experiences in both public accounting and serving in significant C-Suite positions for various not-for-profit organizations in the health care and social services arena. He has more than 30 years of professional experience including serving as the CFO for Mercy Services for Aging, as well as CFO and then executive director/COO for the Jewish Federation of Metropolitan Detroit.

Davidoff is a CPA and holds a BSBA from Wayne State University and a Master of Management from the Kellogg School of Management at Northwestern University.

In addition to the Board of Directors of the Detroit Symphony Orchestra, Davidoff currently serves on the community boards of Business Leaders for Michigan, Detroit Downtown Partnership, Detroit Economic Club, Detroit Regional Chamber of Commerce, Michigan Chamber of Commerce, and M1 Rail.



Phillip Fisher
Chairman Emeritus, Board of Directors

Founder of Mission Throttle, Phillip Fisher is leading culture change to accelerate the evolution of philanthropy. As a capitalist and philanthropist, he is leading sustainable strategies to connect, collaborate and deploy effective market-driven solutions to accelerate community resources and impact.

Mr. Fisher's experiences span both for-impact and for-profit organizations. He is Vice Chairman of the Max M. and Marjorie S. Fisher Foundation and serves on the board and Investment Committee of The Fisher Group. He is Chairman Emeritus of the Detroit Symphony Orchestra, a Board and Investment Committee member of the Community Foundation of Southeast Michigan ("CFSEM"), a board member on the Council of Michigan Foundations and Chairs the Impact Investing Committee, and a board member/officer of the United Jewish Foundation of Metropolitan Detroit. Additionally, he serves on the board of various impact organizations including Starfish Family Services, Children's Leadership Council of Michigan, Hope Starts Here, Dean's Advisory Council for the Fisher School of Business at The Ohio State

University, and as a National Council Member for the Skandalaris Center at Washington University in St. Louis.

Mr. Fisher served as principal of The Fisher Group for over a quarter-century. The Fisher Group is a single family office serving the asset management needs for the four generations of the Max M. and Marjorie S. Fisher family. Mr. Fisher was Chairman of the Board of Durakon Industries during the 1990's and headed the sale of the company to Littlejohn in 1999. He was also a board member of Charter One Bank for over seven years before it was purchased by Royal Bank of Scotland. Additionally, Mr. Fisher served as Chair of the Investment Committees of the Jewish Foundations of North America, the board of Detroit Country Day School, and United Way of SE Michigan. In 2008, he served on Governor Snyder's Early Childhood Task Force. He has served as an Executive Committee member of the New Economy Initiative, an initiative of CFSEM.

CANDIDATE QUALIFICATIONS AND QUALITIES

The successful candidate for the position of Chief Development Officer will have

- record of soliciting and closing major gifts of six and seven figures;
- experience in an endowment campaign;
- proven success in leadership positions, particularly in the nonprofit sector;
- motivation to achieve at the highest professional level;
- creativity, ability to focus with exemplary attention to detail;
- warm, engaging, confident, and mature personality that engenders trust and loyalty;
- confidence in public speaking with the ability to represent the DSO throughout the Community;
- excellent verbal and written communication skills and a demonstrated ability to work with people of all backgrounds, personalities, and ages;
- outstanding organizational and planning skills;
- experience as a team leader with demonstrated ability to lead and mentor staff;
- possession of a personal passion for classical music and the mission of the modern American orchestra;
- experience in preparing and monitoring budgets;
- knowledge of and experience in planning high-level special events that represent the Symphony's brand of excellence and refinement;
- ability to manage flexible work hours, including evenings and weekends; and
- knowledge of fundraising and philanthropic best practices.

A minimum of seven years of managerial experience in fundraising with a confirmed record of success, preferably in a major cultural or performing arts organization is required for this position as is a bachelor's degree.

SALARY & BENEFITS

The Detroit Symphony Orchestra offers a competitive benefits package.

LOCATION

This position is located in Detroit, Michigan. Detroit is rising and bustling with new, exciting activity. News of new restaurants, hotels, retail, and other new developments in Detroit are being announced all the time.

Downtown Detroit is experiencing a boom in business development with over 100 new projects announced in 2016 alone, representing investments of hundreds of millions of dollars. Over 100 new restaurants, breweries, distilleries, and coffee shops have opened in Greater Detroit in the past three years. From farm-to-table inspired menus to beer bars, Detroit's dining scene continues to please even the pickiest palate.

Detroit's Midtown Cultural Center—home to the Detroit Symphony Orchestra—is one of the city's fastest-developing neighborhoods, featuring world-class art, music, and cuisine, and unique shops and galleries. Cultural attractions to visit include the Charles H. Wright Museum of African American History, Detroit Historical Museum, Detroit Institute of Arts, Michigan Science Center, and the Museum of Contemporary Art Detroit. Connecting Downtown with Midtown, Detroit's new modern street car line, the QLINE, is scheduled to launch in spring 2017, igniting tremendous new economic development and job creation and providing a foundation for improved and expanded public transit throughout the region.

APPLICATION DEADLINE

Before sending your résumé for this position, please read it over for accuracy. Review of applications will begin immediately and continue until the successful candidate has been selected.

To nominate a candidate, please contact Tim Child: timchild@aspenleadershipgroup.com.

All inquiries will be held in confidence.

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