



PRESIDENT AND CEO
[RENO PHILHARMONIC ASSOCIATION](#)
RENO, NEVADA



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 54th 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 Collective Bargaining Agreement 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 3rd 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, Meagan Noin. The President and CEO's artistic counterpart is the Music Director, Laura Jackson.

FROM THE CHAIR

Led by Conductor Laura Jackson, the Reno Phil has been a cultural force in the city of Reno, Nevada for 55 years. The Reno Phil is currently performing their six concert Classix series as well as a year around Pops program to in-person audiences, while offering a simultaneous, high-quality livestream option produced with eight robotic cameras. But what the Reno Phil has become known for is innovation in commissioning new pieces, most recently with the launch of a fully funded world premiere of a large-scale commission, Symphony No. 3, The Altered Landscape by Jimmy Lopez Bellido. Written in response 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 and the piece has now been performed by several orchestras across the US.

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 performed 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 Orchestra's 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 23-member Board of Directors and a team of committed, experienced staff led by two senior and long-standing staff members, 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 and one that is changing with the addition of headquarters or locations of international corporate leaders to the community. 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.

—Meagan Noin, Chair, Board of Trustees

PRIMARY RESPONSIBILITIES

The President and CEO will have direct or designated responsibility for the areas of planning, Board of Trustees support, RPA auxiliaries, fundraising and external relations, artistic administration, concert production, marketing and promotion, finance, administration, contract negotiations, and education.

These responsibilities include but are not limited to

- partnering 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;
- advising the Board on matters that promote the efficient operation of the RPA and the delivery to the public of the services the RPA was chartered to provide;
- serving as an ex officio member of all Board committees including the Executive Committee and Governance Committee;
- serving as the liaison to RPA auxiliaries and using auxiliaries effectively to assist the RPA in meeting its goals and making the experience meaningful for the auxiliary volunteers;
- ensuring 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;
- assisting 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;
- consulting with and engaging collaboratively with the Music Director in the selection of guest artists, guest conductors, performing groups, and programs to support the RPA's artistic objectives;
- negotiating contracts for all guest artists within budget parameters set by the Board;
- developing an annual master plan for orchestra operations, including rehearsal schedules, local and run-out concerts, program themes and ideas, special events, broadcasts, audience development, and direct implementation of the master plan;
- developing and implementing a marketing plan for subscription campaigns and for individual performances;
- preparing and submitting for approval annual operating budgets, monitoring and authorizing expenditures in accordance with approved budget, and preparing updated projections based on actual income and expense activity;
- serving as liaison to the Reno Philharmonic Endowment Trust;
- recruiting, managing, mentoring, and evaluating a best-in-class team with a focus on staff retention and professional development;
- developing, implementing, and monitoring compensation and benefits programs;
- assisting the Music Director in the hiring of all musicians;
- negotiating and executing individual contracts according to approved budget and policies set by the Board;
- serving as chief liaison to the local office of the American Federation of Musicians (AFM);
- successfully negotiating the master agreement with the orchestra and the AFM; and
- together with the Music Director, recommending to the Board appropriate education initiatives and their implementation.

LEADERSHIP

Meagan Noin

Chair

As the Founder and President of MN|G Partners, Meagan Noin has more than 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 the 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. She was named in the Top 20 Under 40 by the Reno Tahoe Young Professionals Network and received the Exceptional Achievement Award from the University of Nevada, Reno. In addition to her role with the firm, she serves as Chair of the Reno Phil Board of Trustees, is a past President of the Northern Nevada Children's Cancer Foundation, a board member of JUSTin Hope, and a past board member of the Great Reno Balloon Races.

John Drakulich

Chair-Elect

John Drakulich is a long-standing resident of Reno and an alumnus of the University of Nevada, Reno. For the past 44 years, he has had the privilege of owning and operating his own Farmers Insurance and Financial Services Agency, through which he has been able to protect and serve countless individuals and families. Throughout his career, John has strived for excellence and has been honored to achieve the prestigious "Presidents Council" distinction from Farmers Insurance a remarkable 32 times. In recognition of his contributions to the industry, he has been privileged to be inducted into the Farmers Insurance Hall of Fame in Los Angeles.

Beyond his professional achievements, John has made it his personal mission to give back to the community through active involvement in various nonprofits. As the past Chairman of Washoe at Risk, he developed and implemented 14 programs aimed at supporting at-risk children in Washoe County. Additionally, his dedication to the well-being of children extends to his involvement with Ronald McDonald Children's Charities of Northern Nevada, where he has served as a board member and past president for a span of 36 years. During his tenure, he took great pride in chairing a scholarship program that raised over \$1,600,000 and positively impacted the lives of 860 students.

Recognizing the importance of accessible healthcare, John currently serves on the board of Access to Healthcare, an organization dedicated to ensuring individuals and organizations can efficiently and affordably manage their healthcare needs. Moreover, he is honored to hold the position of Board of Trustees member and Chair-elect of the Reno Philharmonic, an institution that produces awe-inspiring symphonic performances. Through this role, John strives to create a diverse audience and foster a strong connection between Reno's schools and community, enhancing its cultural fabric.

In recognition of his dedication to the insurance industry, John was appointed by the insurance commissioner to the Nevada Surplus Lines Association, where he plays a vital role in overseeing the association and foundation. This appointment further underscores his commitment to ensuring the integrity and effectiveness of the area's insurance practices.

These endeavors have not gone unnoticed, as John was honored in 2008 by the Association for Fundraising Professionals as “The Outstanding Volunteer Fundraiser of the Year.” This recognition serves as a testament to John's unwavering dedication to philanthropy and his desire to make a lasting impact on the lives of those around him.

ARTISTIC LEADERSHIP

Laura Jackson

Music Director and Conductor

Now in her 15th 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 Orchestre National 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;
- a visionary and strategic leadership approach and the ability to work successfully with major stakeholders, including the Board of Trustees, musicians, and staff;
- 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;

- a deep understanding of board processes and experience partnering with effective fundraising and governance boards;
- 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 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;
- integrity, intellectual curiosity, honesty, empathy, boldness, open-mindedness, creativity, authenticity, and warmth;
- a desire to invest in the sustained and long-term growth of the Reno Philharmonic and the community that it serves.

Reno Philharmonic Association will consider candidates with a broad range of backgrounds. A bachelor's degree or an equivalent combination of education and experience and at least eight years of orchestra, opera, or festival administrative experience, including leadership experience and familiarity with professional orchestra management and operations, is preferred.

SALARY AND BENEFITS

The salary range for this position is \$125,000 to \$145,000 annually. Reno Philharmonic Association offers a comprehensive package of 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 Gregory Leet, gregoryleet@aspenleadershipgroup.com.

All inquiries will be held in confidence.