



DIRECTOR OF MAJOR GIFTS

PACIFIC SYMPHONY

Irvine, California



The Aspen Leadership Group is proud to partner with Pacific Symphony in the search for a Director of Major Gifts.

The Director of Major Gifts is an important member of the Development Team, with an emphasis on Pacific Symphony's Education & Community Engagement programs underwriting, as well as generating general annual fund support from members of affinity groups which focus on relationship building with our Asian, Persian, Jewish, and veteran communities.

Founded in 1978, Pacific Symphony enriches the human spirit through superior performances of classical and symphonic music. Pacific Symphony is located in Orange County; California's second most populous county, which boasts a rich arts tradition strongly supported by an engaged public. The region is a tourism magnet, home of Disneyland, as well as a major financial and business hub.

Pacific Symphony is a highly dynamic and innovative organization, led artistically by Music Director Carl St. Clair and operationally by President John Forsyte. The Symphony has been designated as a Tier One Orchestra by the League of American Orchestras, joining the ranks of prestigious orchestras such as the LA Phil, Chicago Symphony, and New York Philharmonic.

In most years, Pacific Symphony presents more than 100 concerts annually and serves 250,000 community members. The Symphony is nationally and internationally recognized for performance excellence, strong community engagement through education and other programming, and for commissioned new works by contemporary composers. Pacific Symphony twice received prestigious ASCAP Awards for Adventuresome Programming and was showcased in the League of American Orchestras' nationally released publication entitled *Fearless Journeys*. Pacific Symphony's Class Act elementary school education program has been honored by the National Endowment for the Arts and the League of American Orchestras for its exemplary orchestra education.

Resident for much of the year at the renowned Renée and Henry Segerstrom Concert Hall, the Symphony also presents a summer outdoor series at Pacific Amphitheater. Music Director Carl St. Clair just celebrated his 30th season with Pacific Symphony, while Principal Pops Conductor Richard Kaufman is currently celebrating his 30th season leading the Pops series.

EDUCATION AND COMMUNITY ENGAGEMENT PROGRAMS

Pacific Symphony improves the quality of life in Orange County by providing people of all ages and circumstances with lifelong musical experiences and opportunities to participate in the creative process. Over 50,000 community members from more than 300 organizations throughout Southern California benefit from these programs each year.

Arts-X-press, Frieda Belinfante Class Act, Pacific Symphony Youth Ensembles, Santa Ana, Strings, and School Residencies infuse a love and appreciation for music in students and give them greater access to instrumental instruction. Studies increasingly show that creating, performing, and responding to music improves students' success in school, work, and life. In addition, playing in an orchestra fosters discipline and teamwork as well as individual skill and expression—an experience that every young person deserves. Family Musical Mornings and Youth Concerts unlock children's imaginations and inspire a new generation of music lovers.

Through Symphony in the Cities and other community concerts, the Symphony eliminates the economic, geographic, physical, and cultural barriers to accessing music. Heartstrings utilizes the transformative power of music to serve the unique needs of children, families and adults living with challenging circumstances.

The Symphony also presents OC Can You Play With Us, INsights, Open Rehearsals, and other programs designed for adult amateur musicians and community members eager to satisfy their musical curiosity.

REPORTING RELATIONSHIPS

The Director of Major Gifts will report to the Senior Director of Major Gifts, Nikki Palley.

PACIFIC SYMPHONY'S COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

Pacific Symphony is committed to attracting, engaging, and serving a larger and more diverse population in Orange County and the region. The more diverse the population it engages, the more its institution truly serves Orange County's communities.

Pacific Symphony maintains that achieving diversity requires an enduring commitment to inclusion that must find full expression in its organizational culture, values, norms, and behaviors. Throughout its work, Pacific Symphony will support diversity in all of its forms, encompassing but not limited to age, disability status, economic circumstance, ethnicity, gender, sexual orientation, race, veteran status, political affiliation, and religion. Pacific Symphony's commitment to diversity, equity, and inclusion is to assure full participation in programs, policy formulation, and decision-making.

Pacific Symphony's aim is to foster a culture where its constituents feel valued, supported, and inspired to achieve their highest levels of participation and contribution. This includes providing opportunity and access for all people of every background. In creating and sustaining a culture where equity and mutual respect are intrinsic, Pacific Symphony pledges to nurture a cooperative and caring organization where it attracts and retains people and partners who feel comfortable contributing their unique wisdom, perspectives, and experiences. Pacific Symphony believes that diversity exists in multiple dimensions, including differences among people that are not immediately visible.

PRIMARY RESPONSIBILITIES

The Director of Major Gifts will

- manage a portfolio of donors, including renewal, upgrade, and acquisition of donations;
- work to develop awareness of and solicit support for Education & Community Engagement programs;
- take responsibility for the leadership and development of diverse giving Societies, working to meet specific revenue targets;
- recruit members for the Board of Counselors (\$5,000+) and assist with the identification of members for the Board of Directors, with a focus on board diversity;
- participate in the Symphony Unbound Endowment Campaign and the Sound Future Campaign, securing gifts for these campaigns;
- assist with the growth of the Governing Members donor engagement program;
- research and solicit support from corporate leaders;
- help to promote the Box Circle Club, the Symphony's VIP membership seating program in the concert hall, securing new members;
- assist with concert sponsorships and stewardship efforts;
- secure Legacy Society commitments from donors in assigned portfolio; and
- be a liaison for select Pacific Symphony support groups; providing leadership as needed.

LEADERSHIP AND KEY COLLEAGUES

Grégory Pierre Cox, CFRE, CSPG

Vice President of Development and External Relations

Joining Pacific Symphony staff in April 2013, Grégory Cox has brought a wealth of advancement and fundraising experience to his position in which he oversees all aspects of the Symphony's development department. He has held senior positions at the Southern California Public Radio, Claremont Graduate University, California State University Long Beach, and the Long Beach Symphony Orchestra. He also held senior development positions for Louisiana Philharmonic and Philharmonia Orchestra in London. Previously, Cox served as Executive Director for Monadnock Music in New Hampshire as well as OrchestraX in Houston, Texas. Cox was a League of American Orchestras fellow in 1998, working with the New York Philharmonic, Milwaukee Symphony, and Grant Park Music Festival.

Cox received his degree in Business Administration and Management from University of New Orleans. He undertook additional specialized training at Harvard University, and also studied theory and composition at the Royal College of Music.

Nikki Palley

Senior Director of Major Gifts

Nikki Palley has focused on Individual giving and major gifts at Pacific Symphony for 16 years. She secured the principal sponsor for the Pops Series. She works closely with the Board of Directors and is responsible for the Board of Counselors donor group. Palley helped to establish the Pacific Symphony's Governing Members Program, for high level donors, manages a distinguished portfolio of high-level donors, and supervises the Symphony 100 support group. Palley helped to establish the Box Circle Club in the new concert hall as well as securing the founding members. She is known for her exceptional stewardship. Palley is a team player, dedicated to helping the Development team reach its goals.

Palley was Director of Development at International City Theater for three years and the owner of an art gallery in New Jersey for 18 years. Palley served as the President of the Foundation Board of Richard Stockton College of New Jersey (now Stockton University).

Luisa Cariaga

Director of Institutional Giving

Luisa Cariaga joined the staff of Pacific Symphony in August 2013 as the Director of Institutional Giving. Her current duties include proposal and grant submissions to government agencies, foundations and corporate philanthropy, as well as reporting and research to secure funding for the Symphony. Over the years, she has worked as a team member to request funds from major donors and institutions to aid in the communication and stewardship of Orange County's leading funders and individual philanthropists.

Prior to Pacific Symphony, Cariaga was Grants Manager for The Music Center in Los Angeles from 2007 to 2013. Prior to The Music Center, she worked for three LA-based theater companies, and for the LA County Arts Commission. She has regularly served on grants panels beginning in 1997 including the Arts Commission, California Arts Council, National Association of Latino Arts and Culture, City of Santa Clarita, City of Santa Ana, Arts Council of Long Beach, and the LA Department of Cultural Affairs. Cariaga has two decades of experience in the arts, working in non-profit management.

Susan Miller Kotses

Vice President of Education and Community Engagement

Susan Kotses was promoted to Vice President of Education and Community Engagement with Pacific Symphony in early 2015. In her role, Kotses oversees the Symphony's Education and Community Engagement Department, including oversight and fundraising support of a \$1.2 million budget for programs that serve over 30,000 constituents each year through engaging and inspiring community partnerships including a Music and Wellness initiative, an award-winning elementary school partnership program, a concert series for families, a free summer community-based concert series, and an El Sistema inspired instrumental instruction program. In addition, Kotses has served in a number of leadership roles in the Symphony's arts engagement work sponsored by the James Irvine Foundation's New California Arts Fund (NCAF).

Kotses has also been honored to assist President John Forsythe in launching the Symphony's Diversity, Equity, and Inclusion work, including coordinating the DEI consultant search process, and supporting fundraising efforts for the work. She has also participated in number of anti-racism trainings over the past two years, and has facilitated participation in multiple trainings for her team members.

Kotses joined the Symphony 2007, serving as the Director of Class Act, Director of Education and Community Engagement, and most recently as Senior Director of Education. Before joining the Symphony team, Kotses served as Interim Artistic Department Manager for Pittsburgh Opera while working towards her Master of Arts Management from Carnegie Mellon University, which she earned in 2007.

Kotses also holds a Bachelor and Masters of Music from Indiana University's Jacobs School of Music, and worked for many years as a freelance singer and music educator based in Paris, France. In addition to her work at Pacific Symphony, she has served as Cantorial Soloist at Temple Judea of Laguna Woods since 2012 and has taught voice at a local community arts school, Orange County Music and Dance, since 2017.

PREFERRED COMPETENCIES AND QUALIFICATIONS

The Pacific Symphony seeks a Director of Major Gifts with

- a passion for symphonic and orchestral music;
- a track record of successful major gift solicitations;
- initiative and a collaborative approach, with an attitude that supports a team spirit, and the ability to handle multiple projects of varying natures simultaneously;
- integrity and a sense of humor and an ability to work effectively with donors, volunteers, and staff;
- reliability and consistency in meeting deadline;.
- excellent and persuasive written and oral communications skills;
- computer literacy and proficiency with database systems like Tessitura or similar;
- skill with Microsoft Office, especially Word and Excel; and
- a willingness to work evenings and weekends throughout the year, including concert attendance and special events.

A bachelor's degree or relevant comparable experience is required for this position as is at least five years of professional experience in individual giving for a non-profit organization. Previous work with a performing arts organization is of benefit.

SALARY & BENEFITS

Pacific Symphony offers a competitive salary and benefits package.

LOCATION

This position is located in Irvine, California within Orange County. Attendance at concerts and special events is required for this position.

APPLICATION INSTRUCTIONS

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

To apply for this position, visit:

[Director of Major Gifts, Pacific Symphony.](#)

To nominate a candidate, please contact Anne Johnson:

[annejohnson@aspenleadershipgroup.com.](mailto:annejohnson@aspenleadershipgroup.com)

All inquiries will be held in confidence.