

ASPEN LEADERSHIP GROUP

DEVELOPMENT DIRECTOR
HARMONY PROGRAM
New York City



The Aspen Leadership Group is proud to partner with Harmony Program in the search for a Development Director.

The Development Director will be responsible for the planning and execution of a comprehensive fundraising program to achieve the Harmony Program's contributed income goal of \$1.89 million annually in addition to overseeing the organization's messaging and social media.

At the Harmony Program, music changes lives every day. Through collective music making, children from underserved communities explore new avenues and realize their full potential. Harmony's specially trained teachers guide students from beginner group instruction to orchestral performance, building life skills and community from a shared love of music. It partners with schools and community centers to create intensive community-based programs that teach children to read music, play orchestral instruments, sing, and perform in ensembles. Its instruction follows an established curriculum, and it regularly assesses and evaluates all of its programs to ensure high-quality learning experiences for all.

The Harmony Program began as a pilot program in the New York City Mayor's Office in 2003 and was incorporated as an independent non-profit organization the following year. In 2008, Harmony established an institutional partnership with the City University of New York, and was re-launched in its current model with an emphasis on intensive instruction, ensemble performance, and teacher training. The Harmony Program was founded by Anne Fitzgibbon, who studied and worked with Venezuela's national youth orchestra system, El Sistema, on a year-long Fulbright Fellowship.

Harmony has adapted the model and philosophy of El Sistema to the unique needs of its communities, and every day it creates supportive environments for learning, instills life skills through music making, and encourages cooperation and responsibility through ensemble training. Since 2008, it has collaborated with neighborhood schools, community-based organizations, cultural institutions, and universities. These partnerships continue to strengthen its capacity to deliver music education to children who might not otherwise discover the joy and many benefits of making music.

Harmony's students are in elementary and middle school and begin the Harmony Program with little to no prior experience studying music. Each student receives a free instrument, comprehensive instruction, books, supplies, and tickets to concerts and cultural events throughout New York City.

Its teachers are professional musicians with a passion for community development. Harmony provides its teachers with pre-service training, ongoing professional development, and a curriculum to guide their instruction. In addition to classroom experience and training, its teachers receive competitive hourly stipends for their work.

REPORTING RELATIONSHIPS

The Development Director will report to the Founder and Executive Director, Anne Fitzgibbon. The Development Director will supervise one full-time Development Manager, and collaborate with other Harmony Program staff as needed. The Development Director will serve as a senior member of a close team of administrative staff, including seven full-time and one part-time colleagues.

FROM THE FOUNDER AND EXECUTIVE DIRECTOR

The Harmony Program has been an innovator in the field of music education for fifteen years, building a strong foundation on which to scale our efforts to bring music education into additional New York City communities in need. At this critical post-pandemic moment, we seek a seasoned Development Director to build a Development unit and advance our fundraising efforts in new directions, including expanding corporate sponsorship, stewarding major gifts from among new and existing donors, launching formal fundraising campaigns, and increasing our prospecting among private foundations.

The Development Committee of Harmony Program's Board is fully engaged and receptive to new ideas for growing our community of supporters. We have a dynamic event planner who has coordinated our gala (both live and virtual) over the past two years and brings energy and experience to envisioning this annual gathering. And, importantly, our Development Director will join a spirited and collaborative staff of talented professionals in a leadership position with the opportunity to influence our organization's strategic priorities, growth, and impact, during our 15th anniversary year.

–Anne Fitzgibbon, Founder and Executive Director

HARMONY PROGRAM'S COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

The Harmony Program recognizes that together we bear the responsibility of creating a more humane, just, and peaceful world. It remains committed to racial equality and is eager to do its part to convert sympathy into solidarity and words into action.

Toward that end, Harmony Program commits to

- mandatory training for its teaching staff in *Culturally Responsive Teaching* that engages all in frank discussions of racial and cultural equity;
- including the work of composers of color within its repertoire each year to educate students about the history of those voices within the classical genre;
- incorporating, within its curriculum, an exploration of music's historic role in effecting social changes so that students appreciate their own potential as musicians;
- outreach to ensembles, artists, and professionals whose diverse membership and repertoire broaden and enrich student experiences; and
- increasing community participation in its planning efforts and prioritizing diversity at every level of the organization to strengthen it through mutual respect and understanding.

Let us raise our voices, our instruments, and our awareness and sustain these efforts so that the inequities of today lead to systematic and lasting progress.

PRIMARY RESPONSIBILITIES

The Development Director will

- work with the Harmony Program's Executive Director to create an annual fundraising plan, including long-term goals and diversified strategies;
- manage and implement the annual fundraising plan to ensure that the organization's annual development goals are met;
- work closely with the Board of Directors to staff committee meetings, set annual and long-term goals for board growth and giving priorities, and work on prospect moves management;
- ensure regular maintenance of the donor database to best support all prospecting and fundraising practices and reporting;
- guide the Development Manager in their role researching and writing grant applications, maintaining a grants calendar, and preparing all interim and final reports for awarded grants, including city, state, and federal grants, as well as private foundations;
- ensure that systems and procedures are in place for donor cultivation and recognition, recording and acknowledgement of gifts, research and prospect management, and compliance with all grant requirements;
- assist in the planning and management of the annual fundraising gala, including donor cultivation and solicitation, event logistics and communications, and program details;
- collaborate with the administrative team on all special event details, including donations and attendance goals for the annual gala, cultivation events, master classes, and performances;
- develop and maintain close working relationships with the Board of Directors, the philanthropic community in New York City, individual and corporate donors, sponsors, and foundation administrators; and
- develop and oversee the organizational communications calendar, including website content, quarterly newsletter, and social media (in consultation with other program staff).

KEY COLLEAGUES

Anne Fitzgibbon

Founder and Executive Director

Anne Fitzgibbon is a social entrepreneur with 25 years of experience in non-profit leadership, city government, and arts education. She is founder and Executive Director of the Harmony Program, a non-profit organization that provides hundreds of youth from under-served New York City communities with free, intensive musical training with the goal of supporting their healthy social development and academic achievement.

Anne founded the Harmony Program while working as a policy advisor in the administration of New York City Mayor Michael R. Bloomberg and was awarded a year-long Fulbright Fellowship in 2007 to study "El Sistema," Venezuela's world-renowned national youth orchestra system, and adapt tenets of the model to serve children in New York City. Her work has been featured on the *PBS NewsHour*, *ABC Nightly News*, and *CBS Evening News*, among other media outlets, and in books and documentary films.

As a leader and innovator in the field of music education, she has developed strategic partnerships with educational organizations, cultural institutions, and businesses, including the New York Philharmonic, the Warner Music Group, G. Schirmer, and the City University of New York. She has collaborated with world-class artists such as Joshua Bell, Wynton Marsalis, Joyce DiDonato, and Paquito D'Rivera.

Committed to inspiring others to develop creative solutions to social challenges, Anne has led workshops for musicians, educators, and non-profit entrepreneurs abroad and at home at universities and conservatories, including Princeton University, Oberlin Conservatory, New York University, the Juilliard School, and others.

Anne holds a graduate degree in Public Affairs from the Woodrow Wilson School at Princeton University and an undergraduate degree from Barnard College. She studied clarinet at the Juilliard School through the Columbia-Barnard-Juilliard exchange program.

Dr. Christina Placilla
Director of Education

Christina Placilla has sixteen years of music educational experience as a string pedagogue and scholar-performer. She has served on the faculties of Winston-Salem State University, University of North Carolina School of the Arts Summer Sessions, and Salem College. Christina earned her degrees in viola performance at California State University, Long Beach, the Hartt School, and the University of Colorado, Boulder. Dr. Placilla has given solo and chamber music recitals throughout the United States, Australia and Spain and is the 2007-2008 recipient of the Winston-Salem Forsyth Council Regional Artist Grant sponsored in part by the National Endowment of the Arts. Two time prize winner of the National David Dalton Research Competition sponsored by the American Viola Society, she has numerous peer reviewed journal publications on music literature and pedagogy. She has also co-authored the books *We Are the Music Makers: A Graded Guide to Chamber Music* and wrote the children's book *Lola the Viola and Her String Instrument Family*.

Emily Harper
Director of Training and Performance

Emily brings to the Harmony Program over 15 years of experience in the field of youth development and arts administration. Most recently she served as Director of Programming & Education for the Motown Museum, and prior to that, as Programs Manager for the Youth & Adult Programs of the University of Michigan, School of Music, Theatre & Dance (SMTD). Additionally, she served as Director of Education of the Detroit Symphony Orchestra and General Manager of the DSO's Civic Youth Ensembles where she managed the delivery of high quality, accessible arts opportunities to musicians of all ages. Emily holds an MAM in Performing Arts Management from Columbia College and a BME in Music Education and French Horn Performance from Central Michigan University.

Zack Kennedy
Development Manager

Zack Kennedy began his career working as a literacy specialist in underserved schools and has worked in a variety of program and development roles in non-profits across the United States, including Boston, Houston, Detroit, and Puerto Rico. He has a BA in Political Science from Boston University.

PREFERRED COMPETENCIES AND QUALIFICATIONS

Harmony Program seeks a Development Director with

- a commitment to Harmony Program's mission of expanding access to music education, particularly within underserved communities;
- a successful track record of securing significant gifts from individuals, foundations, and government sources;
- prospect research experience;
- an ability to prioritize short- and long-term development goals;

- effective time management and organizational skills, including the ability to address multiple priorities simultaneously;
- strong strategic, analytical, and problem-solving skills;
- excellent communication skills, both written and oral including strong editorial skills;
- an ability to lead and direct others;
- an ability to work efficiently, both independently and collaboratively;
- a polite, positive, and professional demeanor; and
- fluency with computer programs, primarily Excel, Word and PowerPoint, and familiarity with Salesforce, or a similar donor database program.

A bachelor's degree and at least seven years of development experience are required for this position.

SALARY & BENEFITS

The salary range for this position is \$135,000 to \$150,000 annually. Harmony Program offers a comprehensive benefits package.

LOCATION

This position is located in New York City.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of Harmony Program 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:

[Development Director, Harmony Program.](#)

To nominate a candidate, please contact Anne Johnson:

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

All inquiries will be held in confidence.