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HARMONY FOUNDATION INTERNATIONAL PRESIDENT AND CHIEF EXECUTIVE OFFICER

Nashville, Tennessee

<http://harmonyfoundation.org>



The Aspen Leadership Group is proud to partner with Harmony Foundation International in the search for a President and CEO. This is an outstanding opportunity for the right candidate to work in a proven and growing organization with a compelling mission, a dedicated staff, a committed board, and offices in one of the five “Best Cities in the U.S.”

The President and CEO establishes strategic direction and organizes and manages programs related to philanthropic support for the Barbershop Harmony Society (the Society) and the distribution of the funds to the Society and its related beneficiary entities. In furtherance of its mission, the President must forge a strong partnership between the Foundation and Society administration, which determines the organizational agenda and defines priorities for music programs; then, pursuant to its strategic plan, the Foundation secures funding to implement certain of these programs. The role of the President in fulfilling these goals is crucial. The President must provide the expertise, leadership, and day-to-day management to enable the Foundation to successfully attain its objectives.

This position ensures that all programs are consistent with and support the mission, values, and strategic objectives of the Foundation and the Society. A major objective for this position is to ensure continued growth in private support for the Society. The position achieves this by overseeing and balancing initiatives in the following key fundraising areas: annual giving, major gifts, planned giving, and capital campaigns. This position has broad latitude in decision-making in operational matters. Issues having long-range impact on other areas of the organization are in collaboration with the Chairman of the Board of Trustees and the Chief Executive Officer of the Society prior to implementation.

Human relations skills are of utmost importance in the interaction with senior management, trustees, volunteers, and community and business leaders. Perhaps most importantly, human relations are critical in the solicitation, preparation, and planning time spent with donors who are making a gift to the Foundation.

The President must be particularly adept in sourcing and soliciting potential donors, serving as a mentor and role model to Foundation professional staff and volunteers. The incumbent is required to integrate both technical and managerial knowledge. A technical understanding of finance, tax strategies, marketing, public relations, communications, and development programs as well as donor research, cultivation, and planning is necessary.

REPORTING RELATIONSHIPS

The President and CEO reports to the Board of Trustees and works closely with the Society’s Chief Executive Officer, the Society Board, and the District Presidents of the Barbershop Harmony Society.

PRINCIPAL OPPORTUNITIES

Currently the Chair of Harmony Foundation International's Board of Trustees is also Acting President/CEO of the organization. This Board is dynamic and engaged, with active committees. They are committed to making stewardship calls to donors and are eager to support a visionary new leader. All Trustees, including the new Trustees who will begin their three-year tenure in January 2017, were in attendance at the recent annual meeting. The Trustees have an above average attendance and participation rate, which accurately reflects their passion and dedication to success.

In 2008 Harmony Foundation had contributions of \$900,000. In 2016 it was \$3.3 million, an increase of well over 250 percent. Last year its Legacy of Harmony planned giving program was launched, which had a timeline of 18 months to raise \$5 million in irrevocable commitments. That goal was met in 11 months. Phase Two was launched in January of 2016 and by the end of the fiscal year had reached \$7.5M. There are already some funds to begin Phase Three this year.

The Society is celebrating close to 80 years of existence and is a fellowship of nearly 22,000 male singers. Currently it has also become a conduit and advocate for music education. It has begun bridging the gap between barbershop harmony and other musical genres, enlisting supporters like Pentatonix, Grammy winners Fairfield Four, and an invitation to participate in Yale's Choral Ecosystem project.

The Foundation is the premiere philanthropic partner of the Society established to support its efforts to preserve and encourage singing, emphasizing the four-part harmony art form. With various fundraising programs, an impending capital campaign, and especially Legacy of Harmony, a new President will be able to nurture growth to support BHS efforts into perpetuity and continue the mission "to connect people through charitable giving to enrich lives through singing."

ABOUT HARMONY FOUNDATION



Harmony Foundation International recognizes that singing improves lives. The Foundation's mission is to support and share the gift of singing as an extraordinary means of making lives more enjoyable, satisfying and meaningful. Scientific research has identified physical, emotional, and social benefits to singing including increased muscle tone, better posture, increased mental alertness, reduced anger, depression and anxiety, and increased confidence, self-esteem, and well-being. Young singers are generally more engaged socially, less likely to commit crimes and join gangs, do better in school, and are more likely to go to college.

The Foundation supports the work of the Barbershop Harmony Society, the world's largest male a cappella singing organization with approximately 22,000 members in the United States and Canada plus affiliates in nine other countries. The Society is comprised of 800 chapters and more than 1,300 registered barbershop quartets, some of the most loyal, engaged, and passionate singers and donors imaginable, providing service to others through music. Each chapter embraces and performs a cappella music, with the barbershop art form as the root of their existence. The chapter enriches and energizes each member through fellowship, fun and the joy of singing. With their performances and alliances with all other local vocal music groups, chapters are leaders in the musical life of their community, employing and enjoying the same educational opportunities for improvement available to quartets and all singers.

The highest rated quartets and choruses in the country compete at two international conventions hosted by the Society each year. The Mid-Winter Convention showcases the Youth Chorus Festival, which is largely underwritten by the Foundation, as well as the Seniors Quartet Competition, and the newly introduced Senior Chorus competition. This amazing event merges generational lines and provides an energetic buzz unlike any other. The International Convention, occurring the first week in July, includes a Youth Quartet Competition, a Chorus Competition, and a Quartet Competition, and is attended by 6,000-8,000 barbershoppers, their families, and those who love the style. The Society also produces Harmony University each summer, which provides an opportunity for choruses, quartets, individuals, and music educators to hone their craft. The Foundation makes grants to the Society to fund many of the key programs that encourage life-long singing with an emphasis on funding a) music education for students in middle school, high school and college to develop and advance their love and ability for singing; b) a Youth Chorus Festival which engages high school students in singing in the barbershop style; c) Harmony University; d) music educator support; e) partnership and singing advocacy programs; and f) community singing programs for all ages.

Harmony Foundation International currently has a staff of 14 and is in the process of hiring another Donor Center Associate. The current Director of Development will be leaving at the end of 2016 and the incoming President/CEO will assume managerial responsibilities for Development.

PRIMARY RESPONSIBILITIES

The President and CEO will

- ensure that there is a comprehensive development program with integrated strategies that are specifically developed for this organization;
- ensure that planning is completed that includes Vision, Mission, and Strategic Objectives, and that appropriate resources are aligned with budget, personnel, and activity plans;
- direct the overall development program which includes planning, organizing, implementing, and evaluating all fundraising programs: annual giving, major gifts, corporate and foundation giving, planned giving, and special campaigns;
- direct Foundation Development Services, which includes research, gift processing, data management and administration, public relations, and donor stewardship;
- direct the day-to-day operations of the Foundation which includes budgets, human resources, carrying out board policies, and communication with the Board of Trustees, working with board committees, and distribution of funds to beneficiary units;
- represent the Foundation at various events and functions affecting the well being of the Foundation and/or the Society;
- coordinate the work of the Foundation with the Society and maintain regular contact with the Society CEO and other senior managers;
- establish organizational operating policies and procedures compatible with those of the Society;
- assure a high level of team performance via the selection, training, development, and motivation of a competent staff;
- develop and maintain collaborative arrangements with partnering organizations;
- work with the Chairman of the Board to coordinate and plan for meetings of the Board;
- establish and maintain effective avenues of communication with the Board, staff, volunteers, Barbershop Harmony Society management, and Board Leadership; and
- represent the Foundation as an ex-officio member of the Society Board of Directors.

KEY COLLEAGUES



Sharon Miller
Acting President and CEO

Sharon Miller has been on the Board of Trustees for the last 7 years. She is currently Chair and serving at the will of the Board as Acting President/CEO of the Foundation. She is a long time philanthropist serving as the President of the Westport Young Woman's League, President of Coleytown Middle School, as well as Staples High School PTAs. While at Coleytown, she was the Parent Producer of the school's plays and musicals. Her husband and sons are very involved with the Barbershop Harmony Society and she has given her talents to many activities.



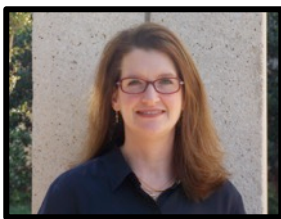
Carolyn Faulkenberry
Chief Financial Officer and Human Resources Officer

Carolyn Faulkenberry has served Harmony Foundation since 2008 when she joined the staff as Chief Financial Officer and Human Relations Officer. In addition to 10 years in financial accounting and management in the nonprofit sector, she previously served as Vice President of Finance for another nonprofit organization in the Nashville area. In that role, she also served as Chief Human Relations Officer for 90+ employees.



Ryan Killeen
Senior Director of Development

Ryan Killeen was promoted to Senior Director of Development for Harmony Foundation International in 2013, after serving as Director of Major Gifts since 2009. In this role, he manages the field fundraising staff and all development activities and projects, as well as launched a principal gift program. In his time at the Foundation, he doubled the growth in his regions. These contributions have fueled significant growth to date and can launch the exponential growth necessary to achieve bold initiatives for an exciting future.



Connie Harris
Director of Communications

Connie Harris was hired as the first Director of Communications at Harmony Foundation International in December 2015. She has almost 20 years of communications experience with a focus in nonprofit education and health care environments. She has a passion for music and professional expertise in strategy, branding, content management and integration, and graphic design. Most recently with University of Tennessee Foundation, she has also served in roles at Vanderbilt University, Florida State University, and West Tennessee Healthcare.



Marty Monson
CEO and Executive Director, Barbershop Harmony Society

Born into a musical family and being a second-generation barbershopper, Marty has been involved in singing and/or the music business his entire life. Since assuming the leadership position with the Barbershop Harmony Society in August 2012, Monson has undertaken a long-term process of aligning the Society's assets—a deeply committed, highly motivated and enthusiastic membership base—with its vision of bringing the joy

of harmony singing to people of all ages around the world. His first four years have been spent building effective partnerships with leading music education organizations; energizing the relationship with the philanthropic Harmony Foundation International; harnessing the power of thousands of man hours of volunteers; and placing the Society on a solid financial footing that positions it for significant growth investments. A comprehensive strategic plan encompassing all phases of mission, marketing, technology and philanthropy is now underway by his direction, building on these core assets.

CANDIDATE QUALIFICATIONS AND QUALITIES

The ideal candidate for the position of President and CEO will have

- leadership skills; the President will be personally self-directed and able to lead a team by challenging them to do their best, empowering them with responsibility, and holding them accountable;
- proven creativity and a record of innovation in the development of fundraising programs and revenue sources;
- high level of proficiency in written and oral communication, with strong group presentation skills;
- ability to think critically and strategically;
- capability to take responsibility for specific goals within designated time frames;
- ability to coordinate multiple initiatives and bring them to successful conclusion;
- decision-making ability to analyze situations in depth, to probe and sort the important from the unimportant, and to devise practical and realistic solutions to problems;
- skill in working as a team player and the ability to work in concert with others and see issues from different points of view;
- ability to act decisively and follow through quickly with communication and plans;
- intellectual strength to juggle several projects simultaneously, to cope with diversity and complexity, to integrate seemingly unrelated data, and to reduce complex notions to relatively simple terms;
- ability to cope successfully with change and welcome fresh approaches to situations;
- highly developed planning and organizational skills;
- ability to form positive collegial partnerships with other members of the staff, volunteers, and leadership;
- demonstrated integrity in words and actions;
- high level of energy, initiative, ability to act proactively and think creatively;
- ability to set priorities and be multi tasked; and
- focus in achieving goals.

A bachelor's degree is required for this position as are ten years of progressively responsible experience in fundraising and nonprofit administration, including at least three years in a leadership role. Experience in choral arts a significant plus.

SALARY AND BENEFITS

Harmony Foundation International offers a competitive benefits and compensation package.

LOCATION

Harmony Foundation International is located in Nashville, Tennessee. Nashville offers the successful candidate and his or her family the friendly feel of a smaller city combined with an energetic urban vibe and an intrinsic appreciation for the arts. Residents of Nashville are proud of its cultural diversity and reputation for innovation, especially in health care and technology. With over 120 live music venues, barbershop harmony, jazz festivals, the Nashville Symphony, and almost everything in between, Music City more than earns its reputation every day.

Nashvillians enjoy over 2,700 acres of walking trails, biking trails, athletic fields, golf courses, and scenic views earning them recognition from *USA Today* as one of the "10 Best Urban Green Spaces in North America." Sports fans love Nashville for the *Titans*, *Predators*, and *Sounds* and the city is known as the "Athens of the South" for its 21 four-year undergraduate and post-graduate colleges and universities. Area communities such as Franklin, Mt. Juliet, Dickson, and Murfreesboro have their special charms and are convenient to downtown. It is easy to see why New York-based *Travel & Leisure Magazine* recently ranked Nashville 5th on its list of "Best Cities in the U.S."

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, contact Ron Schiller: ronschiller@aspenleadershipgroup.com.

All inquiries will be held in confidence.

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