



DIRECTOR OF DEVELOPMENT
YOUNG PEOPLE'S CHORUS OF NYC
New York, New York



The Aspen Leadership Group is proud to partner with Young People's Chorus of NYC in the search for a Director of Development.

The Director of Development will partner with the Chief Operating Officer to steward the organization's mission of artistic excellence and commitment to young people. A successful candidate will secure funding and help the organization double its operating budget by cultivating new and existing donor relationships, successfully articulating the organization's short- and long-range goals, and creating lasting philanthropic relationships.

The Young People's Chorus of New York City (YPC) is a multicultural youth chorus whose mission and values are deeply rooted in providing children of all cultural and economic backgrounds with a unique program of music education and choral performance. YPC is committed to providing pathways to success through the arts so that each child, no matter what race, gender, socioeconomic background, or religion can reach their full potential.

YPC is recognized worldwide for its award-winning performances and spectacular artistry. Inspired by his childhood experiences, founder Francisco J. Núñez has created a children's chorus based on diversity, using music as the unifying force to engage and teach its choristers. By founding YPC, Núñez fulfilled his dream of bringing together children from all walks of life to make beautiful music and friendships, creating new opportunities and a brighter future for thousands of YPC children and their communities.

Núñez's original vision was to teach young people not just to sing, but to strive for musical excellence. As YPC has grown, it has attracted an increasingly diverse group of children from a variety of socio-economic backgrounds. Núñez has championed this idea from personal experience with the belief that by bringing a diverse group of children together not only makes for more exciting music, but also bridges cultural differences and fosters an environment of empathy and understanding.

YPC has performed in venues such as Carnegie Hall and Lincoln Center. Internationally, YPC performs in festivals, competitions, and choral summits around the world, leading to the creation of its commissioning program. By collaborating with choruses from as far away as Indonesia, Australia, and Israel, YPC has continued to broaden its reach globally by promoting cross-cultural performances as a way to foster greater understanding of other countries and their musical traditions.

In 2011, YPC received America's highest distinction for youth programs, the National Medal of Arts and Humanities Youth Program Award, presented to Núñez and members of YPC at the White House. Numerous television and radio appearances, digital recordings, international tours, and competitions followed, including performances for Pope Benedict XVI, the dedication of the 9/11 Memorial, attended by President and Michelle Obama, and for Pope Francis during his historic New York City visit, viewed by millions of people around the world.

In 2015, the chorus celebrated the opening of its first permanent home, a state-of-the-art facility located across from Lincoln Center. Bringing artistic, educational, and administrative activities together under one roof and surrounded by a professional artistic community, YPC's home provides cutting-edge rehearsal and study spaces for young choristers. With computer labs, classrooms, and a student lounge, choristers can explore their creative and academic interests alongside a diverse group of peers.

Today, YPC is one of the most highly acclaimed choruses in the world. While its multifaceted programming continues to expand in new directions, its mission stays true to Francisco Núñez's original belief: that providing inclusiveness and demanding excellence of its children – both on and off stage – encourages young people to open their minds to each other, and to all of life's possibilities.

REPORTING RELATIONSHIPS

The Director of Development will report to the Chief Operating Officer, Courtenay Casey.

FROM THE CHIEF OPERATING OFFICER

As the Director of Development for the Young People's Chorus of New York City, you will play an integral role in helping thousands of New York City young people from many different backgrounds reach their potential through an immersive music and education program. You will join a dynamic and ambitious team at an exciting time in the organization's 30-year history and have an opportunity to help YPC grow city-wide and nationally. YPC is an innovative, artistic engine that changes the scope of what a children's chorus can do. Over the next five years, YPC is growing to reach more children and audiences through its signature performance, school and community programs, and by creating ground-breaking digital content in tandem with our critically-acclaimed concerts and concepts. To deepen, strengthen, and expand this work, we need a partner to help us double our organization's budget and launch a capital campaign to support these initiatives. At YPC, we work hard to support each child and focus on their strengths, and we do the same for our team. We are looking for someone who is passionate about our mission and who can feel the same excitement and energy we feel from the ensembles each day. Among your strengths is the ability to inspire funders with this excitement, securing major gifts, and growing the pipeline of donors so they, too, can enjoy our young artists' hope and joy by supporting YPC. Our dedicated and diverse team, including our Board of Trustees, are driven to help you and YPC reach its goals.

—Courtenay Casey, Chief Operating Officer

YOUNG PEOPLE'S CHORUS OF NYC'S COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

YPC aims to create an inclusive culture that fosters acceptance and respect for diversity. YPC seeks to deepen understanding and knowledge among students of diverse backgrounds, cultivate empathy and collaboration, and promote student and staff wellbeing. Its youth and staff are enriched by and celebrate the diversity of the whole YPC community.

PRIMARY RESPONSIBILITIES

The Director of Development will

- spearhead and oversee all aspects of the organization's fundraising programs; including leading a development team comprised of four full-time and one part-time member;
- create a comprehensive annual fundraising plan representing gross fundraising goals that are clearly and regularly communicated to the Executive Team, Development Team, and Board of Directors;
- work with the Chief Operating Officer to create strategic planning for long-term funding goals; including leverage artistic programs for revenue growth and long-term major gift strategy; planned giving, capital, and endowment campaigns;
- create a dynamic major/multi-year new gift program to support YPC's growing programming;
- solicit and build a new portfolio of donors and implement moves management;
- serve as the primary relationship manager for new major donors through regular, meaningful communications about YPC, supported by the development team, executive staff, and Board of Directors;
- working with the Chief Operating Officer and Artistic Team, create clear, accurate, and inspiring verbal and written program descriptions, articulating impact and desired results that reflect the artistic vision for the organization;
- create funding campaigns to support new initiatives with the Director of Special Events and Individual Relations;
- prepare regular budget forecasts, cash flow projections, and financial reports related to development activities, including capital campaigns;
- motivate and lead the development team to achieve an ambitious monthly calendar of renewals, reports, and new solicitation goals;
- provide annual reviews with benchmarks for success for all team members and informal, semi-annual assessments as needed;
- lead regular prospecting meetings, communicate stretch goals and corresponding action steps, and ensure follow-up is completed;
- work with the Executive Team and Board to identify and qualify prospects, develop solicitation strategies based on relationships and networks, and provide insight into giving trends and tools;
- work with the Chief Operating Officer, Director of Special Events, Executive Producer, and marketing team to develop presentations to potential donors for soliciting support; and,
- actively understand YPC's goals, programs, and vision to best articulate to the donors of their impact on YPC as well as develop new partnerships.

LEADERSHIP AND KEY COLLEAGUES

About YPC's Team

The Young People's Chorus of New York City is a very collaborative work environment and is constructed as a network of entrepreneurs, project managers, and problem-solvers. YPC is comprised of 26 dedicated team members. The artistic team includes eight conductors, a vocal arts coordinator, an education coordinator, a wardrobe assistant, a collaborative pianist and coordinator, and a production manager-with an average tenure of over 10 years. The operations team includes the administrative, financial, marketing, and development teams. The financial team includes three full time members. The marketing and communications team is supported by one coordinator, working closely with an off-site marketing and publicity organization. The development team is comprised of four full time and one part-time team member. The development team includes a Director of Special Events and Individual Relations, an Institutional Manager, an Assistant Director of Development, and an Development and Database Manager. The part time team member is the Development Department Assistant.

Francisco J. Núñez

Founder and Artistic Director

Francisco J. Núñez, a MacArthur Fellow and Musical America's 2018 Educator of the Year, is a composer, conductor, visionary, leading figure in music education, and the Artistic Director/Founder of the Young People's Chorus of New York (YPC), renowned worldwide for its diversity and artistic excellence. For over 30 years, Mr. Núñez has established recognition among composers of the child's voice as a significant instrument for making music. His early years were the inspiration for YPC. Mr. Núñez grew up in close-knit Dominican family in New York City's Washington Heights. As a piano prodigy, he spent his time away from school at home practicing piano. Through his musical talent, he met other children from different cultural and economic environments. He learned from them, and they learned from him. After he graduated from NYU as a piano performance major, he formed YPC, bringing children from all backgrounds together. With music as the equalizer, the diversity in the group resulted in new vocal colors, creating not only a vibrant new choral sound, but also an avenue for children to succeed. Mr. Núñez's commitment to the arts, youth, and diversity have been recognized through numerous awards and honors, including: an ASCAP Victor Herbert Award; the New York Choral Society's Choral Excellence Award; Hispanic Business magazine's 100 Most Influential Hispanics; ABC-TV's Person of the Week; Musical America Worldwide's 30 Influencers; Bang on a Can's Visionary Award; NYU Steinhardt's Distinguished Alumnus Achievement Award; and honorary Doctor of Music degrees from both Ithaca College and Gettysburg College.

Courtenay Casey

Chief Operating Officer

In March 2020, Courtenay Casey joined YPC as its Chief Operating Officer. In that role, she serves as part of the executive team, overseeing implementation of a recently completed five-year strategic plan and the organization's day-to-day operations. Ms. Casey recently ushered YPC through a robust expansion of the organization's digital presence and led a work-from-home and return-to-work transition due to the pandemic shutdown.

Ms. Casey came to YPC from National Sawdust where she served as Executive Director and produced over 10 operas in the venue. She also created and developed National Sawdust's flagship Artist Residency program and Summer Labs. While at National Sawdust, she developed key partnerships with the University of Michigan, Festival D'Aix, New York Philharmonic, the Kennedy Center of Performing Arts, Meyer Sound, and the Rolex Foundation. Previously, Casey worked as Managing Director of VisionIntoArt, and Associate Manager of New York Philharmonic's Artistic Programming. She currently serves on the board at North Brooklyn Chamber of Commerce.

PREFERRED COMPETENCIES AND QUALIFICATIONS

Young People's Chorus of NYC seeks a Director of Development with

- a commitment to the mission of Young People's Chorus of New York City – to provide children of all cultural and economic backgrounds with a unique program of music education and choral performance that seeks to fulfill each child's potential, while creating a model of artistic excellence and diversity that enriches the community;
- significant development leadership and operational experience;
- a track-record of successfully cultivating and soliciting individual donors for major gifts and securing new gifts from corporate and foundation sources;
- strong people skills and an ability to communicate effectively and respectfully on the phone, via email and text, and in person with donors, board members, volunteers, staff, and the general public;
- strong writing skills with an ability to communicate clearly and convincingly through written proposals, letters, and emails to various stakeholders about YPC's need and donors' impact;
- persuasiveness and perseverance in attaining goals;
- strong organizational skills, an ability to prioritize and manage multiple projects and people simultaneously, and meet deadlines;
- an ability to develop long-term plans, set objectives, and track progress toward achieving goals;
- fluency in moves management;
- personal initiative and a sense of humor including a friendly, outgoing, and collaborative approach, with a strong team-oriented style;
- a confident and professional work style, and an ability to work independently and to exercise good judgment a fast-paced environment;
- flexibility and a willingness to take on new tasks as the responsibilities of the position evolve;
- a commitment to working collaboratively and respectfully toward resolving obstacles;
- an ability to develop and maintain strong and productive relationships within the team, department, and across the organization;
- an ability to see the big-picture and a willingness and ability to be hands-on and focused on details; and
- an ability to work with limited support staff, in a highly entrepreneurial setting.

A bachelor's degree is required for this position as is at least seven years of fundraising experience.

SALARY AND BENEFITS

Young People's Chorus of NYC offers a competitive salary and 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 Young People's Chorus of NYC as well as the responsibilities and qualifications presented 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 Development, Young People's Chorus of NYC.](#)

To nominate a candidate, please contact Patrick Key, patrickkey@aspenleadershipgroup.com or Felicia Garcia-Hartstein, feliciaqh@aspenleadershipgroup.com.

All inquiries will be held in confidence.