



**PRESIDENT AND CHIEF EXECUTIVE OFFICER**  
**[THE MUSIC SCHOOL OF DELAWARE](#)**  
**Wilmington, Delaware**



The Aspen Leadership Group is proud to partner with The Music School of Delaware in the search for a President and Chief Executive Officer.

With its centennial on the horizon in 2024, the Music School of Delaware is seeking a dedicated and passionate President and Chief Executive Officer to support, encourage, and promote the strategic pillars that support the school: ensuring that members of the community have affordable access to outstanding music and music instruction; that all feel welcome and heard and see themselves and their culture represented in the school's work; that faculty and staff are properly rewarded for their talent and work; and that the community and the school have a state-of-the-art venue appropriate to the 21<sup>st</sup> century. The President and Chief Executive Officer will oversee all day-to-day operations of the school and in partnership with Board of Directors, develop and lead an ambitious vision for The Music School of Delaware that ensures its financial stability and growth.

Founded in 1924, The Music School of Delaware is the only statewide, accredited, community school in the nation, serving residents of Delaware, Pennsylvania, New Jersey, and Maryland. As a community resource open to the public, the school employs nearly 90 musical experts and offers outstanding instructional programs for people of all ages and abilities. It offers more than 120 public performances each year, many free of charge, allowing opportunities for everyone to enjoy exceptional music in a variety of styles and genres. Both on-site and virtual programming is available that includes private lessons in approximately 30 instruments and voice; early childhood classes; Suzuki Academy; orchestral, choral, and small ensembles for children and adults; group instruction; music history and musicianship classes; music therapy; an “el sistema” ensemble program for underserved populations; and programs especially for adults. Classical, rock, jazz, and folk genres are all taught at The Music School.

As a non-profit organization, the mission of The Music School of Delaware is to provide excellence in music education, training, and experiences for everyone. Fostering individual advancement of music skills, knowledge, and appreciation, as well as providing a foundation for many types of musical expression while preserving the traditions of classical music training and performance, are key goals of the school. The aim of making music instruction accessible to all is supported by scholarship programs for those with financial need and those with special merits.

The Music School of Delaware is nationally accredited by the Accrediting Commission for Community and Pre-Collegiate Arts Schools, and by the National Association of Schools of Music, and is a charter member of the National Guild for Community Arts Education. The Music School received Delaware’s Governor’s Award for the Arts in 2010.

## REPORTING RELATIONSHIPS

The President and Chief Executive Officer will report to the Board of Directors, led by Richard Facciolo. The President and Chief Executive Officer will directly oversee three staff, the Business Manager and Chief Financial Officer, Dean of Students, and Development Officer.

## FROM THE CHAIR, BOARD OF DIRECTORS

*Thank you for your interest in The Music School of Delaware, founded in 1924! As we approach our centennial celebration, we are excited to look forward to another century of accomplishment. Our new President and Chief Executive Officer will help us in that path. Our strategic plan has big goals for our centennial celebration that will require an individual who can work closely with our fundraising team to raise significant dollars for expansion and funding goals. In addition, our new President and Chief Executive Officer will continue to expand our programs and engage our community to keep the school as a trusted resource to deliver the highest quality musical education and programs.*

*If you are an individual who wants to help lead our school into the next century of achievement and find multiple avenues to engage our students and funders, then I encourage you to consider this opportunity to build the future at The Music School of Delaware. We are a large presence in a small state with a wonderful community of culture.*

*I have been privileged to serve the Board for the last 4 years, and Delaware has been my home for most of my life. Our state has a reasonable cost of living, great beaches, and beautiful open land. One can be in many major metropolitan cities such as New York, Philadelphia, and Washington D.C. within a few hours by car or train—which is about the time it would take to drive the entire state!*

*I invite you to come join us to create another century of music excellence for all!*

—Richard Facciolo, Chair, Board of Directors

## THE MUSIC SCHOOL OF DELAWARE'S COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

The Music School of Delaware's mission is excellence in music education, training, and experiences for people of all ages and abilities. The school believes in a community where all feel welcome and heard and can see themselves and their culture represented in its programs and work.

The Music School of Delaware embraces diversity including race, gender, age, religion, sexual orientation, physical ability, and socioeconomic status in welcoming all members of its community. It is committed to continuing to foster a culture that is inclusive, respectful, and safe for all. The school believes this approach reflects the founding intentions and philosophy of the school in 1924, and it strives today to live out a mission of increasing inclusiveness and access that enriches everyone it reaches through the education, experiences, and training that it delivers to the people of the region.

## PRIMARY RESPONSIBILITIES

The President and Chief Executive Officer will

- with the Board of Directors, develop and lead an ambitious vision for The Music School of Delaware;
- sustain and build upon the school's strong record of fiscal responsibility and success;
- grow and strengthen the resource base to ensure long-term financial stability;

- wisely manage the school's resources (financial and human) to achieve short- and long-term priorities;
- serve as a compelling, effective advocate and ambassador for The Music School of Delaware;
- work closely with the Board of Directors to support the school's continued growth and development including strategic planning and oversight;
- work with the Board of Directors with support from the development team to develop an annual fundraising plan that implements strategies that meet funding needs for general operating and special project funding including such activities as cultivating and soliciting individuals with the capacity to make major gifts, seeking grants from foundations and corporate support, building an endowment, and soliciting planned and capital gifts;
- create compelling communications materials that convey the full scope of the school's activities and objectives;
- play a pivotal role in centennial planning and celebrations;
- manage and grow staff and programs; and
- work closely on Board development, building and nurturing an engaged, effective Board of Directors.

## **LEADERSHIP**

### **Richard Facciolo**

#### **Chair, Board of Directors**

Richard J Facciolo is a native Delawarean and has been on the Board of Directors of The Music School of Delaware since 2019. Facciolo will become the Chair of the Board on July 1, 2023, and his term will end on June 30, 2024. Facciolo has been a practicing commercial-law attorney in Wilmington, Delaware for 25 years. He graduated from the University of Maryland School of Law and, prior to returning to Wilmington, practiced in Baltimore, Maryland immediately after law school. He obtained his undergraduate degree in Electrical Engineering from the University of Delaware. He is currently a director (partner) at the law firm of Richards, Layton & Finger, P.A. where he sits on the firm's Benefits, Insurance, Investment (Vice Chair), and Preceptor Committees. Facciolo and his children have been students of The Music School of Delaware, and he enjoys playing all genres of music on guitar when time permits.

### **John du Pont**

#### **Immediate Past Chair, Board of Directors**

John du Pont has been the Chair of the Board of Directors of The Music School of Delaware since 2020 and a Board member since 2016. Since 2000, he has been a prior Board chair and Board member of the Delaware Breast Cancer Coalition and Board member of the Mental Health Association of Delaware. Du Pont leads 16 enthusiastic Board members in overseeing the operations of The Music School of Delaware, an organization with over 90 faculty and staff. He currently is founder of Sunset Woods Music and writes underscore music for TV and film. Du Pont's works have been heard on CBS and various streaming services. Du Pont has a Master of Arts from the University of Chichester in Professional Music Composition. Du Pont's term as Chair expires on June 30, 2023.

### **Cheri Astolfi**

#### **Dean**

Cheri Astolfi received her Master and Bachelor of Music degrees in Horn Performance from the University of Delaware, where she studied with Cynthia Carr, Dr. Michael Johns, and Francis Orval. Astolfi enjoys being involved in all aspects of the music industry. As an administrator, she is currently the Dean for The Music School of Delaware. She has also served as the Managing Director for Astral Artistic

Services; the Artistic Director for Delaware Classical Showcase; the Administrator for the Delaware Chamber Music Festival; the Program Consultant, Jr. Faculty Coordinator and Assistant to the Director for the University of Delaware Community Music School; and the Business Manager for the Newark Symphony Orchestra. As an educator, Astolfi maintains a horn studio at The Music School of Delaware and enjoys teaching early childhood music.

### **Mary Jane Vanvestraut**

#### **Associate Dean**

Mary Jane Vanvestraut is a professional clarinetist and bass clarinetist who grew up on the Eastern Shore of Maryland. She earned a degree in Music Business Management with honors from Mansfield University of Pennsylvania. She has studied under Richard MacDowell and Phyllis Crossen-Richardson, and she attended a masterclass with Anthony McGill. Vanvestraut is the bass clarinetist for the Great Lakes Wind Symphony based in Wellsboro, Pennsylvania, and is a clarinetist for the Northern Appalachian Wind Symphony based in Williamsport, as well as a freelance artist and pit orchestra musician. Over the past 10 years, she has been teaching private clarinet lessons to students from ages 8 to 65 at all levels of playing. Her private instruction experience also includes piano, saxophone, and flute. She is currently the Milford Branch Director at The Music School of Delaware where she directly oversees programming and operations in Kent and Sussex Counties and all satellite locations. At the Milford Branch, she is charge of staff and faculty, educational outreach, and leads The Music School's partnerships with Capital School District, Lewes Public Library, and Avenue United Methodist Church.

### **Brian Criscuolo**

#### **Business Manager**

Brian Criscuolo became Business Manager at The Music School of Delaware in September 2020. His prior experience includes serving as senior accountant for several accounting firms in Philadelphia and Florida, and as a staff accountant at Santora CPA group, in Delaware. He has also held positions as Controller and business manager for retail construction materials supply and landscaping companies in Pennsylvania and Maryland. He is adept at software applications related to business, finance, accounting, and human relations, and has overseen implementation of new software platforms for several organizations, including The Music School. At the school, he works closely with the CEO and the Board of Directors, as well as with the Development team. He oversees the Facilities and Technology Manager as well as the Front Desk Supervisor, and handles A/P, A/R, budget preparation, monthly and periodic finance reporting, the annual audit preparations, and supervises Student Billing. His formal education led to a Bachelor of Science in Accounting from Neumann College. Criscuolo enjoys working with youth teams and has coached ice hockey and robotics for children aged 7-18.

## **PREFERRED COMPETENCIES AND QUALIFICATIONS**

The Music School of Delaware seeks a President and Chief Executive Officer with

- a commitment to the mission of The Music School of Delaware—to provide excellence in music education, training, and experiences for people of all ages and abilities;
- experience overseeing the non-profit financial management of an organization of similar size and scope;
- an understanding of non-profit financials, annual audits, endowment structures, unrestricted and restricted giving structures, financial aid, and merit award procedures;
- successful experience in non-profit fundraising through the entire fundraising continuum (introduction, engagement, cultivation, solicitation, and stewardship) and active engagement in fundraising activities;

- an ability to articulate a case for Concert Hall renovation, and its central role for the school and community at large;
- excellent in-person and written communication skills including sensitivity to various constituencies;
- a commitment to excellence and attention to detail;
- familiarity with the organizational management of a music based non-profit organization;
- experience working collaboratively with a Board of Directors and an understanding of the relationship between the Board, faculty, and staff;
- an understanding of current issues in educational safety, security, and risk management;
- an understanding of the best uses of technology in music education;
- teaching experience or experience managing music instructors in a community setting (preferred); and
- familiarity with the geographic make-up and the culture of Delaware (preferred).

A bachelor's degree is required for this position as is at least five years of experience managing a staff of significant size and diversity with a proven record in development.

#### **SALARY AND BENEFITS**

The salary range for this position is \$115,000 to \$135,000 annually. The Music School of Delaware offers relocation compensation and a comprehensive package of benefits.

#### **LOCATION**

This position is in Wilmington, Delaware.

#### **APPLICATION INSTRUCTIONS**

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

To apply for this position, visit: [President and Chief Executive Officer, The Music School of Delaware.](#)

To nominate a candidate, please contact Clare McCully, [claremccully@aspenleadershipgroup.com](mailto:claremccully@aspenleadershipgroup.com) or Patrick Key, [patrickkey@aspenleadershipgroup.com](mailto:patrickkey@aspenleadershipgroup.com).

*All inquiries will be held in confidence.*