



**EXECUTIVE DIRECTOR  
MIDORI FOUNDATION  
New York, New York  
[Midori & Friends](#)**



The Aspen Leadership Group is proud to partner with the Midori Foundation in the search for an Executive Director.

The Executive Director will serve as the leader, manager, fundraiser, and ambassador of Midori & Friends, and will drive all management, government and private fundraising, and operational functions as well as work to raise the profile and brand awareness for this \$2 million organization. The Executive Director will advance music education and take this organization to the next level in impact and influence by leveraging resources, driving funding, increasing visibility, and enhancing programs in the youth and music education field.

Midori & Friends seeks a leader and visionary with the executive presence, strategic acuity, and creativity to further build innovative and high-performing music programs to enable Midori & Friends to remain at the forefront of music education. The Executive Director will be a natural diplomat and dynamic partner, a passionate, persuasive communicator and ambassador as well as a results-oriented problem solver.

In 1992, world renowned violinist Midori performed in New York City schools to bring great music to students in underserved communities. Inspired to do more, she founded Midori & Friends. Her goal then, as it is now, was to spark students' creativity, empower them through knowledge and skill, and cultivate them into lifelong music lovers. Her objective was not to create virtuosos; rather to honor the artistry in every student while nurturing beginner musicians into well-rounded young people.

For 27 years, Midori & Friends has empowered its students by developing their musicianship and instilling core life values. With 6 full-time staff and 3 consultants, 19 board members, and 95 professional musicians, it annually serves thousands of students ages 3-18 at public schools in ethnically diverse, socio-economically challenged neighborhoods. To date, Midori & Friends has reached over 250,000 students. Distinguished by its longstanding partnerships, it collaborates with schools to customize high quality programs that augment their specific cultural assets.

Midori & Friends works closely with its partners to define learning and program objectives. Through music, it supports its students and increases their self-confidence by instilling core life values to develop them into proud and assured individuals. It ensures quality by engaging the very best artists and conducting rigorous program evaluation through continual assessment and on-going professional development. Its community is encouraged, through reflection, to be accountable for achieving its shared goals. Midori & Friends seeks out communities in need to promote equal access to the riches of a cultural education and deliver customized musical experiences that mirror the values of each community.

## POPULATION SERVED

Midori & Friends' programs directly serve students in Grades PreK-12 attending high-need schools in culturally diverse, socio-economically challenged neighborhoods throughout the Bronx, Brooklyn, Manhattan, and Queens. Of its partners, 81% are Title I schools and score in the top 40% of the NYC Department of Education's Economic Need Index. Its student population reflects the diversity of the city: 52% Hispanic/Latino; 20% Black; 14% Asian; 12% White, and 2% other. Its students develop as musicians and ensemble members and evolve as leaders and culturally conscious citizens.

Other beneficiaries of this program are the classroom teachers and Midori & Friends Teaching Artists. Classroom teachers working with artists benefit from the wider curricular opportunities that are presented and can increase their teaching repertoire. Midori & Friends artists, all of whom are talented, working musicians and educators, are often hired year after year at the same site, truly embedding themselves in the school's culture and community. As a result, teaching artists find they have a colleague in the classroom teacher, with whom they can trade ideas and collaborate on a holistic approach to music.

Midori & Friends is proud of its longstanding school partnerships which, as a result of the close collaboration described above, typically last 10-27 years. Through its long-term tenure, its programs become an anticipated part of a school's offerings: younger students watch their older peers perform in culminating concerts and look forward to their own participation, and parents regularly express their desire for their children to be enrolled in an upcoming music program.

In addition, Midori & Friends invites its students' families and community members to attend class sessions and mid-year showcases, as well as students' culminating performances at the schools. Thus, it reaches its student beneficiaries directly in the classroom and through its engagement with their families and school community to cultivate the context and climate for their musical learning.

## REPORTING RELATIONSHIPS

The Executive Director will report to the Board of Directors which includes the Foundation's founder, Midori. The Executive Director will manage a team of 6 full-time professionals and 3 consultants and will oversee a group of dedicated teaching artists, who are union members, and performers from world class ensembles.

## FROM THE CHAIR

*I joined the board of Midori & Friends for a simple reason. I believe in the power of music — learning it, playing it, hearing it, appreciating it — to shape the whole child and the adult that child becomes. That's not a slogan. It has been our mission and motivation for nearly 30 years.*

*The pandemic abruptly stopped us from delivering our core programming — in-person music instruction to thousands of New York City public school students. That crisis forced us to re-examine and re-imagine what we do, how we do it, and to explore new ways to bring the magic of music to others. We are excited about the possibilities ahead. We seek a dynamic, passionate and compassionate Executive Director to lead us into that future.*

—Ron E. Claiborne, Chair, Board of Directors

## **PRIMARY RESPONSIBILITIES**

### **Leadership and Management**

The Executive Director will

- shape and drive the organization's strategy and approach in close partnership with the Board of Directors;
- manage and direct the organization's day-to-day activities, fundraising, operations and programs; and
- drive a collaborative team culture of quality, innovation, and intelligent use of resources.

### **Fundraising, Marketing, and Awareness**

The Executive Director will

- direct and grow private fundraising initiatives and personally cultivate, solicit, and steward major gifts from individuals, corporations, and foundations;
- lead and manage government and other public funding opportunities; and
- craft and execute a dynamic and creative marketing, digital, and PR strategy to increase awareness and visibility of Midori & Friends.

### **Board and External Relations**

The Executive Director will

- engage and partner with the Board in all organizational planning, financial/resource development, governance responsibilities, and continued Board expansion;
- maintain and enhance strong and effective relationships with the New York City Board of Education, governmental agencies, and other external partners; and
- expand new and strengthen existing relationships with community partners, artists, and others to widen opportunities for programming and impact.

### **Program and Operations**

The Executive Director will

- oversee the design and implementation of creative, high-impact, enriching programming both inside the classroom and within the broader community;
- continue to refine and implement metrics to measure and ensure program effectiveness; and
- provide sound fiscal leadership and fiduciary oversight including managing budgets and overseeing internal controls.

## **PREFERRED COMPETENCIES AND QUALIFICATIONS**

The Midori Foundation seeks an Executive Director with

- senior leadership and management experience in the nonprofit sector;
- a track record of public and private fundraising;
- an understanding of marketing, public relations, and communications;
- an ability to foster strong, productive relationships with internal and external stakeholders and maintain a high achieving, positive team environment.
- an ability to manage, influence, and inspire a wide variety of stakeholders, both internally and externally;
- an ability to leverage partnerships with the Board, funders, government, staff, and community;
- well-honed people management and team building skills;
- business acumen and the good judgment needed to overcome obstacles and drive an agenda forward;

- deep financial, operational, and risk management competencies and familiarity with union relations;
- gravitas and superior communication skills as well as calm and grace under pressure; and
- knowledge of the New York City community, potential funders, and partners.

A bachelor's degree is required for this position as is at least seven years of experience in a leadership role at an organization of similar size and scope, preferably in the areas of youth/community arena, education, and music and cultural arts.

## KEY COLLEAGUES



**Midori**  
**Founder & President Emeritus**

Since her debut at the age of 11 with the New York Philharmonic 32 years ago, the violinist Midori has established a record of achievement which sets her apart as a master musician, an innovator, and a champion of the developmental potential of children. She has founded four initiatives to provide greater access to the arts: Midori & Friends, Partners in Performance, Orchestra Residencies Program, and Music Sharing. Named a Messenger of Peace by United Nations Secretary-General Ban Ki-moon in 2007, she has created a new model for young artists who seek to balance the joys and demands of a performing career at the highest level with a hands-on investment in the power of music to change lives. Midori is among the five artists to be honoured for her lifetime artistic achievement at the 43<sup>rd</sup> Kennedy Center Honors to take place in May 2021.



**Ron Claiborne**  
**Chair, Board of Directors**

Ron Claiborne was an ABC News national correspondent for 32 years and the news reader Good Morning America Weekend from 2004 until he retired in 2018. During his time at ABC News, he was based in New York, Los Angeles, Chicago, Miami, and Boston. Claiborne had won several Emmys including the 2000 award for the coverage of the seizure of Cuban refugee Elian Gonzalez. Before ABC News, he reported for United Press International wire service, the New York Daily News, and WNEW/TV (now WNYW) in New York City. Claiborne received an MS in journalism from the Columbia University and a BA in psychology from Yale College.



**Luz MacManus**  
**Development Manager**

Luz MacManus currently serves as the Development Manager for Midori & Friends. She serves as Board liaison, works with strategic, financial, and political consultants, oversees individual, corporate, foundation, and government support, manages special events, and presides over administrative and fiscal operations.

Prior to joining Midori & Friends in January 2019, MacManus was the Program Officer for Education at The Korea Society. Since 2009, she managed international study tours for high school students and professional development for educators from 48 states. She curated traditional and contemporary music

concerts and workshops, film festivals, academic conferences, and art exhibitions. As an educator, MacManus has worked in New York City public schools and Tri-state area museums with teaching artists of various disciplines. She is a graduate of New York University and earned her Bachelor's degree in History and East Asian Studies. She is a dancer of hip hop, Kpop, and Latin dance and performs at various venues including Newark's Prudential Center.



**Lauren Arencibia**  
**Program Manager**

Lauren Arencibia currently serves as the Program Manager for Midori & Friends. She manages the creation, implementation, and evaluation of residencies at school partners. She hires and supervises a team of Teaching Artists and performance ensembles.

Prior to coming to Midori & Friends in September 2017, Arencibia was the Registrar at Bloomingdale School of Music. From 2015-17, she served as the Student Services and Education Coordinator at Jazz House Kids, which provides jazz education to students and communities throughout New Jersey. Arencibia is a graduate of Montclair State University and received her bachelor's degree in Music and Community Settings, studying music education and percussion performance. As an educator, Arencibia has taught in New Jersey public schools as an instructor for high school marching bands and afterschool percussion ensembles. She also serves the Queens community on the Young Professionals Committee at Flushing Town Hall.

### **DIVERSITY, EQUITY, AND INCLUSION**

Throughout its existence, Midori & Friends has brought the gift of music to historically marginalized neighborhoods in New York City. In the public schools we serve, students are predominantly black, brown and Asian. Creative expression gives them a voice.

The Board and staff of Midori & Friends reflect the communities and children we serve. Our musical programming and offerings encompass the complexity and variety of many cultures. None of this is by chance. Midori & Friends firmly and fervently believes in diversity in leadership and purpose. But diversity by itself is not enough. It must be connected to equity — the application of fairness and impartiality — and inclusion — the genuine empowerment of people of different backgrounds and experiences — to have real meaning and impact. Diversity, equity, and inclusion work in unison. They are not just goals. They are our values. They are our commitment.

### **SALARY & BENEFITS**

The Midori Foundation offers a competitive salary and benefits package.

### **LOCATION**

This position is based 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 the Midori Foundation and exhibit a commitment to the critical role music education plays in enriching the lives of children in New York City public schools.*** Review of applications will begin immediately and continue until the successful candidate has been selected.

*To apply for this position, visit:*

[Executive Director, The Midori Foundation.](#)

*To nominate a candidate, please contact Anne Johnson:*

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

*All inquiries will be held in confidence.*