



**CHIEF DEVELOPMENT OFFICER
THE WASHINGTON CHORUS
Washington, DC
[The Washington Chorus](#)**



The Aspen Leadership Group is proud to partner with The Washington Chorus in the search for a Chief Development Officer.

The Chief Development Officer will lead the growing development efforts of The Washington Chorus (TWC) and partner closely with the Executive Director on TWC's innovative and acclaimed entrepreneurial earned revenue projects. Using data and analytics to drive improvements to donor acquisition, conversion, upgrading, and retention, the Chief Development Officer will work consultatively with major donors to support them in realizing their philanthropic vision; collaborate with members of the TWC board, staff, singers, and volunteers to inspire support; and craft strategic messaging and communications to ensure its growing community of supporters and prospects are connected, inspired, and valued parts of the TWC community. The Chief Development Officer will manage and work with the burgeoning Development Committee, collaborate closely with the full staff team, including the Artistic Director, and find creative ways to maximize the fundraising potential of the Chorus' programs and projects.

The Washington Chorus is committed to the preservation and advancement of the art of choral singing and sharing the experience of the transforming power of choral music. A three-time nominated and two-time Grammy Award winner now in its 60th season, TWC is one of the foremost symphonic choruses in the nation. Noted for the superb artistry of its performances and recordings of the entire range of the choral repertoire, TWC is widely recognized as a cultural leader in the nation's capital. A longtime artistic partner of The John F. Kennedy Center for the Performing Arts and the National Symphony Orchestra, TWC produces concerts at The Kennedy Center, the Music Center at Strathmore, National Presbyterian Church, Washington National Cathedral, Atlas Center for the Performing Arts, and other top venues, and regularly appears as a guest artist as part of significant national cultural events, including recently as part of the virtual Parade Across America for the inauguration of President Biden and Vice President Harris, and on the 2018 Kennedy Center Honors national broadcast, honoring composer Philip Glass.

Chorus America, the national association for choruses, has honored The Washington Chorus with the Margaret Hillis Award for Choral Excellence and the ASCAP Alice Parker Award, which recognizes a chorus programming significant, recently-composed music that expands the mission of the chorus and challenges audiences in new ways. Other awards include the 2000 Grammy Award for Best Choral Performance for the live-performance recording of Benjamin Britten's *War Requiem* and a 1996 Grammy Award for John Corigliano's *Of Rage and Remembrance* with the National Symphony Orchestra under the baton of Leonard Slatkin.

REPORTING RELATIONSHIPS

The Chief Development Officer will report to the Executive Director, Stephen Beaudoin, and will supervise the Donor and Patron Services Manager and Development Committee. The CDO works additionally closely with the Artistic Director and Deputy Director.

FROM THE EXECUTIVE DIRECTOR

There are many ways for an arts organization to survive a global health pandemic. The Washington Chorus' approach is this: create extraordinary art and meaningful connections; drive record-setting patron and donor loyalty; and innovate, innovate, innovate.

If you're empathic, wise, driven, and focused, then I'm eager to be your partner, coach, team member, and believer-in-chief. If you're a terrific listener, a fervent cheerleader, and a gracious presence, then our Trustees, singers, staff, supporters, collaborators, and community partners are ready for your leadership. This is your chance to build a rigorous and comprehensive program for philanthropy at TWC that enables supporters to realize their values and vision for change through the positive impact that The Washington Chorus' programs in performance, community, and education make by, for, and with tens of thousands of DC-area citizens every year.

What we're building now is so much more than an organization or an institution. We're building a movement. A movement where every voice makes a difference. A movement infused with radical creativity, joyful inclusion, and breathtaking beauty. When we look back at the extraordinary moments we created for and with people, when we take stock of the ways we pushed and grew together; the music we commissioned and premiered; the unforgettable tours and singular performances on some of the world's greatest stages (not to mention in many people's living rooms through our digital programs); the deeply personal, emotional connections that we forged – all of this we'll be able to look back on with tremendous, life-affirming pride. Because by bringing together visionary support with groundbreaking artistic vision, even through an unprecedented time in our world, we made extraordinary and beautiful things come to life.

–Stephen Beaudoin, Executive Director

PRIMARY RESPONSIBILITIES

The Chief Development Officer will

- bring a total commitment to successfully managing all TWC development programs, and exceeding development key performance indicators;
- grow contributed individual revenue through increasing donor acquisition, conversion, retention, and upgrading, using all possible channels, platforms, and strategies to drive this growth;
- manage and drive success for the TWC Development Committee, and manage the Donor and Patron Services Manager;
- lead the development of all strategic fundraising campaigns;
- utilize data and analytics to inform individual contributed revenue strategy;
- create a vision for special events that is meaningful, then manage execution on these events with support from staff and volunteers;
- lead growth in planned and estate giving/legacy giving programs;
- model and manage best-in-class donor-centered stewardship and acknowledgment;
- grow the community of corporate/private sector support;
- partner with the Deputy Director in managing key foundation relationships;

- drive conversion growth for individual ticket buyers/patrons not yet engaged as individual donors; and
- partner with the Executive Director and Deputy Director on innovative earned revenue initiatives including digital projects and programs.

KEY COLLEAGUES



Stephen Beaudoin
Executive Director

Recognized by *Musical America* magazine as one of the Classical Music Industry's "Top Movers and Shapers of 2019," Stephen Beaudoin is a well-established arts executive working to build a vibrant and inclusive creative world, with more than 17 years of leadership experience spanning the nonprofit, public, and private sectors, including work as a nonprofit CEO, publicly elected school board chair, family foundation board member, and consultant.

Beaudoin currently serves as Executive Director of The Washington Chorus (TWC), the D.C. metro community's only two-time Grammy award-winning choral ensemble. With TWC, Beaudoin collaborates closely with Artistic Director Eugene Rogers, the TWC Board, staff, Chorus, and community partners to ensure the Chorus vibrantly and sustainably fulfills its mission

through performance, community, and education programs.

Prior to his role with TWC, Beaudoin served as Executive Director of the Maryland Symphony Orchestra. There, Beaudoin collaborated with the Board and staff to lead a significant financial turnaround and realignment; developed and launched new artistic initiatives (including commissions from composers Michael Daugherty and Kimo Williams) and audience development programs; and led the Orchestra through its first-ever recording project, a world premiere work by composer Chris Brubeck in collaboration with multiple Grammy award winning guitarist Sharon Isbin, recorded at Strathmore Music Center. This recording was released to critical acclaim in spring of 2020.

Prior to his role with the Maryland Symphony, Beaudoin served seven years as Executive Director of PHAME, an innovative Oregon nonprofit serving artists and musicians with intellectual or developmental disabilities and working to build a more inclusive creative world. Through his leadership, PHAME experienced extraordinary financial, programmatic, and social impact growth, leading to marquee artistic collaborations, a robust sustainable business model, and leadership in arts equity and inclusion recognized across the state and the country. Beaudoin has presented keynote talks on the arts and social impact for Adidas, Sustainable Business Oregon, the Young Nonprofit Professionals Network national conference, and at many professional and civic organizations across the country.

Beaudoin's additional professional experience includes serving as Vice Chair and then Chair as a publicly-elected member of the Board for Multnomah Education Service District, an \$80 million public education agency serving more than 100,000 Multnomah County students; and as Assistant Director of The Fenway Alliance, a regional collective of arts, education, and human service not-for-profit organizations expanding cultural access and community engagement in Boston's Fenway Cultural District. Beaudoin has served on the boards of TEDxPortland, the Nonprofit Association of Oregon, and Oregon Humanities (appointed by Oregon Governor John Kitzhaber), and on the Executive Council of the national Composer Diversity Project, which works to increase representation of historically oppressed and under-represented peoples in classical music. For his leadership and service, Beaudoin has been recognized with the Spirit of Portland

Award by the late Portland City Commissioner Nick Fish (2014), the Skidmore Prize for excellence in nonprofit leadership (2011), the Rob Delf Award (2014), and the FACT Community Partner Award (2016).

Beaudoin's entrepreneurial approach was featured in the book *Beyond Talent: Creating a Successful Career in Music* by Angela Myles Beeching (Oxford Press). He has written on arts and not-for-profit matters for *The Oregonian*, the *Portland Business Journal*, and the National Endowment for the Arts blog. Beaudoin has performed as a vocalist with Pink Martini on tour and in recordings, as well as with the Portland Cello Project, Trinity Consort, Fear No Music, Opera Boston, and many more ensembles. He serves as a strategic advisor and board member of the HMF Beaudoin Family Foundation, is an honors alum of Boston's New England Conservatory, where he earned a degree in Vocal Performance with Distinction in Performance Honors, and is currently an executive MBA student at the Darden School of Business at the University of Virginia.



Eugene Rogers
Artistic Director

A two-time Michigan Emmy Award winner, a 2017 Sphinx Medal of Excellence recipient, and a 2015 GRAMMY® Award nominee, Eugene Rogers is recognized as a leading conductor and pedagogue throughout the United States and abroad. In addition to being the founding director of EXIGENCE, Rogers is the Director of Choirs and an Associate Professor of Conducting at the University of Michigan.

At the university, Rogers leads the graduate choral conducting program, conducts the chamber choir, and administers the program of over eight choral ensembles. His choirs have toured throughout China, South Africa, and the United States and have appeared at national and regional conferences. In December 2017, Musical America named Rogers one of the top 30 “Movers and Shapers” professionals in North America. His past appointments include being the Director of the University of Michigan Men’s Glee Club, Macalester College (St. Paul, Minnesota), the Boys Choir of Harlem, Waubonsie Valley High School (Aurora, Illinois), and Anima Young Singers of Greater Chicago (formerly the Glen Ellyn Children’s Choir). In 2016, Rogers’ passion for issues of social justice and music was featured in the award-winning documentary *Love, Life and Loss* which highlights Joel Thompson’s powerful *Seven Last Words of the Unarmed*, and in 2013, he co-managed the production of the joint CD *Ye Shall Have a Song* with the Michigan, Yale, and Harvard Glee Clubs, a collaboration celebrating America’s three oldest collegiate choirs.

In 2015, Mark Foster Publishing began the Eugene Rogers Choral Series, a series featuring emerging composers who specialize in contemporary classical and folk music traditions, and the EXIGENCE Choral Series in 2018 which features folk and contemporary works by Black and Latinx composers. In 2011, Rogers traveled to and studied the choral traditions of East Africa (Tanzania).

Rogers holds a Bachelor of Arts degree in choral music education from the University of Illinois at Urbana Champaign and the Master of Music and Doctor of Musical Arts degrees in choral conducting from U-M. He currently serves on the board of Chorus America and is a former national chair of the Diversity Initiatives Committee for the American Choral Directors Association.



Kara Morrissey
Chair, Board of Directors

Kara Morrissey is a soprano and the Chair of the Board of Directors of The Washington Chorus (TWC). Morrissey has been singing with TWC since 2003, has served in multiple volunteer roles, and has been a board member since 2009, most recently serving as the chair of the search committee for the chorus's 5th artistic director.

Morrissey's background is in music education, which has been a passion since she started directing a children's choir at her church as a young teen. After an early music education career in public and private schools in New Orleans, Virginia, and Washington, D.C., Morrissey co-founded an organization that brings affordable live music performances to young children on Capitol Hill

and is an active volunteer in her community, while staying at home raising her three children. She also owns and runs a residential property management business.

Morrissey has a BS in music education and lives in Washington, DC with her husband and children.



John Shakow
Trustee and Development Chair

John Shakow has been a member of the Board since 2008 and is currently Chair of the Development Committee. Shakow is the father of excellent twin college-age kids, a native Washingtonian, and an enthusiastic but mediocre tennis player.

He is a partner at King & Spalding (where he has been his entire legal career), specializing in pharmaceutical pricing matters.

While Shakow has not been a singer for many, many years, at ten years old in 1979 he joined what was to become The Washington Chorus to sing Berlioz's *Te Deum* in a performance at Catholic University. That experience set him on a path of great affection for choral music in general, and for TWC in particular. He is very grateful for his association with such an important and inspiring Washington cultural institution.



Chris Denby
Immediate Past Chair

As Founder and Chief Executive Officer of Advisory Board for the Arts (ABA), Denby draws upon 30 years of experience in the business world together with 15 years of involvement with a variety of organizations in the arts and broader, nonprofit world. In founding ABA, Denby set out to synthesize these parallel tracks in service to arts organizations worldwide by adapting a unique advisory model rooted in shared learning and long-term performance improvements.

Prior to ABA, Denby was Executive Vice President at the Advisory Board Company, a global technology, best practice research, and consulting firm serving the healthcare industry (now a division of United Healthcare) and higher education (now a division of Gartner) based in Washington, DC. Over the course of his 19 years at Advisory Board Company, Denby led its research division, created its leadership development business, and oversaw best practice research on issues ranging from healthcare strategy and nursing to philanthropy and high-performance leadership.

Before that, Denby was a strategy consultant with McKinsey & Co. based out of Washington, DC, and Milan, Italy. During his initial eight years at McKinsey, Denby led projects for a broad spectrum of Fortune 500 companies in industries as diverse as consumer goods, energy, and banking. After leaving Advisory Board Company, Denby re-joined McKinsey in 2018 to lead a portfolio of internal start-up companies focused on data and analytics solutions designed to deepen the impact of McKinsey's work with clients.

During his business career, Denby has been heavily involved in support of arts and nonprofit organizations. He has been Chair of the Board of The Washington Chorus and Chairman of Postclassical Ensemble. He is on the board of the Oslo International Arts Festival. He also served on the board of St. Albans School and the Halcyon Foundation and worked in support of the arts programs of numerous other organizations, including Washington National Cathedral and Aspen Music Festival and School.

Denby received his undergraduate degree in art history from George Washington University before completing an M.A. at Johns Hopkins SAIS and an MBA at INSEAD. He has been a resident of Washington, DC, since 1993, where he lives with his wife and youngest of three sons. Denby was born in Brussels and grew up in Paris and Rome, where he mostly attended French schools and became trilingual in English, French, and Italian. He is an avid skier, traveler, and food enthusiast.

PREFERRED COMPETENCIES AND QUALIFICATIONS

The Washington Chorus seeks a Chief Development Officer with

- a commitment to the preservation and advancement of the art of choral singing and the transforming power of choral music;
- an ability to work effectively with a wide range of people;
- a track record of growing support from individuals, helping them realize the positive impact achieved through their philanthropy;
- finely honed communication skills across multiple modes and platforms;
- the ability to segment and tailor, and to write clearly and concisely;
- a belief in the value and potential of all people and a commitment to building an organization by, of, and for all;
- an understanding and lived experience of the values of inclusion, community, excellence, innovation, and collaboration exhibited in word and action;
- a commitment to cultivating donor and patron loyalty, and the ability to segment and tailor;
- a quantitative orientation and a track record of utilizing data and analytics to inform fundraising strategy and execution; and
- a drive to listen and learn; to stretch and grow; to create and innovate.

DIVERSITY, EQUITY, AND INCLUSION

The Washington Chorus is committed to building a better, more connected, and more caring world through the unique power of singing together. Its core values are inclusion, community, collaboration, excellence, and innovation, and those values help to power a bold mission and expansive vision for the transformative power of bringing voices together across difference. TWC believes Black lives matter, and produces programs that celebrate the rich diversity of human expressions, stories, cultures, and traditions, including as part of its new "Mahogany" series centering Black, Latinx, and Native voices, led by Artistic Director Dr. Eugene Rogers. While classical symphony choral music is core to its mission and will continue to be, TWC also believes in an ever-expanding, ever-diversifying classical canon. Its work here and in all parts of TWC is rooted in lifelong learning, authentic exchange, and continual improvement.

SALARY & BENEFITS

The Washington Chorus offers a competitive salary and benefits package. The salary range for this position is \$85,000-\$105,000 annualized.

LOCATION

This position is based in Washington, DC. The successful candidate may work remotely up to two days a week.

APPLICATION INSTRUCTIONS

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

[Chief Development Officer, The Washington Chorus.](#)

To nominate a candidate, please contact Ron Schiller:

ronschiller@aspenleadershipgroup.com.

All inquiries will be held in confidence.