

ASPEN LEADERSHIP GROUP

EXECUTIVE DIRECTOR
EUGENE SYMPHONY ASSOCIATION
EUGENE, OREGON



The Aspen Leadership Group is proud to partner with the Eugene Symphony Association in the search for an Executive Director.

The Executive Director will ensure a prosperous future for the Eugene Symphony through the planning, supervision, coordination, execution, and analysis of all Eugene Symphony Association activities. The Executive Director will serve as the Association's chief operating officer, acting as a trusted advisor to the Board of Directors on all matters of policy and courses of action that will enhance the organization's position in the community.

Now in its 58th season, the Eugene Symphony is recognized as a cornerstone of the performing arts in Oregon's southern Willamette Valley. Under the leadership of Music Director and Conductor Francesco Lecce-Chong, the Eugene Symphony pursues its missions of enriching lives through the power of music by presenting annual classical, popular specials, family concerts, and community engagement performances; regularly commissioning and premiering new American works; and disseminating its performances via radio broadcasts and electronic media. Amid the COVID-19 pandemic, Eugene Symphony continued to serve its mission through reimagined concert experiences and programs.

The Eugene Symphony is committed to serving, educating, and developing the widest possible regional audience through its programs. Each season, both in the concert hall and beyond in classrooms and the community, the Eugene Symphony brings world-class artistry and memorable musical moments to more than 40,000 people throughout a five-county region in southwestern Oregon. Founded in 1965 as a community orchestra, Eugene Symphony's early years included performances in living rooms, schools, and churches. The orchestra took up residence in Eugene's Hult Center for the Performing Arts in 1982 and has since performed with the likes of violinist Itzhak Perlman, cellist Yo-Yo Ma, soprano Renee Fleming, Portland's treasured *Pink Martini*, and most recently, Broadway superstar Leslie Odom, Jr. No matter the program, the Eugene Symphony invites people of all ages and backgrounds together for the irreplaceable experience of live orchestral music.

Along the way, the Eugene Symphony has also helped launch the international careers of talented conductors, including Miguel Harth-Bedoya, Giancarlo Guerrero, and the one of the most acclaimed women conductors in history, Marin Alsop.

The Eugene Symphony offers more than a dozen music education and community education programs that serve every age group, from youngsters who are just picking up an instrument for the first time to promising middle- and high-school students, as well as college students and adults in their 90s.

The Eugene Symphony adopted its first long-range plan in 2007 and has since that time been committed to routinely revisiting the plan, using it as a working guide to its mission and revising it to reflect new values and visions for the future. Development of the plan, most recently amended in 2022, has at times involved intensive consultation with the community in addition to engaging Symphony leaders.

ESA's mission of enriching lives through the power of music is informed by its vision that music be a part of life for everyone, by its values of passion, optimism, inclusion, service, and excellence, and by its strategic themes of community engagement, artistic excellence, and growth, and ensuring a diverse, inclusive, and financially healthy organization with capacity for ongoing growth.

The Eugene Symphony's *First Symphony* project is an ambitious four-year endeavor in partnership with Santa Rosa Symphony that will support and celebrate new long-form orchestral work by four modern American composers. As the first of its kind nationwide, the project is co-commissioned by the Eugene Symphony, the Santa Rosa Symphony, and nine patron households, including Music Director and Conductor Francesco Lecce-Chong. The goal of the project is to shift the commissioning paradigm to a process that is both collaborative and interactive between the commissioners, performers, composers, and their communities. Composers will write their first symphony, each to be world-premiered between the two symphony orchestras over the next four years. In addition to the symphonic length work, additional shorter compositions by each composer will also be included in the Eugene Symphony's repertoire. Increasing the scope of the project, each of the composers will be Composer-in-Residence during the weeks of their performances, participating in community engagement and music education outside the concert hall.

The Eugene Symphony operates under a collective bargaining agreement which carries through the 2023/24 season and supports the Eugene Symphony Chorus. The Eugene Symphony Association is governed by a 33-member Board of Directors. There is an administrative staff of 13 including full-time and part-time employees. The Eugene Symphony Association is supported by the Eugene Symphony Foundation currently valued at \$7.8 million in assets and managed by a separate board. The Eugene Symphony has an operating budget of \$3.2 million for 2022/23 and has a history of financial stability with a trend toward growth.

REPORTING RELATIONSHIPS

The Executive Director will report to the Board of Directors of the Eugene Symphony Association led by President Deborah Carver. The Executive Director will work collaboratively with the Music Director and Conductor in support of the Association's mission to *enrich lives through the power of music*. The Executive Director directly supervises six staff.

FROM THE BOARD OF DIRECTORS

When new audiences experience the Eugene Symphony for the first time, we often hear this: "I never expected this quality of music and inspired programming outside of a major city." In addition to our core musicians, Eugene has been able to attract internationally recognized guest artists who are at the top of their class. Going back to Maestro Marin Alsop and continuing today, Eugene has proven itself to be a supportive community where talent thrives. The city's motto—"A Place for the Arts and the Outdoors"—is evident in audience enthusiasm, donor generosity, and support from several statewide foundations and endowments. Our season concerts are only part of our story. Our programs serve nearly the same number of people in our educational and community engagement activities, such as our private lessons program and master classes. The Eugene Symphony has many additional assets that should appeal to prospective executive leaders, including a dedicated and collaborative staff, an engaged Board of Directors, a compelling long-range strategic plan, a world-class performance hall, and a commitment to a vibrant future.

—Deborah Carver, President, Board of Directors

THE EUGENE SYMPHONY ASSOCIATION'S COMMITMENT TO DIVERSITY, EQUITY, INCLUSION, AND RACIAL JUSTICE

The Eugene Symphony Association is committed to advancing the principles of diversity, equity, inclusion, and racial justice. It believes that all people regardless of background or circumstance deserve equal respect as human beings. Music has the power to illuminate history, express emotions, and build a better future for all through shared recognition of the past and present. By expanding its artistic vision and the breadth of its service with diverse perspectives, the vibrancy and sustainability of the Eugene Symphony is enhanced, resulting in a stronger and more just community.

PRIMARY RESPONSIBILITIES

Leadership and Administration

The Executive Director will

- guide the development and implementation of a long-range plan that sets forth the artistic, audience development, fundraising, and financial objectives of the Eugene Symphony Association;
- advise the Board in matters that promote the efficient operation of the orchestra and ensure its service to the community;
- partner with the Governance Committee to identify and recruit qualified candidates for Board membership;
- attract, retain, direct, and inspire a talented team of administrative and production staff;
- develop, implement, and monitor employee evaluation, compensation, and benefits programs; and
- actively support the Association's values pertaining to diversity, equity, and inclusion, ensuring that staff have training and that DEI principles are considered in all decision-making processes.

Artistic Operations

The Executive Director will

- assist the Music Director and Conductor and General Manager in the hiring of musicians and negotiate individual musician contracts as needed;
- serve as the principal spokesperson and liaison to the orchestra for policy, financial, and non-artistic matters;
- serve as the primary liaison to the Musicians' Mutual Association, Local 689, AFM;
- negotiate the collective bargaining agreement with the orchestra and AFM and ensure its consistent interpretation and implementation;
- assist in the development, implementation, and monitoring of artistic objectives; and
- oversee the Artistic Operations department by developing an annual calendar for orchestra operations; negotiating and executing leases; securing equipment, instruments, licenses, and permits; arranging for transportation and accommodations for musicians and equipment; and ensuring that rehearsals and concerts are properly staffed.

Financial Management

The Executive Director will

- prepare the annual operating budget to be submitted to the Finance Committee and Board for approval;
- monitor and authorize expenditures in accordance with the budget and prepare undated projections based on actual income and expense activity;

- work with the Finance Committee to project future costs, earned and contributed revenue needs, and program adjustments to ensure balanced budgets and sustained financial stability;
- ensure the preparation of regular financial statements for Finance Committee and Board review;
- ensure that funds are used consistent with Association policies and Generally Accepted Accounting Procedures, that accurate books of accounts are maintained, and that an annual audit is completed; and
- work with the Finance and Administrative Director to prepare financial statements for the Eugene Symphony Foundation.

Marketing, Audience Development, and Public Relations

The Executive Director will

- oversee the Marketing and Communications Director, developing and implementing a marketing plan that maximizes subscription and single ticket revenue and uses appropriate earned and paid media;
- work with the Marketing and Communications Director to liaise effectively with the Hult Center ticket office to ensure maximum patron responsiveness and satisfaction;
- partner with the Marketing and Communications Director to maintain relationships with media contacts; and
- ensure effective communication with the Eugene Symphony Guild, Eugene Symphony Foundation Trustees, arts organizations, government agencies, and other stakeholders.

Fundraising and External Relations

The Executive Director will

- partner the Board on development goals including major gifts, annual fund drive, corporate sponsorships, planned giving, and the identification, cultivation, and stewardship of donors, working with appropriate staff as needed;
- oversee the planning, budgeting, and proposal development of grant applications and reports to foundations, corporations, and government agencies;
- ensure acknowledgement of contributions and other support;
- ensure that accurate and complete records of financial contributions and other support are maintained; and
- engage in advocacy at the local, state, and federal level.

Education and Community Engagement

The Executive Director will

- collaborate with the Music Director and Conductor and Director of Education and Community Engagement to develop and implement appropriate education initiatives;
- partner with the Education and Community Engagement Director in the planning of youth education programs; and
- develop programs that broaden the organization's reach into the community, build stronger ties to patrons, and provide audience enrichment and education.

LEADERSHIP

This Executive Director, as well as the Music Director, report directly to the Board of Directors. The Board is currently made up of 33 individuals from a wide spectrum of the community. Membership includes individuals from the legal, medical, business, financial, and educational sectors. The structure of the Board includes several committees that meet frequently throughout the year to support the Association's programs, governance, and financial management.

The Board is committed to the mission and vision of the Association, and to a long and prosperous future. To sustain its relevance in the community and promote the most efficient operations, the Board engages in continuous improvements in policy and governance which have led to a more diverse, engaged, and inclusive board.

MUSIC LEADERSHIP

Francesco Lecce-Chong

Music Director and Conductor

Conductor Francesco Lecce-Chong is the Music Director of the Eugene Symphony in Oregon, and the Santa Rosa Symphony, performing at the Green Music Center in Northern California. The press has described him as a *fast rising talent in the music world with the real gift* and recognized his dynamic performances, fresh programming, deep commitment to commissioning and performing new music as well as to community outreach. Lecce-Chong has appeared with orchestras around the world including the San Francisco Symphony, New York Philharmonic, National Symphony, Atlanta Symphony, Pittsburgh Symphony, Toronto Symphony, St. Louis Symphony, and Hong Kong Philharmonic and collaborated with top soloists including Renée Fleming and Itzhak Perlman.

Following the paths of renowned Music Directors of the Eugene and the Santa Rosa Symphonies including Marin Alsop, Giancarlo Guerrero, and Jeffrey Kahane, Lecce-Chong has made his mark with the two orchestras introducing a series of new music and community initiatives. In 2019, the orchestras announced Lecce-Chong's *First Symphony Project* commissioning four major orchestral works by young composers—Matt Brown, Gabriella Smith, Angélica Negrón, and Michael Djupstrom—to be performed over several seasons accompanied by multiple composer residencies and community events. In Eugene, he has reinitiated family concerts and presented several innovative projects such as an original multimedia performance of Scriabin's compositions engaging light and color.

During his successful tenures as Associate Conductor with the Milwaukee Symphony under Edo de Waart and the Pittsburgh Symphony under Manfred Honeck, Lecce-Chong also dedicated his time to opera, building his credentials as staff conductor with the Santa Fe Opera and conducted *Madama Butterfly* at the Florentine Opera with the Milwaukee Symphony.

Lecce-Chong is the recipient of several distinctions, including the prestigious Solti Foundation Award. Trained also as a pianist and composer, he completed his studies at the Curtis Institute of Music with Otto-Werner Mueller after attending the Mannes College of Music and Accademia Musicale Chigiana in Italy. He has had the privilege of being mentored and supported by celebrated conductors including Bernard Haitink, David Zinman, Edo de Waart, Manfred Honeck, Donald Runnicles, and Michael Tilson Thomas.

PREFERRED COMPETENCIES AND QUALIFICATIONS

The Eugene Symphony Association seeks an Executive Director with

- a commitment to the mission of the Eugene Symphony Association—to enrich lives through the power of music;
- an ability to serve as an experienced spokesperson for the Eugene Symphony Association, enhancing its profile, reach, relevance, and impact;
- an ability to achieve short-term goals and create a long-term vision that will sustain the organization and engage all stakeholders;
- leadership experience including an ability to attract, retain, direct, and inspire staff, provide positive feedback, and encourage collaboration within a performance driven culture;

- an ability to expand and diversify sources of funding through the development of effective and innovative fundraising strategies including the cultivation and closure of major gifts, sponsorships, and grants;
- experience in audience development, subscription campaigns, and single-ticket sales advertising;
- an ability to partner with the Board to ensure the future health and sustainability of the Association, including engaging the Board in fundraising, leveraging their relationships to solicit new donors, and identifying new sources of support;
- exceptional interpersonal and collaboration skills across constituencies including with Board members, staff, orchestra members, civic leaders, and arts organizations across the region—a compelling communicator with an ability to inspire action;
- an ability to support the organization's commitment to diversity, equity, and inclusion across activities and programs;
- financial acumen including experience setting and achieving measurable financial goals, managing budgets, financial planning, and endowment management; and
- experience participating in contract negotiations.

The Eugene Symphony Association will consider candidates with a broad range of backgrounds. A bachelor's degree or an equivalent combination of education and experience and at least seven years of leadership experience, preferably in an orchestra or performing arts organization, is preferred.

SALARY AND BENEFITS

The salary range for this position is \$140,000 to \$170,000 annually. The Eugene Symphony Association offers a comprehensive package of benefits.

LOCATION

This position is in Eugene, Oregon.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and resume. ***Cover letters should be responsive to the mission of the Eugene Symphony Association as well as the responsibilities and qualifications stated in the position prospectus.*** Preference will be given to applications received by June 30, 2023.

To apply for this position, visit: [Executive Director, Eugene Symphony Association](#).

To nominate a candidate, please contact Anne Johnson, annejohnson@aspenleadershipgroup.com.

All inquiries will be held in confidence.