

Louisville Orchestra Executive Director

The Board of Directors seeks a gifted arts manager with strong business skills to: partner with a visionary Music Director to produce captivating musical events delivered by a stellar orchestra, compel audience engagement, expand education, and ensure that the organization remains fiscally and operationally strong.

Founded in 1937, the Louisville Orchestra (LO) is the cornerstone of the Louisville performing arts community and has a long history of innovation, creativity and excellence. Today it is an organization that is changing the very idea of what a 21st century orchestra can be. The orchestra is led by Music Director Teddy Abrams, a protégé of Michael Tilson Thomas, and an unusually versatile musician, acclaimed conductor, and award-winning composer. The Louisville Orchestra is well on its way to achieving Abrams's goal "to become known as the most interesting orchestra on the planet" by producing programs that are responsive to and reflective of the Louisville community and the key issues it faces.

The Louisville Orchestra has acted as a cultural trailblazer since its founding. With the launch of First Edition Recordings in 1947, it became the first American orchestra to own a recording label. Six years later, the LO received a Rockefeller grant of \$500,000 to commission, record, and premiere 20th century music by living composers. In 2001, the Louisville Orchestra was awarded the Leonard Bernstein Award for Outstanding Educational Programming. In 2010, a highly acclaimed film, "Music Makes a City – A Louisville Orchestra Story," documenting the first thirty years of the orchestra's history was released.

In 2014 the Louisville Orchestra welcomed a new Music Director. Upon his arrival in Louisville, Maestro Teddy Abrams articulated a goal of reaching every single person in the greater Louisville metro area with a message of music. With grand collaborations, large-scale productions, extensive outreach programming, daring musical choices, and dynamic education programs, he is well on his way to accomplishing that goal. Just some of the programs that have led the way to a renewed place for the Louisville Orchestra in its community include: 1) the worldwide release of a new album on the Decca Gold label (the first in nearly 30 years), 2) a community-based choir of more than 350 singers (from high school to professional) engaged for "Carmina Burana," 3) launching the annual Festival of American Music to revive the tradition of positioning the Louisville Orchestra at the forefront of commissioning and performing new and important American music, 4) a July 4th free community concert played to more than 30,000 people, 5) continuing and revitalizing the 75-year-old program of performing educational concerts for school children called MakingMusic, 6) producing and performing an all-new production of Leonard Bernstein's "Mass" – one of the smallest orchestras in world to take on this seminal work, 7) commissioning, producing, and performing the first authorized, staged concert tribute to Louisville's native son, Muhammad Ali. Plans for upcoming seasons include a second album release, a tour of Kentucky, and additional commissions and collaborations.

During the 2016/17 season, the Louisville Orchestra undertook the challenge of creating a five-year strategic plan including a new mission statement: "change lives throughout the entire Louisville community as only the Louisville Orchestra can - by promoting a culture of music through outstanding performances and education." The LO has taken this new mission statement to heart in every aspect of the organization and is undertaking an Endowment Campaign to support the mission and the bold vision of its Music Director.

The Louisville Orchestra has an annual operating budget of \$7.5 million with 57% coming from contributed income, 36% coming from ticket sales, and 7% coming from investments. The LO

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is led by 40 (including 4 musician representatives) Board members and boasts 57 full-time musicians. 19 full-time and 4 part-time employees work with the support of numerous volunteers to serve thousands of stakeholders. The Louisville Orchestra is also the resident orchestra for Louisville Ballet and Kentucky Opera and performs at the Kentucky Center, an architecturally impressive performing arts center that seats 2,447. The Louisville Orchestra performs concerts and provides educational programming throughout Kentucky and southern Indiana.

BASIC FUNCTION

Reporting to the President of the Board of Directors and working in partnership with the Music Director, the Executive Director will be an entrepreneurial leader who can move the Louisville Orchestra to continued success in achieving its artistic, financial, and community relations goals. The scope of responsibility will include partnering with the Music Director to realize his creative vision of a 21st-century orchestra by maximizing contributed and earned revenue, providing staff leadership and mentorship, spearheading strategic short-and long-range planning, and cultivating audience and community relationships. The Executive Director will demonstrate best business practices and fiscal accountability and communicate an institutional vision that embraces an integrated and innovative artistic and educational focus.

As the leader of a dynamic, well respected, and community-focused symphony orchestra in the 21st century, the Executive Director is expected to work closely with the Board, staff, and musicians to:

- Build a dynamic partnership with the Music Director to develop an artistic vision of programs and presentations that can be administered within appropriate budgetary constraints, and that will inform, attract, and engage the interest of a diverse Louisville public while also securing recognition nationally and internationally.
- Identify stakeholders, develop strategies, and define how key messages will be delivered to various individuals and institutions to maximize visibility, brand, and most importantly, contributed and earned revenue opportunities.
- Serve as the chief fundraiser and spokesperson for the organization; provide direction and impetus to the fundraising activities of the Board of Directors and staff for all aspects of major gift cultivation and solicitation.
- Communicate the accomplishments and artistic mission of the organization to the public through the media and at public speaking engagements in tandem with the Music Director and President.
- Work with legal counsel and Board to oversee and negotiate contractual matters with the Musicians' Union, guest artists, vendors, and strategic partners.
- Provide guidance that best utilizes the talents and resources of the Board. Stimulate involvement and work closely with the Board to ensure fiscal health and effective policy setting, community ambassadorship, and general governance of the organization.

IMMEDIATE PRIORITIES

The Executive Director's immediate priorities will be to:

- Understand all facets of Louisville Orchestra, including the organization's history, culture,

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staff, finances, programming schedule, education, and public programs, rental facilities and infrastructure, operations, endowment and capital campaign; understand the diverse local and regional constituencies in the Louisville, Kentucky community;

- Build a dynamic partnership with the Music Director to develop an artistic vision of programs and presentations that can be administered within appropriate budgetary constraints, and that will inform, attract, and engage the interest of a diverse Louisville public while also securing recognition nationally and internationally;
- Manage the business affairs of the Louisville Orchestra, including cash flow and expense management, with the intent of supporting the mission and goals while achieving greater financial growth, funding diversity, and supporting permanent sustainability;
- Review the current status of the organization's mainstage season and education programming, and take charge of in-process work related to current and planned events, performances, and school programming;
- Serve as the chief fundraiser and marketer for the organization; work closely with the staff, Board, and advisors to expand and diversify revenue streams; work with the Board and staff to complete the fundraising for the endowment campaign;
- Build on the organization's strong reputation by continuing to cultivate relationships with existing and new key stakeholders in the community in order to enhance and develop support for programs, including partnership opportunities with other national and international arts, educational, and cultural institutions;
- Work with the staff to understand their contributions, strengths, and concerns; instill a strong sense of partnership and cohesion across the organization; use open channels of communication to reinforce a culture of excellence toward achieving the highest standards of performing arts practice;
- Work with the Board to update long-range strategic planning and implement Louisville Orchestra's shared values, mission, and vision;
- Work in concert with the Board to articulate its role and fulfill its governance responsibilities; help build strong relationships among Board, staff, musicians, volunteers, donors, and subscribers; identify and suggest new Board members whose talents, interests, and commitment will help to further Louisville Orchestra's mission, and will help to expand funding opportunities;
- Join other arts leaders in the region to advocate for increasing public support of a growing regional arts culture and community that has gained national prominence.

IDEAL EXPERIENCE AND QUALIFICATIONS

The ideal candidate has the following experience and qualifications:

- Arts professional with management experience in a performing arts organization known for innovative programming, artistic excellence, and strong ties with the community; an extensive background or passion for performing arts and educational & public programming would be an advantage; knowledge of current trends and developments in the performing arts;

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- The ability to work successfully with donors, community leaders, performing artists, educators, and the organization's Board of Directors to strengthen the Orchestra; measurable and successful results in selling tickets and raising funds and in identifying, cultivating, and soliciting donors and other sources of revenue and in managing change;
- A detailed understanding of operations and financial management and ability to analyze financial reports and develop and monitor realistic budgets. Experience in a performing arts organization or similar environment, would be an advantage;
- Experience working with musicians, orchestras, conductors, educators, and others as active and valued collaborators; demonstrated ability to forge mutually respectful and effective relationships with a diverse group of personalities to deliver exceptional performing arts experiences to the public; an individual with a passion for connecting the public with the performing arts, who will enjoy connecting members of Louisville Metro and surrounding communities, as well as visitors to the region, to the Louisville Orchestra;
- Outstanding oral and written communication skills, including the means to address issues in non-confrontational and non-polarizing ways, but nevertheless with determination; a track record as an effective advocate for his or her organization;
- A leader adept at planning, prioritizing, organizing, and following through; a hard worker with a high energy level who welcomes accountability; a good listener and strategist; comfortable receiving input from many sources;
- Someone who imparts trust, integrity, and solidity and guides others in a similar vein; an ability to disagree without being disagreeable; a team player and team builder; someone who enjoys working in close collaboration with staff, Board, and community members and who is able to connect with a broad spectrum of constituents; a person with a sense of humor and perspective.

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