

Tucson Symphony Orchestra Vice President of Philanthropy (VPP)

Tucson Symphony Orchestra seeks a proven fundraising professional to design and manage a robust, systematic program to increase contributed revenue.

[Tucson Symphony Orchestra](#) (TSO) is the first professional symphony in the southwest and the longest, continuously performing arts organization in Arizona. The TSO's mission is to engage, educate and transform diverse audiences throughout Southern Arizona with live musical experiences of the highest quality.

Founded in 1928 and now in its 94th season, the TSO recently returned to the Music Hall with a full schedule of performances under its inspiring music director [José Luis Gomez](#). Winner of the 2010 Sir Georg Solti Conductors' Competition, Gomez has led an artistic resurgence with performances of imaginative repertoire, including by Latin-American composers and performers. The 2021-22 Season presents the most wide-ranging selection of music in the TSO's history.

The Tucson Symphony Orchestra is also nationally renowned for its educational offerings. Started over 70 years ago, they now engage 35,000 annually in one or more of TSO's seven unique programs, including the award-winning 'Young Composers Project' in its 29th year.

The TSO, a 77-member ensemble, has a bold vision for bringing the people of its richly diverse community together through the joy and hope of music. Under the leadership of its newly appointed President & CEO, [Paul Meecham](#), the TSO will attract new and younger audiences in innovative ways and strengthen its fiscal ability to deepen the reach, impact and relevance of its artistic and educational programming for the growing population of Southern Arizona.

The Opportunity

The TSO has an operating budget of \$5M with approximately \$1.7M derived from all fundraising sources. A new strategic and fundraising plan is needed to broaden the orchestra's presence, impact, leadership, and organizational development and grow contributed income by 10% a year over the next three years to approximately \$2.35M. Growth will need to continue incrementally year over year to support the expanding activities of the TSO. The speed of expansion will depend on capacity-building, donor research, and knowledge of the donor base.

The VPP will be experienced, creative, and sophisticated, able to create and execute strategies to increase individual and institutional giving. The VPP will oversee the planning, implementation, management of all fundraising, campaign programs, collaborate with the senior management team and board of trustees to develop annual fundraising goals and establish initiatives to reach these goals.

The new VPP will play a central enabling role in the organization's expansion and possess a strong commitment to Diversity, Equity, Inclusion and Accessibility and anti-racist practices. The VPP must be a skilled relationship builder and fundraiser, demonstrate ability to solicit directly, orchestrate solicitation campaigns that engage board and staff members, and develop productive solicitation sponsorship approaches and experiences. TSO employs approximately 20 full-time and 7 part-time employees and has 120 volunteers who support the TSO. Currently, the development department has a staff of two FTEs. Over time the department is anticipated to add another FTE. In the interim there are two PTE consultants working in corporations/foundations and events.

BASIC FUNCTION

Reporting to and working closely with the CEO and members of the senior staff, the VPP provides leadership, management, and coordination of TSO's individual and institutional fundraising efforts

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and supports the CEO and Board on all matters related to fundraising. The VPP brings a big-picture perspective, institutes fundraising best-practices, and ensures that TSO is well-positioned to compete in philanthropic circles. The VPP will work in partnership with the Music Director and CEO and feel comfortable in large and small multicultural social environments to influence the current and prospective donor base.

The VPP will design and implement a comprehensive three to four-year fundraising plan to develop and cultivate sustainable individual, corporate, foundation, and other philanthropic opportunities by increasing solicitation activity including individuals (growing the major gifts program), foundations and corporations. The VPP will work closely with the Board of Trustees to support and train Board members on the skills needed to build fundraising relationships.

The VPP will also lead the composition, design, and coordination of TSO's community outreach materials to support fundraising efforts, including branding, signage, publications, newsletters, advertisements, websites, and social media.

Additionally, the VPP will execute the following responsibilities on an ongoing basis:

- Oversee TSO's fundraising efforts to increase funding and build a strategic reserve through major gifts, annual fund, foundation and corporate grants, special projects, events, and planned giving.
- Provide comprehensive and effective fundraising support for the CEO, including research, background information, and recommended strategies for interacting with key partners and donors.
- Manage and personally engage in solicitation and stewardship activities in collaboration with the CEO and members of the board; provide coaching and support to board members who have a range of fundraising skills and abilities so as to advance their fundraising activities and their work as ambassadors for TSO.
- Ensure TSO's messaging, image, and branding is clear and applied consistently to all materials; coordinate all donor stewardship communications and events.
- Recruit, manage, and develop a multicultural team whose skills and experiences will ensure that fundraising goals are met.
- Use data, trends, individual and corporate contacts, and knowledge of the community to develop strategies to expand the current base of philanthropic revenue.
- Manage planned giving, including deferred giving, estate planning, bequests, and other forms of inter-generational fundraising.
- Assure transparency; measure the success and report regularly on the progress of the development program; provide and present statistical analysis to the CEO, Board, and senior management on the success of various fundraising initiatives, in the process creating a sense of shared ownership.

DESIRED EXPERIENCE and QUALIFICATIONS

The Vice President of Philanthropy should have the following experiences and qualifications:

- 10+ years of experience in attracting financial support from individuals, foundations, businesses, and/or government sources; demonstrated results in personally cultivating and sustaining donors.
- Broad-based understanding of various development activities including web, social media, direct mail, proposal development, major donor research, event planning and management,

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direct solicitations, leveraging fundraising databases and support systems for donor segmentation.

- Experience in motivating, directing, and managing staff, and in coordinating and supporting the fundraising activities of others; a good listener and strategist.
- Ability to forge mutually respectful and effective relationships with a diverse group of personalities and passion for classical music.
- Outstanding oral and written communication skills; a good public speaker.
- A demonstrable history and commitment to diversity, equity, inclusion, and accessibility.
- Exceptional organizational skills; a keen ability to manage and juggle competing priorities; excellent follow-through and attention to detail.
- A resourceful individual with a high energy level and can-do attitude; a self-starter, problem solver, strategic and big-picture thinker.
- Overall, there will be an intense focus on direct solicitation and leveraging others to solicit directly. Planning is fine; asking is better.

INCLUSION

Our patrons and audiences come from all walks of life and so do we. We hire great people from a wide variety of backgrounds, not just because it's the right thing to do, but because it makes our company stronger. If you share our values and our enthusiasm for the performing arts, you will find a home at TSO.

COVID-19 RESPONSE

Throughout the COVID-19 crisis, the TSO has been a safe refuge. The TSO follows the guidelines set by the Centers for Disease Control and the Pima County Health Department. Candidates must be fully vaccinated against COVID-19.

AN EQUAL OPPORTUNITY EMPLOYER

Tucson Symphony Orchestra is an Equal Opportunity Employer that does not discriminate on the basis of actual or perceived race, color, creed, religion, national origin, ancestry, citizenship status, age, sex or gender (including pregnancy, childbirth and pregnancy-related conditions), gender identity or expression (including transgender status), sexual orientation, marital status, military service and veteran status, physical or mental disability, genetic information, or any other characteristic protected by applicable federal, state or local laws and ordinances. TSO's management team is dedicated to this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities, access to facilities and programs and general treatment during employment.

To apply, nominate others, or for further information, please contact:

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