

Lyric

LYRIC OPERA OF CHICAGO

Vice President for Individual and Organizational Giving
Lyric Opera of Chicago
Chicago, IL
www.lyricopera.org

Send Nominations or Cover Letter and Resume to:

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Senior Consultant

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The Opportunity:

Lyric Opera of Chicago (Lyric) is one of the world's great opera companies. It is renowned internationally for its artistic excellence and financial strength.

Founded in 1954, Lyric has continued to distinguish itself by presenting the finest international singers, conductors, directors, and designers in classic and less familiar operatic repertoire, as well as world-premiere productions. Over the course of the company's 60-plus year history, Lyric has consistently offered its patrons a world-class roster of eclectic, dynamic, and exceptional productions.



Lyric Opera of Chicago is embarking on an ambitious 10-year plan to increase annual fundraising and raise significant endowment and capital funds to ensure the future of the company. To do this, Lyric must focus on implementing plans and metrics which will lead to increasing annual fundraising from \$30 million to \$37 million annually over the next 7-10 years.

The Vice President for Individual and Organizational Giving will work closely with the Chief Development Officer to design, develop, and implement all annual fundraising efforts and lead a team focusing on individual giving, including major annual gifts and a robust membership program, institutional giving,

planned giving, and special projects. The VP for Individual and Organizational Giving will also play a critical role in evolving the culture of the Department to one that embraces change and innovation with an ambitious improvement mindset.

Position Overview – Vice President for Individual and Organizational Giving

Duties and Responsibilities:

- Demonstrate leadership in accordance with Lyric’s mission and vision.
- Develop and implement comprehensive short- and long-range strategies to meet the goals and objectives of the annual giving program, including the process and organization requirements necessary to scale.
- Lead, mentor, and motivate the Individual and Organizational Giving team; set priorities and goals for the Individual and Organizational Giving operations group and for five direct reports including two Senior Directors of Development; Individual Giving Director, Annual Giving; Senior Director, Institutional Giving; and Senior Director, Planned Giving.
- Collaborate effectively with senior management, Board leadership, Trustees, advisors, key volunteers, and Development staff to create a culture of philanthropy that fosters and encourages transformative gifts.
- Work with the Senior Director of Board and Special Event Management to design and develop donor engagement programs and stewardship initiatives.
- Work with the Marketing Department collaboratively to optimize and maximize lifetime value of all patrons.
- Oversee all membership and annual operating communications in collaboration with the Senior Director, Communications.
- Manage a small portfolio of major gift prospects directly and ensure the timely cultivation and solicitation of these individuals.
- In collaboration with the VP for Principal Gifts, create strategies for including gift planning discussions into the principal giving campaigns.
- Cultivate new sources of revenue by creatively and strategically expanding the existing donor base, with an increased focus on major gifts, growing the company’s footprint, and its sustainable resources.
- Provide leadership, vision, management, and motivation for Department staff.
- Work with the Senior Director for Development Operations to ensure reports and metrics are in place to support growth in all annual fundraising programs, and for quality donor relations and stewardship.
- Assist with the support and coordination of all aspects of development work for the General Director, Chair of the Board, Chair of the Development Committee, and other company leaders.
- Collaborate with and leverage Lyric’s leadership, including Board Members, ensuring they are effectively supported to actively participate in donor cultivation.

- Maintain effective relationships with key members of the Board of Directors; organize and execute ongoing communications and special analyses as requested to support necessary decision-making by the Executive, Finance, and Program Sponsorship Committees of the Board of Directors.
- Serve as a member of appropriate professional organizations.
- Effectively enhance existing procedures to ensure the fundraising operation sets and adheres to best practices.
- Maintain a leadership style that is open and empowers staff through active communication and delegation.
- Contribute to the overall success of the Lyric by performing all other duties and responsibilities as assigned.

Essential Behaviors:

- **Lead Change:** Exhibit adaptability and build ownership and buy in for new priorities and methods, carefully managing the change process for the Development team and key stakeholders.
- **Display Stewardship:** Consistently apply sound judgment and understand business implications of decisions. Conserve organization resources. Look for ways to improve and promote quality. Take personal responsibility.
- **Foster Communication:** Demonstrate ability to carefully listen to others at all levels of the organization. Seek and listen to feedback; be collaborative and approachable. Express thoughts and ideas effectively. Display and promote cross cultural sensitivity.
- **Build Trust:** Operate with transparency, no hidden agenda; place confidence in colleagues; give proper credit to others. Follow through on agreed upon actions. Treat sensitive or confidential information appropriately. Keep emotions under control. Exhibit ethical and moral behavior in everyday business conduct.

Requirements:

- 10+ years of progressively responsible experience, including direct solicitation of major gifts.
- Extensive knowledge of best practices in philanthropy.
- A metrics-driven, entrepreneurial mindset that informs strategy and work.
- Collaborative team player who can work closely with company leaders, Board members, artists, and other internal and external constituencies.
- Excellent interpersonal skills and professional presence to build strong relationships and adapt to the needs of diverse groups of individuals at all levels of the organization.
- Strong management skills with demonstrated success in team leadership and building. Experience with growing a team and successful onboarding is a plus.
- Strong communication skills.

- Passion for the performing arts; although an extensive knowledge of opera is not a pre-requisite, familiarity is a plus.

Development Overview

Lyric has launched an ambitious plan to achieve a 10-year philanthropic goal to raise approximately \$650 million. New initiatives include staging a musical (this season's *West Side Story* was a sellout smash hit) and Lyric Labs, a strategy for significantly increasing audience engagement and growth. The plan also includes an overhaul of stewardship events and activities, along with a significant investment to expand the Development team.

The Development Office's key priorities are to raise funds for nine mainstage productions (eight operas and one musical) presented annually; education programs for Lyric Unlimited; and for the Ryan Opera Center, Lyric's professional artist training program.

The Development department has 36 staff members who comprise major and principal gifts, planned giving, annual giving, corporate and foundation support, volunteer engagement, stewardship and events, research and prospect management, and development operations.

Client Overview



Lyric Opera of Chicago's mission is to express and promote the life-changing, transformational, revelatory power of great opera. Lyric exists to provide a broad, deep, and relevant cultural service to Chicago and the nation, and to advance the development of the art form.

Lyric is dedicated to producing and performing consistently thrilling, entertaining, and thought-provoking opera with a balanced repertoire of core classics, lesser-known masterpieces, and new works; to creating an innovative and wide-ranging program of community engagement and

educational activities; and to developing exceptional emerging operatic talent.

Under the leadership of General Director, President & CEO Anthony Freud, Music Director Sir Andrew Davis, and Creative Consultant Renée Fleming, Lyric strives to become The Great North American Opera Company for the 21st century: a globally significant arts organization embodying the core values of excellence, relevance, and fiscal responsibility.

Mainstage Productions:

The [2018 - 2019 season](#) offers the best in opera at Lyric, with longtime company favorites as well as four Lyric premieres. From an unforgettable new production of *La Bohème* and the thrilling new *Siegfried* to the long-awaited return of *Idomeneo* and Lyric's first-ever *Ariodante*, this opera season is exciting, moving, and entertaining. The season includes eight mainstage opera productions, and a masterwork of American musical theater —



Bernstein and Sondheim's incomparable *West Side Story*. Lyric's current season also brought the much-anticipated Chicago premiere of Jack Perla's *An American Dream*, plus special events featuring two of the most glorious sopranos in the world: Anna Netrebko and Renée Fleming.

The [Lyric Opera Orchestra and Chorus](#) are considered among the finest in the world. The orchestra is comprised of 74 musicians, and the regular chorus consists of 48 members plus a core supplementary chorus of 12 and a supplementary chorus of several dozen. The organization annually employs about 900 seasonal, part-time, and full-time staff, including orchestra musicians, chorus members, stagehands, production and technical staff, stage management, and ushers. There are approximately 90 full-time, year-round administration staff.

Ryan Opera Center:

The [Patrick G. and Shirley W. Ryan Opera Center](#) is the professional artist development program for Lyric Opera of Chicago. Since its inception in 1974, the Ryan Opera Center has been recognized as one of the premier programs of its kind in the world. That standing is maintained by providing the finest up-and-coming singers and pianists with unparalleled training and experience. The program is administered by Dan Novak, Director; Craig Terry, Music Director; Julia Faulkner, Director of Vocal Studies; and Renée Fleming, Advisor.

Each year the Ryan Opera Center selects 12-15 gifted young artists to join its program from more than 400 applicants. Beginning in the spring, they arrive to join the full-year residency program under the guidance of Novak, Terry, Faulkner, and Fleming, as well as Anthony Freud, Sir Andrew Davis, and numerous other opera professionals. Ensemble members are immediately immersed into the world of opera and vocal performance. Coaching sessions and master classes are augmented by performance and understudy



experience in Lyric Opera's regular season productions, as well as other Ryan Opera Center concerts and recitals.

Lyric Unlimited:

[Lyric Unlimited](#) is a long-term, evolving initiative that encompasses company activities that are not part of Lyric's mainstage opera season. Its mission is to provide a relevant cultural service to communities throughout the Chicago area, and to advance the development of opera by exploring how opera as an art form can resonate more powerfully with people of multiple backgrounds, ethnicities, and interests. It also leads the development of innovative partnerships with a wide range of cultural, community, and educational organizations to create a breadth of programming through which Chicagoans of all ages can connect with Lyric. In the 2015 - 2016 season, more than 126,000 children, students, and adults participated in Lyric Unlimited activities.

Leadership



Anthony Freud
General Director, President & CEO

Anthony Freud became General Director of Lyric Opera of Chicago in October 2011. In addition to directing the company's artistic and business operations, he has led an in-depth strategic planning process with the Board of Directors, conceived of and launched the Lyric Unlimited initiative, and is forging important new relationships with a variety of other cultural organizations. Freud is the fourth general director in Lyric's 62-year history. Carol Fox, the company's founding General Director (1954 - 1980), was succeeded by Ardis Krainik (1981 - 1997), who in turn was succeeded by William Mason (1997 - 2011).

A native of England, Freud is recognized internationally for his achievements as General Director of Lyric Opera of Chicago, and previously of both Houston Grand Opera (2006 - 2011) and Welsh National Opera (1994 - 2005). In all three positions, he has been hailed for spearheading important artistic initiatives, impressive increases in attendance and fundraising, and visionary community-engagement programs to reach diverse new audiences.

Former Chairman of both OPERA America and Opera Europa, Freud is the only person ever to have served as chairman of both organizations. He chaired the jury for the BBC Cardiff Singer of the World competition (1995 - 2005) and was also a Board Member of the National Opera Studio in London (1994 - 2005). He has served on the juries of numerous international singing competitions. Freud was an Executive Producer for Philips Classics (1992 - 1994), where he managed recording projects for some of the world's leading classical artists. He was Director of Opera Planning for Welsh National Opera (1988 - 1992), and was previously company Secretary (1984 - 1988). Freud began his professional life at London's famous Sadler's

Wells Theatre (1980 - 1984), where his duties included those of Theater Manager and Company Manager.

Freud has been made an Honorary Fellow of Cardiff University (2004), an Honorary Fellow of the Royal Welsh College of Music and Drama (2005), and an Officer of the Order of the British Empire (OBE), in recognition of his services to music, by Queen Elizabeth II in her 80th Birthday Honors (2006). From 2004 – 2005, Freud was the Trustee representing both Wales and the performing arts for the U.K.'s National Endowment for Science, Technology, and the Arts (NESTA), a \$500 million national endowment promoting talent and creativity.

Freud was born and raised in London. His parents, both native Hungarians, came to England as war refugees — his father in 1939 and his mother as a survivor of Auschwitz. He attended his first opera at age four, became a regular operagoer in his teens, and has said that by the time he was 14 he knew he wanted to run an opera company. Freud graduated with honors with a law degree from the University of London King's College in 1978 and qualified as an attorney in 1979, but chose instead to follow his passion for opera.



Sir Andrew Davis
Music Director and Principal Conductor

Sir Andrew Davis has served as Music Director and Principal Conductor of Lyric Opera of Chicago since 2000.

During the 2019 - 2020 season, Sir Andrew will conduct six operas at Lyric: *The Barber of Seville*, *The Queen of Spades*, and the four operas of the Ring cycle (*Das Rheingold*, *Die Walküre*, *Siegfried*, and *Götterdämmerung*). In addition to returning to the Toronto Symphony Orchestra, the Melbourne Symphony Orchestra, and the Chicago Symphony Orchestra, Sir Andrew will also conduct his own orchestration of *Handel's Messiah* with the National Symphony Orchestra. Other recent engagements have included the "Last Night of the BBC Proms" at London's Royal Albert Hall and concerts with the Royal Liverpool Philharmonic.

Chief Conductor of the Melbourne Symphony Orchestra and Conductor Laureate of the Toronto Symphony Orchestra (he was previously that ensemble's Principal Conductor), Sir Andrew is also Conductor Laureate of the BBC Symphony Orchestra, Conductor Emeritus of the Royal Liverpool Philharmonic, and former Music Director of Glyndebourne Festival Opera. He has led performances at many of the world's most important opera houses, among them the Metropolitan Opera, La Scala, Covent Garden, the Bayreuth Festival, and the major companies of Munich, Paris, San Francisco, and Santa Fe. In addition to those ensembles previously mentioned, he has appeared with virtually every other internationally prominent orchestra, including the Berlin Philharmonic, the Royal Concertgebouw, the Rotterdam Philharmonic, and all the major British orchestras.

A vast discography documents Sir Andrew's artistry, with recent releases including programs of Berlioz and

Ives, as well as his orchestration of *Messiah*. In 1992, Maestro Davis was created a Commander of the British Empire, and in 1999 he was made a Knight Bachelor in the New Year Honours List. He has been awarded an honorary Doctorate by Knox College in Galesburg, Illinois. Sir Andrew Davis is the John D. and Alexandra C. Nichols Endowed Chair.

For further information, please visit Sir Andrew's [website](#).



Renée Fleming
Creative Consultant

World-renowned American soprano Renée Fleming became Lyric Opera's first-ever Creative Consultant in December 2010. At that time she was elected to the Board of Directors as a Vice President, and three years later she was named Adviser to the [Ryan Opera Center](#). She takes an active leadership role in the development of new programs that increase opera audiences and awareness of the art form while sharing in Lyric's artistic vision.

Among Fleming's most significant projects have been:

- Serving as curator of Jimmy López's [Bel Canto](#), Lyric's tenth new-opera commission, premiered in 2015;
- Initiating the relationship between Lyric and The Second City, a collaboration that has resulted in two cabaret productions, *The Second City Guide to the Opera* and *Longer! Louder! Wagner!*; and
- Spearheading [Chicago Voices](#), a groundbreaking Lyric Unlimited initiative during 2016 and 2017 that engaged audiences through participatory arts experiences and dynamic cross-genre programming. Fleming was Artistic Director, as well as a featured artist, for the Chicago Voices Gala at the Lyric Opera House on February 4, 2017.

Throughout her tenure, Fleming has been instrumental in expanding Lyric's education and community-engagement activities. In addition to Chicago Voices, these include a joint program with several key community music organizations: the Vocal Partnership Program, devoted to finding and nurturing young, talented singers in the Chicago area. The program has involved children and young adults at the Merit School of Music, ChiARTS, Gallery 37 Advanced Arts Education Program, and Chicago Academy for the Arts. As National Cultural Ambassador for the Chicago Public Schools Arts Education Plan, Fleming champions the expansion of arts education in the Chicago Public School system. In addition, she has actively encouraged further development of Lyric's young-professionals initiative, which takes opera into the workplace and provides entry-level experiences for the curious adult.



Elizabeth Hurley
Chief Development Officer

Nationally recognized fundraising professional Elizabeth Hurley serves as Chief Development Officer for Lyric Opera of Chicago. She joined the company in March 2018 after a career of over thirty years in arts administration with an emphasis on fundraising strategy and execution. At Lyric, Hurley oversees a staff of 40 professionals responsible for an annual campaign of over \$30 million a year. Hurley came to Lyric after five years at The Juilliard School at Lincoln Center where she served as the Vice President for Development and Public Affairs and oversaw all philanthropic, marketing, performance, retail, and communications activities. She previously served as Director of Development for the Metropolitan Opera at Lincoln Center and also has held leadership roles at some of Chicago’s most significant cultural institutions, including the Chicago Symphony Orchestra, the Grant Park Music Festival, and the Art Institute of Chicago. Hurley received a B.A. in English Literature from Rhodes College in Memphis, TN and an M.A. in English Literature from the University of North Carolina at Chapel Hill. She serves on the Board of Trustees for Rhodes College.

Location

Chicago, Illinois:

Lyric Opera of Chicago is part of a robust performing arts community. Chicago is the birthplace of modern improvisational comedy, thanks to the founding of The Second City in 1959. The Goodman Theatre and Steppenwolf Theatre Company have nurtured generations of actors, directors, and playwrights, and grown into internationally renowned companies of artists. Many other theatres, from nearly 100 black box performance spaces to landmark downtown houses, present a wide variety of plays and musicals, including touring shows, original works, and Broadway productions. Like the Goodman and Steppenwolf, the Chicago Shakespeare Theater, Lookingglass Theatre Company, and the Victory Gardens Theater have won regional Tony Awards. The Joffrey Ballet, billed as “America’s premier ballet,” was founded as a touring company in 1956 and was based in New York City until its move to Chicago in 1995.



Background Checks:

Prior to submitting your resume for this position, please read it over for accuracy. Lindauer does verify academic credentials for its candidates, and our clients frequently conduct background checks prior to finalizing an offer.

To learn more, call
Terri Rutter, Senior Consultant at
617-262-1102
or send nominations or cover letter and resume to
trutter@LindauerGlobal.com.

All inquiries will be held in confidence.



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