



EnsembleArts

Chief Philanthropy Officer
The Philadelphia Orchestra and Ensemble Arts
Philadelphia, Pennsylvania

THE SEARCH

The Philadelphia Orchestra and Ensemble Arts seeks an accomplished and strategic Chief Philanthropy Officer (CPO) to provide astute leadership, vision, and direction for all philanthropic activities at an exciting time of transformation, growth, and momentum. Reporting to the newly appointed President and CEO, Ryan Fleur, early in his tenure, the CPO will lead this unified organization's efforts to deepen and broaden its engagement with current and prospective donors locally, nationally, and internationally, and importantly define the roadmap for the organization's future fundraising success.

For 125 years, the world-renowned Philadelphia Orchestra has strived to share the transformative power of music with the widest possible audience, creating joy, connection, and excitement through music in the Philadelphia region, across the country, and around the world. Through innovative programming, robust education initiatives, a commitment to diverse communities, and the embrace of digital outreach, the ensemble is creating an expansive and inclusive future for classical music and furthering the place of the arts in an open and democratic society. In June 2021, The Philadelphia Orchestra and its home, The Kimmel Center, united to form The Philadelphia Orchestra and Ensemble Arts (PO/EA). Today, PO/EA brings the greatest performances and most impactful education and community programs to diverse audiences, showcasing more creativity and tenacity for advancing the arts than ever before.

The Philadelphia Orchestra marks its 125th anniversary in the 2025-26 season, and Ensemble Arts Philly presents multi-genre audience engagement and educational activities, together welcoming more than one million people annually in Philadelphia and thousands more through its global reach. The CPO will define and implement a strategic and comprehensive vision for fundraising at PO/EA, overseeing the evaluation and achievement of the organization's annual philanthropic goals and positioning PO/EA to achieve long-term contributed revenue and endowment growth. In addition, the CPO will serve as a liaison to the Board of Trustees and its Development Committee. Most immediately, the CPO will successfully steward and execute the organization's current comprehensive campaign, for which more than 85 percent of the \$330 million goal has been secured, and will leverage the success of this multi-phase campaign to

prepare for and embark on a future, more ambitious campaign endeavor as the unified organization prepares to unveil a new strategic plan.

The CPO will expertly guide and support the President and CEO in development-related activities at the highest giving levels, as well as engage with trustees, the Orchestra's Music and Artistic Director, and other senior leaders across the organization through fundraising and engagement activities. A valued and contributing member of the senior management team, the CPO will be expected to provide meaningful input on the full range of issues facing the organization. This individual will establish priorities, objectives, and aspirations for a comprehensive development team of 27 across major, planned, annual, and institutional giving; campaigns; donor engagement and stewardship; donor communications and events; and development services. Leading by example, the CPO will personally manage a select portfolio of major and principal gift prospects and donors, leading the cultivation and solicitation of transformative gifts and operationalizing bold new ideas as well as time-tested techniques that will elevate PO/EA to even greater levels of funding.

The ideal candidate will demonstrate an appreciation for the unique role that PO/EA plays in Philadelphia and beyond, as well as for the major issues facing all performing arts and orchestra organizations, from changing demographics to matters of access, technology, sustainability, and resources. This individual will possess a minimum of 15 years of experience in positions of increasing responsibility within development, with at least 10 years of experience leading complex fundraising programs and teams. The incoming CPO will bring strong managerial, strategic planning, and motivational skills; a keen understanding of fundraising best practices, including a depth of campaign experience; and a track record of personal success in donor cultivation, solicitation, and stewardship at the seven- and eight-figure levels. PO/EA seeks a CPO who is inventive, strategic, and capable of articulating the overarching strategy and, with a keen eye for operational efficiencies, recognizes the importance of the daily management as well as the largest donor strategies. Critically, this individual will embrace and embody PO/EA's core values and share in its commitment to creating an inclusive, diverse, equitable, and accessible culture.

The Philadelphia Orchestra and Ensemble Arts has retained Mr. Jack Gorman of the national executive search firm Isaacson, Miller to assist in conducting this important recruitment. All inquiries, nominations, and applications should be directed to Isaacson, Miller as indicated at the end of this document and will be held in the strictest confidence.

ABOUT THE PHILADELPHIA ORCHESTRA AND ENSEMBLE ARTS

History

We invite you to explore the following sites to learn more about The Philadelphia Orchestra and Ensemble Arts Philly, as well as the organization's core values.

- [About The Philadelphia Orchestra](#)
- [About Ensemble Arts Philly](#)
- [Our Commitment to Inclusion, Diversity, Equity, and Access Strategies \(IDEAS\)](#)

Merger

In 2021, The Philadelphia Orchestra and the Kimmel Center, Inc. merged to form one organization, now known as The Philadelphia Orchestra and Ensemble Arts. Immediately following the merger, organizational leaders began bringing together the cultures, finances, boards, and business practices of this newly formed \$130 million organization. In 2024, The Philadelphia Orchestra and Kimmel Cultural Campus introduced the Ensemble Arts Philly brand name to improve clarity to the audience experience across its physical spaces and online. This new brand represents a wide variety of genres across the three venues: the 24-year-old Kimmel Center for the Performing Arts, the 168-year-old Academy of Music, and the 107-year-old Miller Theater. Additionally, Ensemble Arts Philly represents the multi-genre audience engagement and educational activity that happens outside its venues. More than its three iconic buildings, Ensemble Arts Philly brings the city of Philadelphia and talented arts together with experiences as diverse as the region. The Ensemble Arts Philly brand is in partnership, yet distinct from, the strong and legendary brand of The Philadelphia Orchestra.

Present Day

After just a few short years, the promise of the merger is being realized. With exciting opportunities ahead, the PO/EA organization is leading the way as the center of cultural life in Philadelphia and as a model for the nation. The PO/EA now represents the largest performing arts organization in Pennsylvania and the third-largest performing arts complex in the country. With the GRAMMY®-winning Philadelphia Orchestra and [Music and Artistic Director Yannic Nézet-Séguin](#) as the centerpiece, the organization features vibrant, multi-genre programming performed at the highest level, attracting one million visitors each year for a variety of genres that reflect Philadelphia's diverse communities in three buildings along Philadelphia's Avenue of the Arts. The organization is the largest presenter of touring Broadway in the United States outside of New York City and is home to six multi-genre resident arts organizations including Philadelphia Ballet, Opera Philadelphia, and PHILADANCO. In addition, PO/EA reaches more than 35,000 schoolchildren each year through dynamic free [education and community programs](#).

Financial and Fundraising Overview

In Fiscal Year 2024, PO/EA had revenues of \$130 million, in addition to a \$25 million philanthropic gift to support the rededication of Verizon Hall at the Kimmel Center to become Marian Anderson Hall in honor of the legendary contralto, civil rights icon, and Philadelphian. In all, PO/EA raised \$49 million in philanthropic revenue in Fiscal Year 2024, including significant one-time philanthropic contributions, endowment contributions, and capital contributions. On average, earned revenue for the organization accounts for nearly 56 percent of total revenue; contributed revenue makes up 25 percent; and another 14 percent comes from endowment earnings, on an endowment currently valued at \$350 million.

The Orchestra was responsible for nearly half of total revenue and expenses of the \$130 million budget in Fiscal Year 2024, representing 25 percent of earned revenue and 75 percent of contributed revenue. While the orchestra industry as a whole has seen a steady decline in subscription patrons over the last two decades, subscriptions to the Orchestra held steady in 2024 at 5,000 households.

Looking ahead, PO/EA has a tremendous opportunity to further engage a robust donor database following the merger, particularly as Ensemble Arts Philly attracts a wide array of audiences for educational and artistic programming, including Broadway shows, jazz, dance, family events, comedy, and theater. Unlocking the full philanthropic potential of PO/EA's constituencies will be critical to success as the organization anticipates completing a \$330 million comprehensive campaign by the conclusion of the 2025-26 season. The current campaign will segue into a second phase, multi-million dollar fundraising endeavor aligned with PO/EA's emerging strategic plan and organizational priorities.

Leadership and Governance

Ryan Fleur is President and CEO of The Philadelphia Orchestra and Ensemble Arts. Fleur has been an integral part of Philadelphia's cultural fabric for over 13 years, previously serving as executive director of The Philadelphia Orchestra and playing a key role in its historic merger with the Kimmel Center for the Performing Arts (now Ensemble Arts Philly). Fleur previously served as president and CEO of the Memphis Symphony Orchestra, where he helped the organization become a key artistic and civic asset, leading a comprehensive strategic planning process focused on artistic excellence, education, and community engagement. Fleur previously held executive positions at Boston Ballet, the New York Philharmonic, and the Pro Arte Chamber Orchestra of Boston. Fleur serves on the board of PHLCVB. An accomplished pianist, he received a bachelor's degree in economics and business from Boston University. Learn more about Ryan Fleur's appointment as President and CEO [here](#).

The PO/EA is governed by a strong and active 50-member [Board of Trustees](#), chaired by **Ralph W. Muller**, comprising a dedicated group of business leaders, philanthropists, and artists.

ROLE OF THE CHIEF PHILANTHROPY OFFICER

As The Philadelphia Orchestra and Ensemble Arts further cements its prominence and reputation as one of the nation's leading performing arts organizations, the Chief Philanthropy Officer (CPO) will devise data-informed and innovative strategies to continuously elevate the philanthropic success of the organization. Reporting to the President and CEO early in his tenure, and serving as a key member of the senior management team, the CPO will be a results-oriented development professional with a proven track record of fundraising and managerial success. This individual will expertly lead a development team of 27 (two direct reports), and oversee an operating budget of \$5.5 million, including salaries.

Following are the specific responsibilities and duties of this position:

Programmatic Elevation

- Assess the fundraising potential of the organization by evaluating, strengthening, and enhancing existing individual and institutional philanthropic programs. Develop and implement new and innovative strategies for identifying and acquiring new prospective donors, increasing donor retention, and upgrading and renewing existing donors. Assess how demographic shifts in the Orchestra's historic donor base may impact philanthropy.
- Serve as an architect and builder of a sophisticated, cohesive, and systematic multi-year fundraising and engagement strategy that reflects industry best practices, considers the diversification of the organization's donor base, aligns with PO/EA's mission and core values, and is designed to produce sustainable long-term growth in philanthropic contributions and effectiveness.
- Partner closely with internal constituents across PO/EA to broaden the culture of philanthropy and promote collaboration among these key partners and the development enterprise.

Leadership Support and Engagement

- Partner with the President and CEO, as well as members of the Board of Trustees, on all major fundraising initiatives and as an active and contributing thought leader and central architect of PO/EA's philanthropic priorities and goals.
- Serve as an active and valued member of the senior management team, helping to advise the President and CEO on organizational priorities and contributing to discussions that guide strategies shaping PO/EA's future.
- Guide and support the President and CEO in their role in development-related activities, serving as co-strategist in cultivating and soliciting transformative gifts. Ensure that the President and CEO is effectively staffed for fundraising activities and donor conversations, and that their time is optimally, efficiently, and appropriately leveraged.

- Provide the highest level of personal support to the Board of Trustees and volunteer leadership for their activities on behalf of PO/EA. Serve as the liaison to the Development Committee, and other committees as appropriate.
- In partnership with the President and CEO, ensure a strong pipeline of prospective trustees who will build the diversity, skillset, and fundraising capacity of the Board of Trustees.

Fundraising and Campaign Execution

- Actively manage a portfolio of prospects and donors capable of making principal and transformational gifts, developing and overseeing the implementation of individual gift strategies to secure funding for endowment support, capital projects, key programs, and special initiatives.
- Close out the \$330 million comprehensive campaign. Collaborate with the President and CEO, Board of Trustees, and other senior leaders to architect the next campaign as a catalyst for a future fundraising endeavor, aligned with PO/EA's emerging strategic plan.
- Represent the organization in meetings with donors and prospects at special events and other community gatherings. Uphold a high degree of professionalism and sophistication as a representative of PO/EA to external audiences.

Staff Management

- Lead, support, and mentor PO/EA's development team of 27 staff, promoting a culture of high performance and collaboration and ensuring that staff members are well prepared to meet the organization's ongoing challenges and opportunities.
- Maintain a leadership style that is fair, equitable, transparent, and capable of inspiring, empowering, and motivating staff. Foster a work environment that recognizes and rewards performance, supports new ideas and healthy risk-taking, builds confidence, encourages interaction and teamwork, and reduces silos. Serve as an advocate for staff, representing their concerns and needs.
- Assess current staff effectiveness and overall organizational structure. Oversee development personnel activities, including hiring, training, defining job descriptions, and performance review processes for the team. Enhance professional development and career planning opportunities for staff as a means of retention.

The selected candidate will possess many, if not most, of the following proven experiences, characteristics, and abilities:

- A minimum of 15 years of progressively responsible fundraising and leadership experience in philanthropy, with at least 10 years of relevant managerial experience. Depth of knowledge in all key areas of development, donor engagement, and campaign execution.

- A successful track record of building upon an existing development program through the application of analytical thinking and best practices, resulting in a substantive and sustainable increase in philanthropic revenue for a complex organization.
- A range of experience securing philanthropic contributions from a variety of sources including major and principal gifts, corporate and foundation giving, planned giving, and government support, ideally with a track record of results across all areas.
- A proven track record of success in securing seven- and eight-figure gifts from individuals, foundations, and corporations.
- The credibility, maturity, and sound judgment required to effectively engage and leverage senior leaders and volunteers in the cultivation, solicitation, and stewardship of key prospects and donors.
- Proven experience as a highly effective, collaborative, and inclusive leader, and success in developing a team while creating a goal-oriented environment resulting in a solid rate of retention and staff satisfaction.
- A deep commitment to the performing arts and a genuine interest in and appreciation for PO/EA's history, achievements, prominence, and ambitions.
- Superior interpersonal and communication skills, coupled with the ability to engage in meaningful conversations about the orchestra and to articulate the case for support to multiple audiences.
- A sharp eye for operational efficiency and the best use of resources, including a demonstrated understanding of budgets and the ability to manage them.
- Diplomatic and collegial, with political savvy and impeccable judgment and discretion.
- Strong personal integrity and work ethic, as well as a sense of humor and perspective.
- The flexibility and willingness to participate in evening and weekend events and performances, and to travel as needed.
- A bachelor's degree is required.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website below. Electronic submission of materials is strongly encouraged.

<https://www.imsearch.com/open-searches/philadelphia-orchestra-and-ensemble-arts/chief-philanthropy-officer>

Jack Gorman, Partner
Nicole Poe, Managing Associate
Lisa Clayton, Senior Search Coordinator

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