



DIRECTOR OF LEADERSHIP AND PLANNED GIVING

RICHMOND SYMPHONY

FLEXIBLE – RICHMOND, VIRGINIA



Aspen Leadership Group is proud to partner with the Richmond Symphony Foundation and the Richmond Symphony in the search for a Director of Leadership and Planned Giving.

The Director of Leadership and Planned Giving will lead the Richmond Symphony's major and planned giving programs and support the growth and stewardship of the Richmond Symphony Foundation. The Director will identify, cultivate, and solicit major and planned gift donors as well as the strategic development, management, and evaluation of the Foundation's endowment and the Symphony's major and planned giving programs. The Director will join a highly ambitious environment grounded in a love and appreciation for musical artistry, innovation, and community.

The Richmond Symphony Foundation is an independent not-for-profit, non-stock corporation founded in 1989 for the purpose of soliciting, receiving, and administering gifts, grants, and contributions for the benefit of the Richmond Symphony through the establishment and maintenance of an endowment fund, currently comprised of assets totaling more than \$21 million. These funds are deployed through an annual payment to uphold the work of the Symphony on artistry, and educational and community impact. Together, the Symphony and Foundation demonstrate deep commitment to the artistry on the stage, as well as to the next generation of symphony artists and music lovers.

Founded in 1957, the Richmond Symphony is an innovator, known for forward thinking in musical presentation and in demonstrating the future potential of orchestral performance. Now the largest performing arts organization in central Virginia, the Richmond Symphony consists of an orchestra of 69 professional musicians, 30 administrative staff, a 150-voice chorus, and more than 150 students in its Youth Orchestra programs.

Prioritizing the high caliber of its programming has led to truly remarkable experiences for its audiences. This development allowed the Richmond Symphony to expand the number of core positions within its own orchestra while also attracting world-renowned guest artists such as Yo-Yo Ma, Jennifer Koh, Maria Dueñas, James Ehnes, and Gladys Knight to its stage, to share unforgettable performances of canonical music with audiences, and to begin to intentionally invest in the crucial resources the orchestra needs to establish itself as one of the best symphonies in the country.

Honoring its vision of "changing lives through the power of music," the Symphony has purposely worked to reimagine the music experience to find new ways to deeply engage the Richmond community and to bring the power and enrichment of music to participants of all ages, regardless of prior knowledge of or interest in classical music or traditional symphony performance. Recognizing the need not only to be an artistic leader in Virginia, but also to be a community catalyst, the Symphony has built a strategy that enhances its mission in new ways to connect audiences, communities, artists, and the music they create, recognizing the unique crossroads of history and social movements at this time and in this city.

Through partnership and collaboration, the Symphony has created new bonds in the community as well as new programming. The Black History Museum and Cultural Center of Virginia (BHMVA) is one such partnership, which started in the 2022-23 season with month-long connection to the BHMVA annual Children's Book Festival—which became the Children's Book & Music Festival. During this month, musicians volunteered to play, read, and talk with kids who received free books about composers and music experiences during a visit to the Black History Museum. The month culminated with a performance by the Richmond Symphony in the tent across the street from the museum—free to the local community and beyond—with a program co-created and co-presented highlighting Black American composers.

The heart of the Symphony's engagement efforts is through the Richmond Symphony School of Music (RSSoM). The School of Music brings a broad range of programs to Central Virginia, the Commonwealth, and beyond. RSSoM encompasses the Youth Orchestra Programs, pre-college and early-career training opportunities, in-school educational experiences, concerts for school participants, masterclasses, and concerts for families and young people. The Richmond Symphony is creating a robust, comprehensive School of Music that reaches all corners of the community. Through intentional innovation and expansion of current services and the addition of new pathways in collaboration with community stakeholders, the fantastic impact happening now can go even further.

In early 2023 the Symphony adopted company values and new behavioral standards to live, work, and plan by:

- We **Welcome** All
- We **Innovate** for Success
- We are **Inclusive** of All
- We strive for the utmost **Quality** of our performance
- We have a deep **Passion** for our performance and our community

REPORTING RELATIONSHIPS

The Director of Leadership and Planned Giving will report to the Chief Development Officer, Eboni Boadi.

FROM THE CHIEF DEVELOPMENT OFFICER

With the help of the Richmond Symphony Foundation, the Symphony was one of the only professional orchestras to continue performing throughout 2020 and 2021, and with a commitment to maintain our full workforce of musicians and administrators through that time—the Richmond Symphony transformed. We used this time to listen and learn, to work together to plan, to connect with our community, to expand our reach through virtual presentations and media, to build relationships that would create true collaboration, and to focus on artistry as a means of emotional and personal connection. Since that time, we have begun to enact a strategy that further embraces the Richmond community, tells Virginia's stories, expands our educational programming, and that commits to innovation through commissioning, wardrobe, media, and more. Today, more than ever, the Foundation is critical to the realization of this work.

With the renewal of Music Director Valentina Peleggi's contract through the 2027/28 season, the renewal of President & CEO Lacey Huszcza's contract, and my recent joining as Chief Development Officer, the Richmond Symphony is building on these successes to implement a newly revitalized fundraising strategy. The Symphony's upgraded designation as a Group II Orchestra by the League of American Orchestras,

means expectations for our artistic, community, and educational achievements are higher. We know investing in this vision means we must continue to raise significant funds.

To reach those goals, we need an experienced, committed, and methodical fundraiser, skilled in securing major gifts, frontline fundraising, planned giving, and stewardship. We need someone who is truly passionate about the work we do. Are you that person?

*We have a great team, and we'd love for you to join it. There is a lot of work ahead, but there is also so much exciting opportunity. The Richmond Symphony is part of a growing city, committed to a vibrant arts and culture scene. From powerful collaborations like the co-commissioning of *Loving V Virginia*, a new opera to premiere in 2025 with the VA Opera, to offering the Future Music Educators Symposium; from a Youth Orchestra program with five ensembles serving hundreds of young musicians to Guest Artists like Itzhak Perlman, Gladys Knight, and James Ehnes; from chamber music performances at off-the-wall locations like Hardywood Brewery to epic concert presentations of Verdi's *Requiem*—there is great potential in our Richmond Symphony and Richmond Symphony Foundation. Let's realize it together!*

—Eboni Boadi, Chief Development Officer

THE RICHMOND SYMPHONY'S COMMITMENT TO EQUITY, DIVERSITY, INCLUSION, AND BELONGING

The Richmond Symphony is committed to reflecting the communities it seeks to serve. The Symphony is deepening its geographic footprint in Virginia in ways that are strengthening its visibility and its connections with new constituencies, enabling new collaborations, and positioning it for long-term audience growth and more broad-based community support. The Symphony continues its longstanding commitment to equity, diversity, inclusion, and belonging throughout all programs, programming, artists, and initiatives and through every facet of the organization. This includes a commitment to commissioning Virginia voices, telling Virginia stories, and dedicating resources to actively seek opportunities to listen to and learn from Black and historically underrepresented voices, artistically and otherwise, and to work in collaboration to provide opportunities that enrich and celebrate both historic and current Richmond neighborhoods. Additionally, the Symphony is committed to engaging in a similar manner with Richmond's many diverse communities. In these endeavors, the Symphony is seeking opportunities to listen to, learn from, and collaborate with the individuals and communities it serves. Actively listening to outside voices is not only enriching, fulfilling, and informative, but vital to building a more inclusive Symphony experience.

PRIMARY RESPONSIBILITIES

The Director of Leadership and Planned Giving will

- implement a comprehensive major and planned giving strategy as determined by the Chief Development Officer and in close collaboration with the President and CEO;
- manage a portfolio of major and planned giving prospects including identification, cultivation, solicitation, closure, and stewardship, engaging leaders and volunteers as needed;
- work closely with advancement colleagues to develop upgrade strategies and communication efforts in conjunction with annual fund efforts;
- develop engaging cases for support that tell the story of the Richmond Symphony in new and compelling ways, across formats and platforms;

- help build and implement a CRM that systematically tracks campaigns, reporting, KPIs, moves management, and other relevant data;
- serve as a trusted resource on leadership and planned giving across the organization, including education, artistry, marketing, and finance to both inform donor strategy and ensure a consistent organization-wide approach to donor engagement;
- support the stewardship and cultivation of endowment donors to the Richmond Symphony Foundation, coordinating efforts with annual, major, and planned giving donors;
- under the guidance of the Chief Development Officer and in partnership with the President and CEO, assist with the management of the Richmond Symphony Foundation Stewardship Committee, Richmond Symphony Board Advancement Committee, and Richmond Symphony Governance Committee including engagement strategies and meeting preparation, ensuring that the time, talent, and resources of all committee members are effectively utilized;
- manage the Symphony’s planned giving program, The Rennolds Society, working to strengthen and expand its membership and impact; and
- support the Chief Development Officer in the implementation and execution of capital and comprehensive campaigns.

LEADERSHIP

Eboni Boadi, Chief Development Officer

Described as a thoughtful, human-centric leader who pours her heart and soul into her work, Eboni Boadi brings nearly a decade of major gifts and nonprofit fundraising experience to the Richmond Symphony. Having joined as Chief Development Officer in May of 2024, her primary responsibilities include implementing annual and multi-year strategic fundraising plans; managing board and volunteer committees; maintaining relationships with all symphony constituencies including the Board of Directors, Foundation Board of Trustees, staff, the Richmond Symphony League, and civic leaders; and activating cultivation and stewardship activities across all channels.

Boadi most recently served as Vice President of Philanthropy for the Student Conservation Association (SCA), a national nonprofit that works to build the next generation of conservation leaders, where she chaired the JEDI Working Group, played a central role in identifying the organization's long-term strategic vision, led efforts in inclusive storytelling and organizational learning, and traveled extensively to secure individual support in SCA’s Urban Green cities. A builder and connector, Boadi led her team to exceed its annual revenue targets, double corporate income, and secure new six-figure support.

Boadi sees her joining the Richmond Symphony as a continuation of her commitment to equity, access, and belonging. “Music is another avenue through which people feel seen, inspired, and united.” Beginning piano at age five and classical voice training at 14, Boadi’s fundamental years were shaped by a mix of classical, operatic, and contemporary music. “Leading the Symphony’s efforts to ensure it has every investment it needs, and in the right places, would be one way for me to pay it forward to the next little pigtailed girl who has yet to discover her talents. We can shape that process, together, just like others did for me.”

Prior to the SCA, she held fundraising roles at Reading Partners and LIFT, national nonprofits committed to securing strengths-based, community-centered partnerships. At each organization, Boadi played a foundational role in building out the major gifts program, facilitating advisory council engagement, and securing regional support.

She is a member of Planet Women and Oasis—A Green Equity Collective, organizations committed to diversity and inclusion in leadership and administration. She serves on the BirdNote Board of Directors and as a member of the Governance Committee, has been a longstanding member of the Association of Fundraising Professionals, and has served on the Leaders Council of PGM ONE (People of the Global Majority in the Outdoors Nation and the Environment)—a national organization that exists to provide an intentional space that centers the experiences and relationships between PGM to heal from experiences of racial oppression & environmental injustice on a path toward unity and change.

Boadi earned a B.A. in Government and International Relations from George Mason University and an M.A. in International Law and Economics from the Johns Hopkins University School of Advanced International Studies, with distinction. She is Virginian born and bred, and currently lives in the Richmond metro area with her husband and two sons.

Lacey Huszcza, President and CEO

Known for being a results-driven arts executive with a focus on authentic audience engagement and community focused programming, Richmond Symphony President and CEO Lacey Huszcza has 20 years of success in business development, organizational growth, strategic planning, and digital innovation.

Bringing with her an unusually rich and varied range of experience in arts management, Huszcza moved to Richmond in 2020 to lead the Symphony's administrative team. Named one of Musical America's Top 30 Professionals of 2018, Huszcza is celebrated for her commitment to expanding the diversity efforts of American orchestras as well as her ability to tailor an organization to respond to the ever-increasing need to build patron relationships and a more visible community presence. As President and CEO, Huszcza oversees the Symphony's administrative operations, providing vision, leadership, and direction for all fundraising, marketing, and human capital needs. She works with the Board of Directors and Music Director Valentina Peleggi to chart the Richmond Symphony's growth both artistically and financially.

Huszcza joined the team at Las Vegas Philharmonic in 2018, where she helped shape new partnerships, grow board membership, and increase ticket sales and concert attendance. In March 2020, just before COVID shut down Las Vegas, Huszcza and her LV Phil team presented "Vegas Strad Week"—a multi-day festival celebrating the Stradivarius Violin and highlighting some of the "glam" in classical music.

Prior to Las Vegas, Huszcza spent more than a decade with Los Angeles Chamber Orchestra, where she spearheaded and managed several extraordinary projects including the Los Angeles Orchestra Fellowship, a collaborative program focused on increasing cultural diversity among orchestra musicians. "Lift Every Voice," the Orchestra's 2017, three-week exploration of the power of music to encourage compassion and promote peace amidst a politically volatile period in American history and "Play Me I'm Yours," the high-profile community project in which LACO placed 30 decorated pianos in and around LA for everyone to play are further testaments to Huszcza's vision and creativity in bringing audience engagement together with authentic community programming.

Huszcza was appointed to the Board of Directors of the Association of California Symphony Orchestras in March 2015, serving for five years. Additionally, from 2012-2016, Huszcza served as President of the Board of Directors for MBA Women Los Angeles. She is a sought-after seminar presenter, guest lecturer, and is also a member of Beta Gamma Sigma, the international honor society for graduates of business programs accredited by the Association to Advance Collegiate Schools of Business (AACSB).

A longtime music enthusiast, Huszcza holds two Bachelor of Arts degrees in Music and Communications from the University of Colorado, Boulder, where she studied horn with Michael Thornton. She also earned

an MBA with an emphasis in Entrepreneurship from Pepperdine University. She currently lives in the Union Hill area of Richmond, with her husband Daniel Stott, a freelance trumpet player.

PREFERRED QUALIFICATIONS

The Richmond Symphony Foundation and Richmond Symphony seek a Director of Leadership and Planned Giving with

- a commitment to the mission of the Richmond Symphony—to perform, teach, and champion music that inspires and unites the communities of Richmond, Virginia;
- extensive knowledge of major gift fundraising best practices and an ability to educate staff and board members on the importance of this fundraising vertical;
- experience managing a portfolio of major and planned giving donors and prospects, meeting ambitious fundraising goals and developing strategies to upgrade annual donors;
- experience developing and implementing effective major and planned giving strategies;
- experience managing and expanding the impact of planned giving societies;
- exceptional writing skills and an understanding of the power of visuals and words to tell stories that inspire and engage stakeholders;
- an ability to engage, inspire, and steward high-value board members, major donors, and other stakeholders through philanthropic conversations, activities, and events;
- an ability lead with confidence, managing and motivating stakeholders towards shared goals;
- fluency with technology and deep knowledge of fundraising CRMs, especially Bloomerang;
- an ability to collaborate with stakeholders across the organization to serve as a trusted resource on major and planned giving and ensure a consistent approach to donor engagement;
- experience supporting and engaging boards and committees and effectively utilizing the time, talent, and resources of volunteers; and
- strong organizational and project management skills.

A bachelor's degree or an equivalent combination of education and experience and at least five years of progressive frontline fundraising experience with a focus on soliciting major and planned gifts is preferred for this position. Capital campaign and endowment experience is a plus. The Richmond Symphony will consider candidates with a broad range of backgrounds. If you are excited about this role and feel that you can contribute to the Symphony, but your experience does not exactly align with every qualification listed above, we encourage you to apply.

SALARY AND BENEFITS

The salary range for this position is \$85,000 to \$105,000 annually. The Richmond Symphony offers a comprehensive package of employee benefits.

LOCATION

The Richmond Symphony is in Richmond, Virginia—a city that possesses an abundance of music, visual arts, theater, and dance, as well as serving as the state's capital. The Richmond Symphony is open to candidates that reside outside of metropolitan Richmond with the understanding that they will need to be on-site three business days per week and attend evening and weekend performances on a regular basis.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of the Richmond Symphony.*** Review of applications will begin immediately and continue until the successful candidate has been selected.

To apply for this position, visit: [Director of Leadership and Planned Giving, Richmond Symphony.](#)

To nominate a candidate, please contact Clare McCully: [claremccully@aspenleadershipgroup.com.](mailto:claremccully@aspenleadershipgroup.com)

All inquiries will be held in confidence.