

# ASPEN LEADERSHIP GROUP

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**MANAGING DIRECTOR**  
**APOLLO'S FIRE**  
**CLEVELAND HEIGHTS, OHIO**



Aspen Leadership Group is proud to partner with GRAMMY®-winning chamber orchestra Apollo's Fire as they seek a Managing Director. This innovative ensemble performs at the international level. The 32-year-old organization is based in Cleveland, with a satellite series and auxiliary board in Chicago and a strong worldwide presence through touring and recording.

The Managing Director will lead all business and fundraising efforts of Apollo's Fire (AF), collaborating closely with the Founding Artistic Director to support Apollo's Fire's artistic mission and to secure the financial resources needed to achieve the organization's strategic priorities. Along with the Artistic Director, the Managing Director will serve as the public face of the organization, focusing primarily on donors, funders, and community relations.

The Managing Director will play a pivotal role in guiding the organization's fourth decade, building on the success of the last three decades. With ultimate responsibility for all contributed income, board engagement, and external relations, the Managing Director will nurture the organization's highly successful operating model while leading efforts to expand contributed income. The Managing Director will support and collaborate with the Artistic Director, and work with the board and staff in an organizational culture based on consensus and teamwork.

While the Managing Director will focus primarily on contributed income and board development, spending approximately 70% of their time on this effort, a secondary focus will be on financial oversight, followed by external relations, and staff oversight — thus ensuring the overall well-being of the organization. The Managing Director will be expected to spend four to five days per month meeting with prospective donors and funders in Chicago.

## **ABOUT APOLLO'S FIRE**

Under the leadership of founding Artistic Director Jeannette Sorrell, GRAMMY®-winning ensemble Apollo's Fire is one of the world's leading period-instrument baroque orchestras, particularly known for adventurous programming. The ensemble enjoys a large audience, with 22,000 tickets sold in Cleveland and Chicago in the 2023-24 season (34 of the concerts sold out).

**IN CLEVELAND:** Apollo’s Fire is in its 33<sup>rd</sup> season, having built in Cleveland one of the nation’s three largest audiences for baroque music. Since 2017, AF has brought in thousands of new attendees through its innovative Community Access Initiative (CAI), including casual *Baroque Bistro* concerts in popular restaurants, free Family Concerts, and free school workshops. Phase 2 of the CAI, called The MOSAIC Project, was launched in 2020 and nurtures talented young musicians of color, seeking to create a more diverse classical music field.

**IN CHICAGO:** AF’s [Chicago Series](#) is in its 4<sup>th</sup> season this fall, as is AF’s extensive [SIDE-BY-SIDE](#) education program in a Southside Chicago suburb. A subsidiary [Board of Directors](#) was launched in 2022, focused on fundraising and friend-raising.

**WORLDWIDE:** Apollo’s Fire is one of North America’s most prominent touring chamber orchestras, performing at such venues as Carnegie Hall, the BBC Proms (London), the Royal Theatre of Madrid, London’s St. Martin-in-the Fields, the Irish National Concert Hall in Dublin, the Irish National Opera House in Wexford; and venues in Germany, France, Italy, Austria, and Portugal. North American tour engagements include the Tanglewood Festival, the Ravinia Festival, the Metropolitan Museum of Art, the Boston Early Music Festival series, the Library of Congress, the Aspen Music Festival, and major venues in Toronto, Los Angeles, and San Francisco. The ensemble’s professional chorus, Apollo’s Singers has won rave reviews for their performances with the New York Philharmonic under the baton of Jeannette Sorrell in 2021 and 2023.

**VIDEO & RECORDING:** With over 18 million views of its YouTube videos, Apollo’s Fire is one of the most popular baroque orchestras on the internet. The ensemble also launched a “Worldwide Watch-at-Home Series” in 2020, bringing its subscription concerts into homes of patrons around the world. AF is also one of the few American orchestras chosen by Medici-TV (Europe’s premier classical music channel) for concert-video distribution.

Apollo’s Fire has released 35 commercial CDs and won a GRAMMY® award in 2019 for the album *Songs of Orpheus* with tenor Karim Sulayman. AF is nominated for a 2<sup>nd</sup> GRAMMY® in 2025, this time for Handel’s *Israel in Egypt* (Best Choral Performance). The orchestra’s recordings of the Bach *St. John Passion*, Vivaldi’s *Four Seasons*, and the *Monteverdi Vespers* have been chosen as best in the field by the *Sunday Times* of London and *BBC Magazine*. Fourteen of the ensemble’s CD releases have become best-sellers on the classical Billboard chart.

**COMMUNITY ACCESS:** Apollo’s Fire believes that all people, regardless of location and economic status, deserve to share in the inspirational and transformative powers of classical music. In 2017, Apollo’s Fire and Jeannette Sorrell launched the bold new [Community Access Initiative](#), with the generous support of the Cleveland Foundation, the George Gund Foundation, and PEG’S Foundation. The goal of the Community Access Initiative is to break down economic barriers to attendance, making world-class baroque concerts accessible to diverse audiences. The Community Access Initiative has served nearly 50,000 youth and adults in Northeast Ohio and Greater Chicago — through Presto Seats, free student tickets, and outreach programming.

**FUTURE VENUE PROJECT:** Apollo’s Fire has engaged an experienced capital-campaign fundraising consultant to pursue Jeannette Sorrell’s vision of creating “ArtsPlace” (working title), a community arts center with a 500-seat concert hall in Greater Cleveland. ArtsPlace is envisioned as a multi-generational gathering place for children from all walks of life — a non-profit community center where adults and children participate in music, dance, theatre, and visual art. The facility would be a home for diverse arts organizations all mingled in an atmosphere that celebrates Cleveland’s diversity and shared humanity. ArtsPlace will include a first-rate concert hall with flexible seating; and a café where concertgoers can enjoy a drink and a light meal.

It will serve as AF's principal venue on the East side of Cleveland, but AF will continue to perform in satellite locations on Cleveland's West Side and in Akron. To date, AF's consultant has secured soft pledges for \$13 million to build this facility.

**NUTS & BOLTS:** The organization has an annual budget of around \$3.2 million, a board of 27, and a staff of approximately six full-time and nine part-time employees. The offices are located in the historic Rockefeller Building in Cleveland Heights. Two Chicago-based staff members work from their homes. The organization operates debt-free and maintains a strong cash reserve.

### REPORTING RELATIONSHIPS

The Managing Director will report to the Board of Directors, led by Chair Charles A. Bittenbender. The Managing Director will lead the staff – directly managing three Development staff, and co-managing two additional senior staff members, alongside the Artistic Director, Jeannette Sorrell.

### FROM THE CHAIR

*We are delighted that you are considering our Managing Director position. Of the things to know about Apollo's Fire, perhaps the most important is that our Mission Statement describes our approach to everything we do at Apollo's Fire. Our passionate approach to our music is honoured throughout our organization, from our board, our leadership, our small but excellent staff, and our extraordinary musicians, to our loyal donors and constantly growing audiences. Our founding Artistic Director Jeannette Sorrell has always believed that every single concert must be outstanding. This permeates everything we do.*

*We are passionate not only about playing Bach and Vivaldi, but also about our creative multicultural music programs; our many education programs in Northeast Ohio and Chicago; our groundbreaking Community Access Initiative; our vibrant MOSAIC Project; and our international touring and recording. Apollo's Fire has released over 30 CDs, and this fall, we released two new CD albums, both of which debuted in the top five on the Billboard Classical Chart in the same week, one at #1. And we also received a nomination for a second GRAMMY award. AF secured its first GRAMMY in 2019 for its CD album Songs of Orpheus.*

**Do you need to know much about early music to do this job?** *No. One of our most beloved and successful past Managing Directors (who retired but is now a board member) was not actually a trained musician but was a passionate attendee of classical concerts in general, and ours in particular. Under Jeannette's leadership, AF is not a "stuffy" early music ensemble playing mostly to people with PhD's. Rather, Jeannette has always cultivated a welcoming, highly accessible approach to early music, speaking frequently to audiences from the stage, and bringing in theatrical elements in ways that make the music highly relevant for today.*

**Why is this position called Managing Director rather than Executive Director?** *The title reflects that this is a fast-paced, nimble organization, artistically driven, and we do not follow the traditional operating model of symphony orchestras. In many respects, AF resembles a series of small festivals rather than a symphony orchestra. Each set of concerts is unique and is performed four to seven times in multiple venues around Northeast Ohio and Greater Chicago. Our team is small but highly effective, working collaboratively and requiring minimal supervision. We have a small but excellent staff that does not need a lot of supervision.*

*The Managing Director is the **visionary fundraiser** for the organization — partnering with Jeannette and the board to explore creative ways of making our large pool of donors feel appreciated as part of the AF family. The Managing Director will not need to spend much time managing staff but will instead work with the board and our many donors, with the goal of moving some of our small and medium donors up into the major gift category. The Managing Director will also provide leadership in the finance area, having oversight to ensure the overall financial health of the organization. The finance area is managed by our Staff Accountant and contracted CPA.*

***Are we looking for major change?** Not in our basic operations. AF is extraordinarily successful, with audiences still growing quickly, contrary to national trends in classical music. A majority of our concerts are sold out. We have a strong cash reserve. Jeannette leads and designs each concert series and she also has a highly successful vision for our approach to marketing, which is implemented with outstanding success by our Marketing Director.*

*However, the new Managing Director will be able to make a transformative impact in the area of Individual Donations. We have a quite large and healthy number of small and medium donors and have not yet focused on cultivating them and moving them up the ladder. There is also untapped potential with major donors, particularly in Chicago, where AF has been quickly embraced by some quite wealthy people.*

*The new Managing Director will partner with our Associate Managing Director in Chicago and our Chicago Board to cultivate major gifts in Chicago, and will partner with our Cleveland Board, Akron Advisory Board, and Development staff to cultivate major gifts in Northeast Ohio.*

*In sum, this will be an exciting opportunity at an exciting organization with a dramatic upside. We welcome your interest in joining Apollo's Fire and encourage your application with the aim of commencing our conversation.*

—Chuck Bittenbender, Chair of the Board of Directors

### **HARMONY + DIVERSITY = HOPE**

#### **THE MOSAIC PROJECT**

Apollo's Fire celebrates its core values of diversity and community engagement. It also recognizes that celebration alone is insufficient for real change in the classical music world. AF is actively working to build a more inclusive and equitable classical music scene. This fuels its innovation and connects it more deeply to the community. In the performing arts, there is a unique opportunity to overcome historic and pervasive systems of inequity that may advantage some and disadvantage others in the community. AF is committed to seizing that opportunity and creating an artistic environment where all can love and appreciate our unique gifts together. AF recognizes that classical music audiences have been overwhelmingly homogeneous. It seeks to change this. When AF looks at the wonder and curiosity in the eyes of audiences in its Family Concerts, for example, it knows that classical music is loved by people across identities and across the city.

Apollo's Fire believes that the arts are most compelling when they truly represent diverse communities, including people of color. Whether on stage or in the audience, the deep emotions of music resonate with all of us. In 2019, AF's Board of Directors approved the launch of The Mosaic Project — the second phase of AF's Community Access Initiative. In this phase, Apollo's Fire is prioritizing diversity throughout the organization and its audience. Ultimately, AF's goal is to help increase diversity throughout the national early music field.

**Why Mosaic?** Like early music, a mosaic is an ancient art form. Just as a baroque composition consists of small thematic gestures linked together in harmony, so a mosaic picture consists of small, varied, colored pieces assembled in a design. In mosaics and in early music, the diverse, multicolored bits work harmoniously together to create the beauty of the whole.

Conceived by Artistic Director Jeannette Sorrell, this ambitious diversity, equity, and inclusivity initiative offers training, performance, and mentoring for talented young musicians of color. The program has clear targets for the next three to five years as AF seeks to diversify its Musettes Ensemble (treble youth chorus), professional chorus, board, staff, and the orchestra. Apollo's Fire seeks to nurture a new generation of baroque musicians of color, helping to build a more diverse pool of early music performers within five to 10 years. The Mosaic Project seeks to nurture future musicians of color through a "pathway" approach — reaching children, teens, and young adults at multiple touch points throughout a young musician's development. Over the course of three to eight years, talented young musicians of color will be inspired through interactions and mentoring by AF's artistic personnel at various levels, reinforcing the message that "we all belong" in this world of classical music.

## **PRIMARY RESPONSIBILITIES**

### **Fundraising**

The Managing Director will

- achieve the organization's fundraising goals in collaboration with the board and Development staff, including major gifts and sponsorships in Cleveland and Chicago, major grants, and planned giving;
- build relationships with major donors, identifying their particular passions and inspiring them to increase their giving;
- work with the Northeast Ohio Board, Development staff, and the Chicago Auxiliary Board to seek out and cultivate new potential high-level donors;
- oversee the grant writing process (implemented by staff), develop and maintain relationships with foundation officers, and seek out and build relationships with new philanthropic sources of support; and
- together with Development staff, provide strong and effective leadership for the annual gala including recruiting the gala committee; oversee all other cultivation and fundraising events, which are implemented by the Development staff.

### **Board Relations**

The Managing Director will

- build individual relationships with board members and help them use their contacts and resources to engage with AF's mission;
- be an active voice at board and committee meetings, including meetings of the Chicago Auxiliary Board (usually via zoom), lead agenda-planning and follow-up, and collaborate with committee chairs; and
- collaborate with the Governance Committee to spearhead board recruitment with a focus on individuals who can further AF's strategic goals, including financial strength, diversity, and building corporate support.

### **External Relations & Community Engagement**

The Managing Director will

- represent AF at community non-profit and arts meetings and events;
- with the Artistic Director, pursue and facilitate strategic partnerships with peer organizations in Cleveland, Chicago, and beyond; and

- become an active member of the Cleveland arts community and a visible presence in Chicago.

### **Financial Oversight**

The Managing Director will

- maintain a strong, stable long-term financial outlook that ensures proper resources for long-term planning;
- oversee AF's financial reporting and the annual budgeting process to prepare the development and special events budgets, and collaborate with the Artistic Director and senior staff to prepare the full institutional budget; and
- participate in Finance Committee meetings and oversee external auditors.

### **Administrative Leadership**

The Managing Director will

- demonstrate a collaborative and inspiring leadership style;
- engage the board and staff in implementing the *2024-28 Strategic Plan* with goals that include building an annual presence in New York City and biennial international tours; expanding AF Chicago's growing pool of Chicago donors; strengthening and increasing staff; building the board; increasing AF's fundraising capacity; expanding AF's outreach and DEI efforts; and identifying, in partnership with the Director of Strategic Initiatives, a suitable concert hall in Cleveland to serve as AF's principal home, to be shared with other local medium and small arts organizations;
- lead future strategic planning processes in collaboration with the board, Artistic Director, and senior staff;
- advise and support senior staff in the implementation of company-wide policies including payroll, health insurance, improved HR solutions, etc.; and
- in partnership with Development staff, facilitate musician-donor interaction by arranging post-concert celebrations and other activities to enhance musician and patron communities — in Cleveland, Chicago, and on tour.

### **Concert Attendance**

The Managing Director will

- be an engaging presence at ¾ of concerts in Cleveland and Chicago, including receptions; present curtain speeches when needed.

## **BOARD OF DIRECTORS**

Apollo's Fire is governed by an active and engaged 27-member Board of Directors, vested with the management and control of its resources, activities, and affairs. The Board of Directors works in concert with leadership to provide Apollo's Fire with time, wisdom, and resources. The board is comprised of highly-respected leaders from business, academia, non-profit, philanthropy, and faith communities — all sharing a belief that music is a language that can connect with people emotionally and spiritually in a way that words cannot. Charles A. Bittenbender, Hyster-Yale Materials Handling Inc., retired Senior Vice President, General Counsel and Secretary serves as Chair. Other officers include Chair Emeritus, James B. Rosenthal, Cohen, Rosenthal & Kramer LLP, Partner; Vice Chair, Kathleen Cerveney, Cleveland Foundation, retired Program Director for Arts and Culture; Vice Chair, William A. Powel, Episcopal Diocese of Ohio, retired Canon to the Ordinary; Treasurer, Ryan Siebel, Marcum, LLP, Assurance Partner; Assistant Treasurer, Meng "Locky" Liu, KPMG LLP, Managing Director – Audit; Secretary, Andrew Gordon-Seifert, Irwin IP, Senior Attorney; and Chair of the Diversity, Equity & Inclusion Committee, Phillip Rowland-Seymour, Case Western Reserve University School of Medicine, Director of Diversity, Equity and Inclusion for Medical Education. You may learn more [here](#).

## ARTISTIC LEADERSHIP

### Jeannette Sorrell

#### Artistic Director

GRAMMY®-winning conductor Jeannette Sorrell is recognized internationally as one of today's most compelling interpreters of baroque and classical repertoire. She is the subject of the documentary by Oscar-winning director Allan Miller, titled *Playing with Fire: Jeannette Sorrell and the Mysteries of Conducting*, commercially released in 2023.

Bridging the period-instrument and symphonic worlds from a young age, Sorrell studied conducting under Leonard Bernstein, Roger Norrington, and Robert Spano at the Tanglewood and Aspen music festivals; and studied harpsichord with Gustav Leonhardt in Amsterdam. She won First Prize in the Spivey International Harpsichord Competition, competing against over 70 harpsichordists from Europe, Israel, the U.S., and the Soviet Union.

As a guest conductor, Sorrell made her New York Philharmonic debut in 2021 to rave reviews and quickly returned in 2023. She has repeatedly conducted the Pittsburgh Symphony, St. Paul Chamber Orchestra, Seattle Symphony, Utah Symphony, Florida Orchestra, Philharmonia Baroque in San Francisco, and New World Symphony, and has also led the Philadelphia Orchestra, Royal Scottish National Orchestra, Royal Liverpool Philharmonic, the National Symphony at the Kennedy Center, Houston Symphony, Los Angeles Chamber Orchestra, Opera St. Louis with the St. Louis Symphony, the National Arts Centre Orchestra (Ottawa), Calgary Philharmonic (Canada), Royal Northern Sinfonia (UK), and Orquesta Sinfónica de Castilla y León (Spain), among others.

In 2024, she made debuts with the Baltimore Symphony, Indianapolis Symphony, and the Orchestra of St. Luke's at Carnegie Hall.

As founder and conductor of Apollo's Fire, she has led the renowned ensemble at London's BBC Proms, Carnegie Hall, the Madrid Royal Theatre, St. Martin-in-the Fields, the Irish National Concert Hall, Library of Congress, and many other international venues. Sorrell and Apollo's Fire have released 35 commercial CDs, including 14 bestsellers on the Billboard classical chart and a 2019 GRAMMY® winner. Her CD recordings of the Bach *St. John Passion* and Vivaldi's *Four Seasons* have been chosen as best in the field by the *Sunday Times of London* (2020 and 2021). Her Monteverdi *Vespers* recording was chosen by *BBC Music Magazine* as one of "30 Must-Have Recordings for Our Lifetime" (September 2022). Other albums include the complete Brandenburg Concerti of Bach (Billboard Classical Top 10 in 2012), and four discs of Mozart, and five creative multicultural programs.

With over 18 million views of her YouTube videos, Sorrell has attracted national attention and awards for creative programming.

## PREFERRED COMPETENCIES AND QUALIFICATIONS

Apollo's Fire seeks a Managing Director with

- a commitment to the mission of Apollo's Fire — to perform baroque music on historical instruments to bring music of the past to life for modern audiences;
- emotional intelligence, empathy, and an ability to develop meaningful relationships with donors and colleagues;
- an ability to quickly grasp AF's artistic priorities and help board members find their niche within those priorities;
- an ability to lead and work within a highly successful, artistically driven business model, while

- building consensus for new pathways that will benefit the organization;
- enthusiasm for serving as a colleague and working as part of a team, rather than merely supervising others;
  - a natural affinity for AF's organizational values, including consensus building, collaborative decision-making, a sense of fun, and the enthusiastic pursuit of diversity and equity in classical music;
  - a history of success in non-profit fundraising, preferably in the arts; special-event planning and execution, preferably including gala events; and financial management, including the development of annual budgets;
  - strong written and oral communication skills and outstanding interpersonal skills, evidenced by relationships in prior roles;
  - a "can do" attitude and an entrepreneurial, adaptable approach to business-planning; and
  - ease with computers and proficiency with Microsoft Word and Excel.

A bachelor's degree and at least five years of professional experience on the staff of a performing arts organization, including three years of management or leadership experience, is preferred for this position. An intimate knowledge of the Cleveland or Chicago philanthropic community is a strong asset. Apollo's Fire will consider candidates with a broad range of backgrounds. If you are excited about this role and feel that you can contribute to AF, 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 \$110,000 to \$160,000 annually. Apollo's Fire offers a comprehensive package of benefits including excellent health benefits and an optional 403(b) tax advantaged retirement plan. Note: [compared with Cleveland](#), the cost of living is 63% higher in Boston; 88% higher in Brooklyn, NY; 30% higher in Chicago, 28% higher in Miami; and 100% higher in San Francisco.

#### **LOCATION**

This position is in Cleveland Heights, Ohio. Apollo's Fire will also consider outstanding candidates whose primary residence is in Chicago, if at least 50% of their time will be spent in Cleveland.

#### **APPLICATION INSTRUCTIONS**

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of Apollo's Fire and the responsibilities and competencies presented in the position prospectus.*** Review of applications will begin immediately and continue until the successful candidate has been selected.

*To apply for this position, visit: [Managing Director, Apollo's Fire](#).*

*To nominate a candidate, please contact [Patrick Key](#).*

*All inquiries will be held in confidence.*