ProMusica

CHAMBER ORCHESTRA
DAVID DANZMAYR, MUSIC DIRECTOR

POSITION PROFILE

Chief Advancement Officer

ProMusica Chamber Orchestra

Columbus, Ohio



Photos: Rick Buchanan Photography

benefactor

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Introduction to ProMusica Chamber Orchestra

ProMusica Chamber Orchestra is an organization with a national artistic reputation, deep roots in Central Ohio, and an ambitious vision for what a modern chamber orchestra can be. Founded in 1979, ProMusica has spent nearly five decades building a reputation that far exceeds its size. The 37-member ensemble is known for extraordinary musicianship, adventurous programming, intimate audience experiences, and a willingness to take artistic risks. At the heart of ProMusica's mission is a belief that a chamber orchestra can be both deeply connected to its community and a catalyst for artistic discovery. As the resident orchestra of the historic Southern Theatre in downtown Columbus, ProMusica has a distinctive home for its performances while also reaching audiences throughout Central Ohio and in unexpected spaces. Backed by an international track record in championing new music, ProMusica is an established leader in contemporary repertoire, with 73 commissions and more than 130 world and regional premieres to-date.

ProMusica's impact extends beyond the stage. The orchestra has earned regional and national recognition for its artistic, programmatic, and operational excellence. Select accomplishments include:

- **Five-time recipient of the Columbus Performing Arts Prize**, awarded by The Columbus Foundation, to celebrate and support exceptional artistic directors pursuing creative growth.
- **Featured by the League of American Orchestras in an in-depth 2025 profile**, *The Power of Inclusion*, spotlighting the orchestra's culture of caring for its musicians, including a homestay program pairing musicians with community hosts.
- **2025 recipient of The Columbus Foundation Award,** created in 1986 to recognize organizations that have made a positive difference to the community's quality of life. ProMusica was honored for anchoring Central Ohio's arts sector and inspiring audiences through music.
- **A landmark 2024 residency with Jon Batiste**, featuring two sold-out performances at the Southern Theatre and the world premiere of his first piano concerto, commissioned by ProMusica. Reviews called both nights transformational, praising Batiste and the orchestra's versatility in one evening.

ProMusica benefits from experienced, accomplished administrative and artistic leadership grounded in a commitment to artistic excellence, organizational stability, and a collaborative culture. CEO Janet Chen has led the organization since 2006, marking 20 years. Under her leadership, ProMusica has achieved sustained growth and financial strength. Equally important to her tenure is a deep commitment to culture. Chen has built a people-first approach, fostering a culture that values retention of talented staff and meaningful support of its musicians. That care extends to a deeply committed board, whose members were among the first to open their homes to host musicians, and whose philanthropic support has inspired the underwriting of every musician's chair.

On the artistic side, Music Director David Danzmayr, appointed in 2013, concurrently serves as Music Director of the Oregon Symphony and works regularly with the Zagreb Philharmonic. Internationally acclaimed violinist Vadim Gluzman serves as ProMusica's Creative Partner and Principal Guest Artist, regularly leading performances in Columbus. A soloist with esteemed orchestras such as the Berlin Philharmonic, New York Philharmonic, and Cleveland Orchestra, he also champions new music, having

premiered works by composers including Giya Kancheli and Lera Auerbach. ProMusica also draws exceptional collaborators from across genres, including Rhiannon Giddens, Samara Joy, Sutton Foster, Leslie Odom Jr., and Béla Fleck.

Community engagement is central to the organization's identity, extending the orchestra's impact well beyond the concert hall. ProMusica serves approximately 20,000 individuals each season through free education and outreach programming. More than 100 middle school students participate annually in Play Us Forward, which provides instruments and first-rate musical instruction. The Columbus Metropolitan Library Series, a 20-year partnership, reaches more than 900 children and families annually. ProMusica is also a leader in supporting early childhood development, bringing accessible music programming to the youngest listeners through its Infant and Toddler Program, developed with Columbus Early Learning Centers.

As ProMusica approaches its 50th anniversary in the 2028–29 season, it is building on a strong artistic legacy while looking ahead to its exciting next chapter.

The Opportunity

ProMusica seeks its first-ever Chief Advancement Officer, an experienced and strategic fundraising leader, relationship builder, and collaborative leader who sees philanthropy not simply as a revenue function, but as a catalyst for artistic ambition and community impact. This is an exciting opportunity to shape the next phase of institutional advancement within a dynamic and growing organization.

ProMusica operates with an extraordinary national reputation and an innovative approach, guided by a visionary CEO, Janet Chen; a committed and accomplished board; and a talented, well-established team. This visionary leadership, combined with exemplary artistic programming and a relationship-driven approach to institutional advancement, has produced a strong culture of philanthropy across the organization. In partnership with Benefactor Group, the organization recently conducted an assessment of its philanthropic capacity and systems. The findings speak to deep staff engagement, an inclusive culture, and a commitment to donor-centered practice, along with the opportunity and willingness to strengthen systems, technology, and data-driven practice. Building on this strong foundation and truly scaling ProMusica's institutional advancement efforts will require a Chief Advancement Officer who is experienced and comfortable elevating the organization's systems for advancement and audience development.



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ProMusica's Chief Advancement Officer will be a strategic leader and confident frontline fundraiser. Candidates must bring experience and comfort leading multifunctional teams, while also managing their own portfolio of individual and institutional donors. This role will suit a leader who thrives on balancing management and strategy with direct donor and stakeholder engagement, and who will value and help sustain ProMusica's close-knit, collaborative culture. The ideal candidate will bring an understanding of the nuances of the business models of performing arts organizations. They will also bring enthusiasm for audience development and experience cultivating the philanthropic interest of ProMusica stakeholders.

In this role, the Chief Advancement Officer will enjoy a strong and collaborative partnership with a CEO who is accustomed to and skilled in donor and stakeholder relations. They will be responsible for leading the development of ProMusica's institutional advancement strategy while supporting the CEO and board in managing relationships with longstanding supporters and developing new ones. They will do this work in partnership with a talented advancement team of six, with four direct reports: Marketing Director, Data Services Manager, Development Coordinator, and Grants Consultant.

ProMusica's next chapter will require more than raising money. It will require expanding the circle of people who believe in what ProMusica can become—and giving them meaningful ways to be part of it.

Key Position Functions

The Chief Advancement Officer will lead ProMusica's advancement strategy from end to end, setting the goals and plans that guide each individual along the continuum from ticket buyer to subscriber to patron. The role combines fundraising leadership, including major gifts, grants, corporate partnerships, and planned giving, with oversight of a six-person team and a personal portfolio of top donors.

The Chief Advancement Officer opportunity is both strategic and highly personal. This is a role for someone who enjoys moving fluidly between big-picture strategy and the individual conversation that turns a supporter into a champion. Working in close partnership with an accomplished artistic and administrative leadership team, a committed board, an engaged donor community, and a compelling story to tell, together, they will position ProMusica for long-term sustainability and impact. Key functions include:

Build the Advancement Strategy

Develop and execute a comprehensive advancement strategy spanning major gifts, annual giving, planned giving, endowment growth, institutional support, grants, corporate partnerships, events, and stewardship. Translate ProMusica's artistic and community ambitions into a compelling philanthropic case for support and roadmap for growth.

Cultivate Transformational Relationships

Personally cultivate a focused portfolio of donors, longtime subscribers, and prospective individual and institutional supporters with an emphasis on those with capacity to make five- and six-figure gifts. Partner closely with the CEO and board to develop thoughtful strategies for ProMusica's most important relationships.

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Lead and Elevate the Advancement Team

Inspire, guide, and develop a talented advancement team. Create a culture of accountability, collaboration, belonging, and professional growth while ensuring team members have the clarity, tools, resources, and support to advance ProMusica's mission.

Turn Artistic Aspirations Into Philanthropic Opportunity

Work across the organization to translate ProMusica's distinctive programming, commissions, guest artists, education initiatives, and community partnerships into compelling opportunities for support. Help donors see not only what ProMusica does but what their partnership makes possible.

Strengthen the Infrastructure for Growth

Ensure that advancement systems (e.g., data, portfolio management, reporting, acknowledgments, stewardship, gift administration, policies, and performance metrics) are in place to provide a strong foundation for donor stewardship, benchmarking, accountability, and sustainable fundraising growth.

Guide Budgeting and Goal-Setting

Partner with the finance department to develop budget projections and recommend fundraising goals to the CEO and board. Draw on a regular review of fundraising, ticket sales, subscribers, and expenses to ensure that projections and goals are grounded in data and support ProMusica's sustainable growth.

Connect Audience Development to Philanthropy

Bring a development lens to audience strategy: thinking holistically about the relationship between ProMusica and its audiences, helping the organization create a thoughtful pathway from first encounter to deeper engagement and, ultimately, philanthropic partnership. Rather than managing the day-to-day mechanics of marketing, work strategically with the Marketing Director and colleagues across the organization to understand and strengthen the full audience lifecycle—from prospective audience member to ticket buyer, to repeat attendee, to subscriber, to donor, advocate, and lifelong ProMusica supporter.

Champion the ProMusica Story

Oversee an integrated communications and marketing strategy that strengthens ProMusica's visibility, builds audiences, supports ticket and subscription growth, and reinforces the organization's case for philanthropic investment. Ensure that every audience—donor, subscriber, ticket buyer, community partner, artist, or prospective supporter—understands why ProMusica matters.



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Why Now? ProMusica's 50th Anniversary

ProMusica enters this next chapter from a position of strength—building upon nearly five decades of artistic excellence, innovation, and community impact. We are ready to imagine what our next 50 years can look like.

Qualifications

Competencies and Attributes for Success in the Position

- **Champions the Arts:** Brings a genuine passion for the arts, ideally supported by experience in arts and culture organizations, with respect for musicians and the creative process and an understanding of audience engagement.
- **Builds Teams and Culture:** Builds, leads, and retains collaborative teams in an inclusive, people-first environment, and collaborates across the administrative and artistic sides of the organization.
- **Builds Relationships and Trust:** Instills trust and cultivates strong relationships with donors, board members, subscribers, musicians, and community partners, with interpersonal savvy to deepen philanthropic partnerships.
- **Communicates and Drives Engagement:** Brings exceptional communication skills, experience framing artistic work as a compelling case for philanthropic support, and the ability to inspire engagement in ProMusica's mission.
- **Leads Strategically:** Brings proven advancement leadership, a strategic mindset, and sound decision quality, planning and aligning advancement priorities with the organization's goals.
- **Learns and Adapts Nimbly:** Embraces learning and change, bringing curiosity and flexibility to new tools, data, and processes as the advancement program grows.

Required Qualifications

- BA/BS degree in Business Administration, Marketing, Public Administration, Communications, or a related field or equivalent knowledge, training, and experience.
- Progressively responsible experience leading and managing fund development programs and operations.
- Proven experience leading high-performing teams.

Desired Qualifications

- Proven leadership experience in arts and culture organizations and a demonstrated understanding of the business models of performing arts organizations.
- Experience with budgeting and finance.
- Experience directing and leading comprehensive campaigns, major gift programs, event management, and planned giving programs.
- Graduate degree in a relevant field.
- CFRE designation.

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Compensation

ProMusica is pleased to offer a competitive compensation and benefits package for this role. The projected minimum target compensation for this role is $110,000, commensurate with experience.

Application Process

Benefactor Group is pleased to be assisting ProMusica with this executive search. Applications will be reviewed as they are received. All applications are considered highly confidential. To be considered for this position, please submit a resume at the link below. In the application, you will also be asked to provide a brief answer to a question describing your interest in the role.
To apply, please visit: https://bit.ly/ProMusica-CAOapplication.

To learn more about ProMusica, please visit https://promusicacolumbus.org/.

Please do not contact ProMusica staff or board with questions or interest in the role. All inquiries about the position should be directed to Benefactor Group.

Benefactor Group Recruitment Team
HR@benefactorgroup.com
http://www.benefactorgroup.com



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450 South Front Street, Columbus, OH 43215

614-437-3000

info@benefactorgroup.com

www.benefactorgroup.com

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