

# Paschal • Murray

EXECUTIVE SEARCH

## *Position Announcement*

### **Development Director**

**Mosaic Youth Theatre of Detroit**

Detroit, Michigan

INTERNATIONALLY  
ACCLAIMED



EXCELLENCE  
ON STAGE & IN LIFE

#### **Reports To**

Executive & Artistic Director

#### **Organization Profile**

Mosaic Youth Theatre of Detroit is one of Southeast Michigan's most highly regarded cultural treasures. Founded by Rick Sperling in 1992 to address gaps in Metro Detroit arts education, Mosaic served 25 young artists in its inaugural year. Today, 300+ youth from more than 50 Metro Detroit schools participate in Mosaic's ensembles, school residencies and community programs every year.

A leader in creative youth development, Mosaic's programs provide expert training, mentoring and opportunity to the area's young actors, singers, and stage technicians, while fostering a culture of high expectations, active participation and acceptance that serves them beyond the stage.

The impact of Mosaic is represented in the accomplishments of the youth. Those accomplishments are focused in the areas of:

**Empowering** – 97% of Mosaic youth ensemble members believe that they are capable of achieving their goals due to an investment of 2500 contact hours in career and college readiness.



pre-professional arts training, and leadership development provided each season.

**Educating** – Most Mosaic youth ensemble members graduate with a 3.0 or higher. 95% of Mosaic ensemble members graduate high school on time and matriculate to college. Since 2019, Mosaic alumni have maintained a 71% college persistence rate.

**Engaging** – Mosaic’s annual live and virtual performances enable young artists to fully immerse in the arts and use it to enrich their communities through 6500+ contact hours each season.

In 2021, Mosaic Youth Theatre’s impact was recognized and awarded transformational gifts from The Lewis Prize for Music and MacKenzie Scott. These investments are helping Mosaic pursue their strategic vision which includes:

- **Expanding the Mosaic Family:** For nearly 30 years, Mosaic Youth Theatre of Detroit has been able to serve its community at a local level and represent our community at a global level, with performances across the United States and various countries. Youth participants from 3rd through 12th grade learn life lessons through training in the performing arts. Some alumni decide to pursue careers in performing arts on Broadway or in Hollywood, while some take the lessons learned at Mosaic and apply them to business or other career paths. These gifts allow Mosaic to expand program opportunities and increase the number of youth served.

- **Increasing Organizational Capacity:** Mosaic is using a portion of the donated funds to identify opportunities where greater capacity can help the organization serve its community and mission including staffing, technology and training.

Mosaic Youth Theatre of Detroit empowers Detroit area youth with the skills they need to achieve excellence: on stage and in life. Through intentional, innovative programming, youth engage in comprehensive arts training, professional mentorship, and college & career pathways support to cultivate leaders and life-long learners. Mosaic is creating a better community by following a path guided by the organization's values:

**Strive for Excellence** – Only the best, nothing less. We are committed to pursuing excellence in our programs, business operations, and partnerships. We are dedicated to investing the time and resources necessary to achieve excellence in all that we do.

**Dream Boldly** – We hold ourselves accountable to courageously pursuing creativity, resourcefulness, and imagination in and out of the office. We embrace innovative, audacious ideas that work towards accomplishing our mission.

**Build Community** – We believe that the uniqueness of each individual contributes to the strength and beauty of the whole. We are committed to upholding safe spaces that prioritize honesty, trust, respect, and integrity and honors diverse perspectives, lived experience, and expertise to enhance the communities we serve and those we are part of creating.

**Embrace Joy** – We choose to embrace joy as we pursue our mission and work to spread joy to others as we connect, collaborate, create and incite positive change in our community.



## Position Summary

Collaborating closely with the Executive & Artistic Director, the Development Director will serve as a strategic advisor, partner, and integral member of the Leadership Team. The ideal candidate will excel in building and managing relationships, possess an entrepreneurial spirit, and be adept at representing Mosaic in public settings. This role will inspire and support the team, while engaging both institutional and individual donors to expand opportunities and resources for youth, young artists, and a vibrant Detroit community.



## Specific Responsibilities

- Develop and execute a comprehensive fundraising strategy in collaboration with the Executive & Artistic Director (EAD), finance, marketing, and development team members.
- In collaboration with the EAD, lead the team effort to attract, engage, secure, and retain individual donors, foundation and corporate partners through multiple fundraising channels, including individual meetings, fundraising and/or community events, and multichannel appeals.
- Manage a portfolio of 75 to 100 individual supporters with the inclination, capacity, and propensity to give gifts at \$2,500 and above.

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- Develop and execute affinity group fundraising strategies, including but not limited to alumni and parent groups.
- Develop and manage Legacy Giving program securing bequests and gifts of life insurance designating Mosaic as beneficiary.
- Develop and execute a high-level, integrated donor communications plan and calendar in collaboration with marketing. This includes but is not limited to donor appeals, newsletter/e-newsletter, stewardship reporting, annual impact report, various EAD communications, and year-end giving statements.
- Responsible for concept development, budget and project management, and successful execution of special events in collaboration with staff and Development & Marketing Committee.
- Oversees timely and accurate gift processing, acknowledgment, and recognition fulfillment. Ensures integrity and security of donor data.
- Strategize, advocate for, and support the roll-out, onboarding, and evaluation of organization-wide data collection systems that support fund development efforts.
- Ensure that Mosaic's fundraising policies and practices align with the Association of Fundraising Professional's Donor Bill of Rights, Code of Conduct, ethical standards, and relevant laws. Fulfill the organization's accountability to donors, support legal compliance, adhere to high standards of accuracy and assure timely record keeping and reconciliation, maintaining excellence in donor relations.
- Identify and support professional development opportunities and organization-wide collaboration to build and strengthen Mosaic's culture of philanthropy.
- Participate in Leadership Team meetings and demonstrate leadership throughout the organization related to fundraising, building a culture of philanthropy, and establishing organizational goals aligned with our mission, vision, and values.
- Professionally and passionately represent Mosaic to current and prospective supporters and in the community through presentations, mission tours of Mosaic and other channels.

- Serve as primary liaison to the Fundraising & Marketing Committee.
- Perform other job-related duties as assigned.

## Qualifications

Qualities and experiences that ideal candidates should display include:

- A passion for philanthropy and fundraising to increase equity through the arts.
- Thrives in a metrics-driven, relationship-centric role.
- The ability to listen actively, synthesize information and translate it into donor-centric, action plans.
- Demonstrated success managing a team and supporting their career development.
- Demonstrated success in fundraising, relationship management, event planning, etc.
- Experience fostering a culture of collaboration, cooperation, and accountability with team members and volunteers to achieve organizational engagement and fundraising goals.
- Excellent interpersonal, writing, speaking, and presentation skills.
- Ability to relate and work closely with people from all socio-economic experiences.
- Excellent organizational skills and ability to gracefully manage deadlines, in a fast-paced working environment, and multiple projects concurrently.
- Strong attention to detail, especially in understanding individual donor interests, values, and connections to the organization.

## Memorandum

Mosaic Youth Theatre of Detroit is an equal opportunity employer committed to upholding safe spaces that honor diverse perspectives, lived experience and expertise to enhance the communities we serve and those we are a part of creating. Mosaic does not discriminate based upon race, religion, color, national origin, gender (including pregnancy, childbirth, or related medical conditions), sexual orientation, gender identity, gender expression, age, status as a protected veteran, status as an individual with a disability, or other applicable legally protected characteristics.



The salary and benefits are competitive and commensurate with experience and qualifications. Paschal•Murray supports the commitment of our client in encouraging applicants from diverse backgrounds and cultures. As a condition of employment, our client reserves the right to conduct background verification including academic, work, driving, credit, and criminal histories.

This position announcement is not intended to be an exhaustive list of all responsibilities and requirements. It is presented as a fair reflection of the principal job elements.

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Nominations and applications are welcome. Please send résumé and letter of application as separate documents attached to an e-mail message to:

Beau Cummings, Senior Search Consultant  
Paschal•Murray

Executive Search  
San Diego • Wilmington

[beau@paschalmurray.com](mailto:beau@paschalmurray.com)

Voice: (760) 863-4512

[www.paschalmurray.com](http://www.paschalmurray.com)



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