

Benjamin Cadwallader, City Market Board Candidate

Optimistic, empathetic, collaborative, pragmatic, strategic, inquisitive natural leader. Experienced in non-profit leadership, personnel management, governance, and fundraising. Effective manager with exceptional interpersonal ability, a zealous customer service and work ethic, and a solid sense of humor.

Experience

Vermont Symphony Orchestra Association; Burlington, VT

Executive Director

October 2015-present

- Lead and manage musical, human, and financial resources institution-wide.
 - Created clear and strong organizational identity; built and refocused management team, streamlined staff structure and personnel to reflect institutional culture, values, and vision.
 - Rolled out a constellation of deeply collaborative and community integrated initiatives designed to both excite current audiences and authentically engage & retain an entirely new category of music lover.
 - Initiatives include VSO Jukebox, VSO @ Higher Ground, Made in Vermont/Middlebury New Filmmakers Festival, Taste Test, promo video series, Burlington Does Broadway, Film Pops.
 - Secured leadership funding for educational pilot program; worked with Education team to create Doolittle Residencies, in partnership with public, in-school music programs throughout Vermont.
 - Restructured and deepened relationships with media partners, including live concert broadcasts on public media.
- Set and carry out strategic goals.
 - Elevated diversity and inclusion as a lead institutional priority and began shifting systemic structures and beliefs in programming, hiring, and governance.
 - In 2015, conceived, implemented, and funded the “VSO Innovation Fund,” a research and development fund seeking creative methods to attract and retain new audience members. Above initiatives were incubated through this fund.
 - Designed and began the Music Director search process, currently under way, to be complete by fall 2021.
 - Entered a strategic planning process with Board, Staff, Orchestra, and audience, to be complete in early 2020.
 - Successfully negotiated the organization’s first-ever Collective Bargaining Agreement with the American Federation of Musicians. Negotiation process and resulting CBA resulted in stronger communication, greater transparency, and deeper mutually shared trust, between Musicians, Management, and Board.
- Participate directly and enthusiastically in fundraising efforts, with focus on Major Gifts; work with staff to set, monitor, and achieve goals.
 - Create and maintain relationships with key funders throughout the region; seek and close gifts regularly.
 - Overseen steady increases in contributed revenue: \$629k in ‘15 to \$852k in ‘18, per IRS Forms 990.
- Work closely with Board of Directors, Committees, and volunteers in policy, planning, and advancement.
 - Deepened Board Member engagement in governance through meaningful mission work, regular and transparent communication, and thoughtful, focused conversation with follow up.
 - Launched virtual Board Portal for meeting scheduling, meeting materials, and contact information.
 - Worked with Governance Committee to completely overhaul policies, procedures, and institutional By-Laws (approved July 2017).
 - Instituted an overnight Board retreat occurring every November.
 - Funds raised from the Board have increased from \$44k in FY15 to \$89k in FY19
- Oversee all financial matters pertaining to \$1.5MM annual budget and \$4.5MM endowment funds.
 - Managed the selection and transition to a new endowment fund manager, with Investment Committee.
 - Completely overhauled organization-wide financial management tools, including a rebuilt chart of accounts, departmental and event-based budget generation process, monthly progress evaluation, and regular cash flow management.
 - Kept expenses tightly controlled year over year, remaining at or below annual budget.

Los Angeles Philharmonic Association; Los Angeles, CA

Education Programs Manager

October 2012-October 2015

- Responsible for overseeing educational initiatives
 - Composer Fellowship Program (CFP)
 - Ushered the program through a period of remarkable growth and increased national visibility, including program structure and curriculum overhaul, hired Pulitzer Prize-winning composer Andrew Norman as Program Director, expanded LA Phil musician involvement, drove

marketing efforts to historic application volume. Conceived, created, and implemented the Associate Composer program and the National Composers Intensive (NCI)

- YOLA Neighborhood Project in-school residencies
 - o Oversaw the program's expansion to include 15 partner schools and 6,200 students, grades K-5
- Managed all aspects of the department's \$3.1MM operating budget; formalized and overhauled the annual planning, approval, and quarterly forecasting processes
- Managed two full-time administrative staffers and 12 part-time Teaching Artists

Youth Orchestras of San Antonio (YOSA); San Antonio, TX

Operations Director

August 2010-October 2012

- Oversaw organization-wide production and operation.
- Integral role in fostering positive relations between families and YOSA; increased brand strength and identity.
- Hired, trained, managed, and evaluated one full-time operations assistant and seven part-time concert assistants.
- Developed, monitored, and forecasted budgets for all production and touring activities.

East Coast Chamber Orchestra (ECCO); New York, NY

General Manager

May 2009-August 2010

- General management support of ECCO, including all concerts, tours, and rehearsals for 29 professional international soloists, chamber musicians, and orchestral players.

Schneider Concert Series & New York String Orchestra Seminar; New York, NY

Production Coordinator, New School Concerts

September 2005-June 2008

- Oversaw application processing and audition scheduling for 500+ NYSOS applicants in cities across the U.S.
- Managed NYSOS interns.
- Provided primary research for alumni professional affiliations, as well as emerging ensembles for presentation consideration.

Community Engagement and Volunteer Work

King Street Center, *Mentor*

September 2018-present

- Volunteer four to eight weekly hours together with nine-year-old mentee, prioritizing positivity, confidence, consistency, kindness, patience, and fun.

College Street Congregational Church, *Church Council Member*

January 2019-present

YOLA at HOLA (Heart of Los Angeles), *Oboe instructor*

November 2012-October 2015

- Volunteered once a week to teach individual and group oboe lessons ranging from beginner to intermediate.

The Children's Bereavement Center of South Texas, *Volunteer Group Facilitator*

September 2010-October 2012

- Led a group of 10- to 12-year-old girls and boys every other Monday and Thursday evening in group activities and exercises designed to help them through their grief; developed trust and meaningful bonds with children and families.

Awards

Graduate of the 2016/2017 Emerging Leaders Program, offered by the League of American Orchestras.

Education

Mannes College of Music

Bachelor of Music in Oboe Performance, 2007

Additional info: Proficient with Mac and PC, iOS, Skype, Dropbox, Microsoft Office Suite incl. Office365 & OneDrive; CRM experience with Neon, Raiser's Edge, Constant Contact, Salesforce; avid runner, rower, hiker, skier; dog lover, cat tolerator; valid U.S. driver's license; surprisingly good ping-pong player.