



## Rockport Music President & CEO

### Organization

Rockport Music, with its celebrated Shalin Liu Performance Center, presents exceptional musical performances and events throughout the year. Located in the scenic oceanfront town of Rockport, Massachusetts, its signature event is the acclaimed Rockport Chamber Music Festival, which includes more than 20 performances in five weeks during June and July annually. Rockport Music also has a robust presenting series throughout the year that includes classical, jazz, folk, pop, and world music, as well as a film series and HD broadcasts of performances from The Metropolitan Opera and The Royal National Theatre of Great Britain. Rockport Music inspires a love and understanding of music through their exceptional live performances and creative learning opportunities for almost 30,000 visitors annually.

Founded in 1981 as the Rockport Chamber Music Festival, Rockport Music was renamed by the Board of Trustees in 2008 to represent the year-round programmatic expansion of the organization. That growth was precipitated by the 2010 opening of the state-of-the-art, 330-seat Shalin Liu Performance Center, designed by lead architects Alan Joslin and Deborah Epstein of Epstein Joslin architects with acoustics by R. Lawrence Kirkegaard.



Rockport Music believes in shared live music and learning experiences that intensify the transformative power of music; exceptional performances and creative programming that explore and evolve the art form; support for emerging world-class artists and the next generation of audiences; lasting personal connections with its audiences, performers, volunteers, and friends; and access to live music for Cape Ann community members of all ages. Its vision in the next five years is to strategically expand its programs, solidifying its position as a primary concert destination for New England audiences and a favorite of artists across the country and the world. Rockport Music will pursue its strategic ambitions in the three focus areas of artistic product and programming; learning and community engagement; and organizational and financial sustainability

Rockport Music's Youth Education programs reach nearly 9,000 students and adults annually and provide learning opportunities and hands-on musical experiences to the Cape Ann community and the greater North Shore. In addition to presenting free (and discounted) community concerts at the Shalin Liu Performance Center every season, the organization provides extensive and enriching multi-day artist residencies in the Rockport, Gloucester, Ipswich, Beverly, and Manchester public schools that include side by side performances and workshops with students of all ages. Rockport Music also brings performances and educational opportunities to the broader Cape Ann community by collaborating with Boston-based music education programs for youth. Education programs have recently expanded into schools in Lawrence, north of Boston.

Rockport Music has a 23-member board of trustees led by Jeannie McIntyre. Barry Shiffman serves as Artistic Director of the Rockport Chamber Music Festival and classical programming. The President & CEO oversees approximately 18 full-time staff. For the fiscal year ending March 31, 2024, Rockport Music anticipates total revenues of approximately \$4.5 million with \$1.5 million from contributions and grants, \$1.6 million from program services, and \$1.4 million from investment and other income. Rockport Music is fortunate to have significant resources with endowments of \$13.3 million and operating reserves of \$2 million. The generosity of the individuals and families in the Linden Tree Society will leave a lasting legacy on Rockport Music and the communities it serves.

## Community

Just 40 miles northeast of Boston, Rockport is a stunning and charming seaside town on Cape Ann, which also includes the city of Gloucester and the towns of Essex, and Manchester-by-the-Sea. Rockport has a year-round population of approximately 7,000, which more than doubles during the summer season, with another 37,000 residents in surrounding Cape Ann communities. Rockport Music audiences also come from greater Boston as well as other communities on the North Shore.

In addition to Rockport Music and the Shalin Liu Performance Center, the town of Rockport boasts charming, independent shops, a gorgeous harbor, boat tours, art galleries, and restaurants featuring fresh, local seafood. On Bearskin Neck, a popular tourist area, there are many local businesses, from Susie's Stories Bookshop to the Rockport Candle Company to the Bearskin Neck Country Store, and many others. There are also several art galleries, with more up along Main Street. Rockport has been a noted artists' colony of New England for many years, and it hosts one of the country's oldest arts associations. After shopping, one can visit Motif 1, the most painted building in the country. Many movies have been filmed in Rockport including *The Proposal*, where Rockport was transformed into Sitka, Alaska. The Shalin Liu Performance Center was recently featured in the Oscar-winning movie, *CODA*.

Nature lovers can enjoy Halibut Point State Park, with its tidal pools and granite ledges offering dramatic views on clear days all the way to the Isles of Shoals in Maine and New Hampshire, and Mount Agamenticus in Maine. There are six local beaches, with Front Beach within walking distance of the town's center. Ocean kayaking and stand-up paddleboarding are two ways to enjoy the ocean and its views. Hikers can enjoy the Quarry Hike, eight miles of old quarries that starts at the Rockport Train Station. The other towns of Cape Ann are a short drive away and offer additional access to restaurants, shopping, outdoor activities, and several local breweries.

Sources: edited from [rockportusa.com](http://rockportusa.com); [census.gov](http://census.gov); [worldpopulationreview.com](http://worldpopulationreview.com); [newenglandwanderlust.com/things-to-do-in-rockport-ma/](http://newenglandwanderlust.com/things-to-do-in-rockport-ma/)

## Position Summary

The President & CEO will report to the board of trustees to enhance Rockport Music's artistic and operational vision through executing the strategic plan. This will include building the revenues and brand by highlighting its quality to pique both domestic and international audience interests and motivate active local participation. The Artistic Director, in a co-equal reporting relationship with the board of trustees, will be responsible for the vision and artistic growth of the Rockport Chamber Music Festival and classical programming, while the President & CEO will focus on the other genres of music such as jazz, celtic, folk, and world. Both the President and CEO and the Artistic Director will collaborate to highlight the Rockport Chamber Music Festival, expanding its reach into the community and beyond. The President & CEO will demonstrate a commitment to educational programs and community engagement and seek out new initiatives that extend the artistic product beyond the Shalin Liu Performance Center by broadening the offerings to diverse audiences. The President & CEO will ensure that Rockport Music operates with fiscal responsibility and increases its commitment to diversity, equity, inclusion, and accessibility locally and throughout the region.

## Role and Responsibilities

### Strategic Vision and Board Governance

- Provide leadership and direction to the board, Artistic Director, and staff to amplify existing artistic programs, diversify program opportunities, and set a vibrant strategic direction for the organization.
- Engage with the community with a focus on relationships, long-range goals, and a vision for Rockport Music that is embraced by multiple stakeholders.
- Support the board in identifying, cultivating, and recruiting new board members while leveraging the deeply committed involvement of existing board members and considering long-term succession planning.

- Support board committees and empower staff to function in a collaborative and unified work environment.
- Enhance and build a deep culture of collaboration, communication, and transparency with the board, Artistic Director, and staff.

### **Revenue Generation and Financial Resiliency**

- Create a resilient business model with sustainable financial results in collaboration with the board, Artistic Director, and staff.
- Partner with the development team, board, and staff to identify donor prospects, cultivate their interest, and increase donor engagement and financial support.
- Consider the need for a capital and/or endowment campaign with the development team and lead its implementation as determined by the board.
- Oversee the marketing team's pricing, promotion, and packaging opportunities that uplift the visibility of Rockport Music, its programs, its venue, and its quality.
- Develop and monitor operating and capital budgets with the Director of Finance that ensure short-term results and long-term viability.

### **Community Engagement and Educational Impact**

- Serve as the public voice for Rockport Music to Rockport, Cape Ann, and Greater Boston communities.
- Create and maintain ongoing relationships with local and national arts organizations, producers, and presenters, fostering mutual support and collaboration.
- Encourage and support educational partnerships both at the venue and throughout the community.
- Encourage and support educational offerings that provide performing arts experiences for a range of demographic communities.

### **Administrative and Operational Excellence**

- Examine the current organizational structure and capitalization needs while creating a plan that addresses any gaps and embraces opportunities.
- Foster a culture of collaboration and teamwork by sharing necessary information in a timely and transparent manner which builds upon a culture where everyone feels valued and respected.
- Develop and implement effective policies that ensure the continued smooth operations of the organization in partnership with appropriate staff.
- Oversee the management and upkeep of the Shalin Liu Performance Center to ensure its continuing excellence.

### **Traits and Characteristics**

The President & CEO will be a strong leader focused on the mission and core values of Rockport Music and possess an entrepreneurial mindset and a demonstrated commitment to community engagement. The President & CEO will:

- Encourage an environment of trust and communication in which all are valued and respected.
- Be transparent and direct in communications and will value teamwork and collaboration.
- Lead by example in all aspects of the organization's operation and initiatives with significant fiscal and fundraising experience.
- Possess strong time and priority management skills and easily shift between multiple projects and tasks in all areas of the organization and community.
- Engage skillfully and productively with diverse groups and constituencies.

Other key competencies include:

- **Donor and Customer Focus** – The capability to organize, inspire, and influence donors, audiences, and community members while anticipating, meeting, and exceeding their needs and expectations.
- **Leadership and Teamwork** – The ability to inspire, build trust, and lead with confidence while cooperating with others to set and reach common goals.
- **Personal Accountability and Flexibility** – The integrity to be answerable for personal and professional actions while readily modifying and adapting to change with minimal resistance or disruption.

- **Time, Priority, and Project Management** – The capacity to manage, prioritize, and complete multiple complex tasks, mobilize resources, and deliver desired outcomes within allotted time frames.

## Qualifications

Several years of progressive senior leadership experience and proven success in arts programming, presenting, nonprofit management, business, or a related field is required. Financial and operational acumen with demonstrated success in fundraising and earned revenue enhancement is needed. A deep appreciation and understanding of classical and other genres of music and multidisciplinary arts arenas with established professional networks in multiple artistic performing arts genres is desirable. A track record of community engagement and cultural diplomacy is essential. Experience leading a strong, dedicated, and unified team with a transparent communication style and a commitment to equity, diversity, and inclusion is critical. Visibility as a primary spokesperson who has represented an organization to a diverse range of stakeholders is very helpful. If you do not meet all the qualifications but possess transferable or equivalent skills, experience, or education, we encourage you to apply and highlight those areas.

## Compensation and Benefits

Rockport Music provides a competitive and equitable compensation package with an estimated salary in the range of \$200,000 to \$240,000. Benefits include paid time off and holidays; subsidized health, dental, and vision insurances; life insurance; 401(k) matching up to 3%; and Massachusetts Paid Family Medical Leave, among others. Employees may also elect a Flexible Spending Account, short- and long-term disability, critical illness, hospital indemnity, and legal insurances.

## Applications and Inquiries

To submit a cover letter and resume with a summary of demonstrable accomplishments (electronic submissions preferred), please click [here](#) or visit [artsconsulting.com/opensearches](https://artsconsulting.com/opensearches). For questions or general inquiries about this job opportunity, please contact:

Bruce D. Thibodeau, President



292 Newbury Street, Suite 315

Boston, MA 02115-2801

Tel (888) 234.4236 Ext. 201

Email [RockportMusic@ArtsConsulting.com](mailto:RockportMusic@ArtsConsulting.com)

**Rockport Music is committed to deepening and broadening our connections with historically underrepresented populations focusing first on communities of color. Drawing on our core values of excellence, equity, and mutual respect, we work with the wider community to address organizational issues of access and inclusion through musical performance, educational offerings, and outreach. We aim to achieve increasingly greater diversity in our artists, musical content, staff, leadership, volunteers, and audiences, and to build multi-cultural appreciation and competency through our programs and strategic partnerships. Rockport Music welcomes everyone and embraces values, policies, and practices that assure broad access to our rich, creative offerings.**