



Rockport Music

Director of Development

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 annual Rockport Chamber Music Festival, which includes more than 20 performances in five weeks during June and July. 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 over 40,000 visitors yearly.

Founded in 1981 as the Rockport Chamber Music Festival, Rockport Music was renamed by the Board of Trustees in 2008 to reflect its year-round programmatic expansion. This growth was propelled by the 2010 opening of the Shalin Liu Performance Center, a state-of-the-art, 330-seat venue recognized for its world-class acoustics and stunning oceanfront setting. Over the past four decades, Rockport Music has grown from a small summer festival into a nationally respected, financially strong institution. At its core is a unique culture of music lovers, artists, and supporters who share a deep appreciation for the organization's mission and who continue to sustain its legacy of artistic excellence and community impact.



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 community members of all ages. Its vision in the next five years is to continue to strategically expand its programs, further 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 and growth.

Rockport Music's Education and Community Engagement programs reach nearly 9,000 students and adults annually and provide learning opportunities and hands-on musical experiences to the greater North Shore community. 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 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.

Rockport Music has a 27-member board of trustees led by Jeannie McIntyre. Suzanne Wilson is President & CEO, and Barry Shiffman serves as Artistic Director of the Rockport Chamber Music Festival and classical programming. The organization is supported by 15 full-time staff members. For the fiscal year ending March 31, 2026, Rockport Music anticipates total revenues of approximately \$5 million with \$2.5 million from contributions and grants, \$2 million from program services, and additional revenue from investment and other income. Rockport Music is fortunate to have significant resources with endowments of \$16 million and operating reserves of \$2.2 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 captivating 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 the greater Boston area, 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 many 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, among others. There are also several art galleries, with more along Main Street. Rockport has been a noted artists' colony of New England for many years, and it hosts the Rockport Art Association & Museum (RAA&M), 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 start 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 local breweries.

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

Position Summary

The Director of Development will report to the President & CEO and oversee all aspects of the organization's fundraising activities. The Director of Development will plan and supervise all annual fundraising appeals; cultivate and solicit gifts from individual donors, including major gifts, planned gifts, and capital campaign contributions; and develop corporate, foundation, and government support. They will partner with the Board of Trustees and the Development Committee to plan and implement special fundraising programs and campaigns. The Director of Development will oversee a team of four, fostering a high-performing, collaborative department.

Role and Responsibilities

Development Leadership and Planning

- Develop, coordinate, and implement a comprehensive annual fundraising plan, including appeals, special events, membership, gifts and grants, sponsorship, endowment, capital, and special projects, with goals, objectives, timelines, and assigned responsibilities to meet the organization's strategic goals.
- Create individualized strategies for identifying, engaging, cultivating, and stewarding new, current, and lapsed institutional and individual stakeholders.

- Grow significant contributed revenue opportunities through cultivating and maintaining strong partnerships with the President & CEO, the Artistic Director, the current Board and Trustees Emeriti, major donors, corporate funders, foundations, and government agencies.
- Contribute to Rockport Music's strategic planning efforts, ensuring development initiatives align with long-term organizational goals and priorities, leveraging data to inform and enhance the overarching fundraising strategy, and utilizing fundraising insights to support sustainable growth.
- Guide, cultivate, and increase the donor and membership base, by creating compelling opportunities for donors and members, actively engaging ticket buyers and subscribers while developing a pipeline for community engagement and support.
- Maintain knowledge of best practices in nonprofit governance, state and federal laws and regulations, and significant trends in philanthropy, adapting fundraising strategies as necessary.
- Embrace other development leadership and planning responsibilities, as needed.

Board Engagement

- Advance a culture of philanthropy within the Board by cultivating strong relationships with members, engaging them as partners, soliciting them for financial support, and leveraging their respective networks to expand support for the organization.
- Serve as the liaison to the Development Committee, devising strategies that create meaningful paths for Rockport's community to engage in supporting the organization as donors, advisors, partners, sponsors, and community ambassadors.
- Ensure efficient and timely development and distribution of agendas and reports to inform decisions that advance Rockport Music's mission and goals.
- Advise board members, both individually and collectively, on best practices in community ambassadorship and donor cultivation.
- Embrace other board engagement responsibilities, as needed.

Team and Organizational Oversight

- Lead and oversee the development team in creating and promoting effective cultivation and solicitation opportunities that involve the President & CEO, Artistic Director, Board of Trustees, and other staff members.
- Partner with the Director of Finance to ensure sound fiscal operation of the fundraising function, including timely, accurate, and comprehensive budgeting, monitoring, forecasting, and reporting of charitable contributions and department expenses.
- Collaborate with the Marketing Department to ensure consistent messaging and outreach strategies as they affect all fundraising efforts.
- Inspire, coach, lead, and recruit a strong development team.
- Create a supportive, collaborative, and productive work environment based on respect, teamwork, and the inclusion values of the organization.
- Oversee the strategic management and use of the database and other development communication tools, coordinating communications with existing and potential donors to ensure the highest level of donor engagement and satisfaction.
- Ensure high-quality, individualized, and meaningful stewardship of donors, coordinating with the development team, other staff members, and the Board of Directors, and personally stewarding donors, as needed.
- Embrace other team and organizational oversight responsibilities, as needed.

Traits and Characteristics

The Director of Development will be an exceptional communicator and relationship-builder, experienced in collaborating across teams to strengthen connections with supporters and expand the organization's reach. They will be comfortable in a range of social settings and connect with the diverse community constituencies in a genuine and meaningful way. Encouraging an environment of trust and communication, in which all are valued and respected, the Director of Development will be transparent and direct, supporting teamwork and collaboration. They will have a strong ability to perform complex functions and will be driven by practical results and return on their investment of time, energy, and resources. With a strong acumen to discern systems and apply practical thinking,

they can work in financial settings that require accuracy and attention to detail and will lead by example in all aspects of their work.

Other key competencies include:

- **Diplomacy** – Effectively utilizes tact and diplomacy in working with people across hierarchical, functional and/or cultural borders.
- **Time and Priority Management** – Effectively manages difficulties and delays to complete tasks on time and reduces the amount of time spent on non-priorities.
- **Planning and Organizing** – Works effectively within established systems and utilizes logical, practical, and efficient approaches, prioritizing tasks for optimum productivity.
- **Leadership and Teamwork** – The ability to inspire, build trust, and lead with confidence while cooperating with others to set and reach common goals.
- **Donor Focus & Personal Accountability** – Strives to anticipate, identify, and understand donors' wants, needs, and concerns, and accepts personal responsibility for actions and results.

Qualifications

A seasoned development professional, with a passion and commitment to the mission and core values of Rockport Music, they will have proven success and expertise in all areas of fundraising, including Annual Fund, Corporate, Foundation, and Government Giving, Major Gifts, Events, Planned Giving, and Capital Campaigns. Five to seven years of senior leadership experience and proven success in fundraising across giving categories is essential. Experience inspiring, leading, and mentoring a team of fundraisers is required. Technical proficiency with donor management and identification is necessary. Excellent written and verbal communication skills are required. Experience in, and a broad understanding of, classical music and other genres of music is very desirable. A background in nonprofit organizations, preferably arts organizations, is highly desirable. Proficiency with or willingness to learn Tessitura is required. 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 \$130,000 to \$145,000. 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. For questions or general inquiries about this job opportunity, please contact:

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Rockport Music is committed to being a welcoming and inclusive organization, making our spaces and offerings equitable for all. This initiative will be reflected throughout our organization and in all we do.

Rockport Music embraces values, policies, and cultural equity practices that assure all people can experience our rich, creative offerings within a welcome environment with equal access to all.