

ALONZO KING LINES BALLET

Title: Director of Development

Location: Hybrid (with ability to regularly meet with donors and be present at LINES HQ in San Francisco for events and meetings. Open to non-local candidates who are relocating to the bay area)

Employment Status: Full Time, Exempt

Reports to: Managing Director

Salary: \$120k - \$135k

Start Date: Spring, 2025

ABOUT ALONZO KING LINES BALLET

Named as a choreographer with “astonishing originality” by the New York Times, Alonzo King has guided **Alonzo King LINES Ballet** with his unique artistic vision since 1982. The organization has been recognized for its critically acclaimed performances around the world, its unique musical collaborations, and transformative education programs that nurture creativity, self-discovery, empathy, and risk-taking. Alonzo King has been commissioned by numerous dance companies, including American Ballet Theatre, Dance Theatre of Harlem, Frankfurt Ballet, and the National Ballet of Canada. Additionally, he holds doctorate degrees from The Juilliard School, California Institute of the Arts, and Dominican University. The UCSF Women’s HIV Program recently honored Alonzo King with their esteemed Minyon Harlin award after many years of LINES support to the program.

LINES is at the forefront of artistic innovation – in continuous creation and collaboration, investigating deeply rooted affinities between Western and Eastern classical forms, elemental materials, the natural world, and the human spirit. LINES is the feature of a documentary funded by Mellon Foundation and part of the 2025 San Francisco Film Festival in addition to a recently released PBS “Next” episode filmed at Kennedy Center. The LINES archive is well under way to preserve the company’s rich history and artistic contributions for decades to come.

LINES presents two home seasons in San Francisco and maintains a robust national and international touring schedule. The Company has been featured at numerous venerable institutions, including The Kennedy Center, Jacob’s Pillow, Venice Biennale, the Edinburgh International Festival, Montpellier Danse, the Holland Dance Festival, and Theatre Chaillot National de la Danse in Paris, among many others. In 2025, LINES touring will be showcased at numerous prestigious venues throughout the US and Europe. The Company collaborates with major musical artists, including GRAMMY-winning vocalist Lisa Fischer, Jason Moran, the late, Zakir Hussain, along with acclaimed visual artists Richard Misrach and RJ Muna.

In addition to its rigorous performance schedule, the LINES Dance Center offers rich classes – from a robust summer training program to professional level classes, community-based teaching artist residencies and offers a dual degree BFA program with Dominican University in San Rafael.

LINES is supported by a working and generous board of 20 active members. The annual budget is \$6.9 million. The organization enjoys broad support from donors across the country and has recently been

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awarded a number of major grants from leading foundations that support artistic excellence, innovation, strategic growth, and a commitment to diversity. To learn more about us: <https://linesballet.org/>

POSITION SUMMARY

Reporting to the Managing Director (MD), the Director of Development (DD) is a dynamic, creative and strategic fundraising professional, responsible for oversight of LINES Ballet's comprehensive \$3+ million fundraising program. In this role, the DD will partner closely with the MD, the Board of Directors, and the Development Committee to maximize fundraising across all areas. As a member of the senior leadership team, the DD will also participate in strategic planning, governance, and finance, and will work collaboratively with the marketing department on impactful communication strategies that benefit the organization broadly.

Managing a small team, the Director of Development will provide the leadership, management, and coordination for individual, institutional, campaign, and planned giving programs, guided by annual Development plans and a departmental budget. Additionally, the DD will serve as the staff liaison to the Development, Strategic Planning and Gala Committees. The DD will be a hands-on and deeply involved fundraiser and relationship builder who will work in partnership with the MD to develop a pipeline of Major prospects and donors with capacity for giving. LINES is a high out-put organization that focuses on results through creative strategy, targeted and clear actions, and deep engagement of board leadership. The DD will have the full support of the MD as a fundraising partner.

In partnership with the MD, the DD will grow the fundraising infrastructure to ensure that the organization can respond quickly, effectively, and contextually to short and long-term financial objectives. The DD will be responsible for the crafting and delivery of a high-touch cultivation, stewardship, and donor recognition program. The DD is comfortable working with stakeholders across the organization and can negotiate successfully with all external partners.

ESSENTIAL DUTIES & RESPONSIBILITIES

Oversee All Fundraising Activities:

- Oversee a department responsible for raising \$3+ million in annual support from individuals, foundations, corporations, and government agencies, plus additional major support to fund projects and special initiatives, including launching a Capital Campaign.
- Inspire, retain, and recruit a small and efficient Development team, establishing work plans, respecting work styles, providing necessary training and guidance, and regularly reviewing performance objectives and goals.
- In collaboration with the MD, and in partnership with members of the Development department, the DD will develop comprehensive annual development plans that articulate

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strategies and actions across all core areas, including: Individual Giving, Board Giving, Foundation, Corporate, and Government support. Plan to include Annual Fund donor segmentation, strategies for major and non-major donor individual giving, strategies for new and renewing foundation funders, plans for stewardship, cultivation, and the annual Gala.

- Develop sophisticated materials that articulate the case for support to be used by staff and volunteer leadership in the solicitation of major annual gifts and campaign gifts;
- Implement a moves management system for major gifts and develop a continuous pipeline;
- Supervise and expand an effective prospect research program for individual and institutional funders to broaden the base of support;
- Maintain a portfolio of prospects/donors and identify, cultivate, and successfully solicit major prospects and renewing donors;
- In conjunction with the database administrator, utilize data to analyze donor trends and to inform fundraising strategies;
- Manage and oversee appropriate systems for timely execution of donor acknowledgments and fulfillment of donor benefits;

Support and Advance Board of Directors Initiatives

- With the MD, work collaboratively with the Development Committee to establish protocols and plans for solicitation, cultivation, and stewardship of individual and institutional funders;
- Serve as the staff liaison to the Gala Committee, leveraging the skills and talents of the committee;
- In conjunction with the Planned Giving Committee, develop and launch a planned giving program;
- Support the Nominating and Governance Committee to expand the pool of potential Board members

Organizational Stakeholder Collaboration:

- Create annual budget for the Development department and collaborate with MD and Finance Director on the preparation of annual operating plans and long-term financial strategy to support strategic activities;

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- In partnership with the Marketing and Education departments, improve systems for sharing data on ticket buyers and students and develop a plan for active and sustained engagement; including capturing constituent data in Salesforce in conjunction with the database administrator;
- Work closely with the finance department and database administrator to reconcile cash and pledges;

EXPERIENCE & ATTRIBUTES

- At least 5 years' experience as a DoD, preferably at an Arts or Non-Profit organization
- Innovative, strategic thinker who can bring critical, new thinking to arts fundraising in SF
- Demonstrated track record in crafting Development and revenue plans, including strategies for individual giving, major giving, institutional support, sponsorship, and events
- Demonstrated track record in soliciting and securing major gifts from HNWI's and institutions of at least \$10k, with preferred experience closing major gifts of \$50-100k+
- Track record in motivating, managing, supervising and supporting Development staff and working collaboratively with marketing and artistic staff
- Exceptional written and verbal communicator who understands how to align donor passion with programs
- Experience in planning and executing small and large-scale events, including galas
- Ability to utilize data to analyze fundraising performance and to inform revenue strategies
- Capital campaign full lifecycle experience: from planning to execution
- Experience managing board committees and crafting materials for meetings
- Experience working within fundraising CRM databases, Salesforce a plus
- Deeply passionate about dance and music and advancing LINES mission
- An avid learner who thrives on continuous learning in a dynamic environment
- Must be able to attend performances in San Francisco; some travel required on tour to support donor cultivation and stewardship events

LINES embraces a workforce that reflects the exceptional diversity of the Bay Area and our country. Equal employment opportunities are available to all applicants without regard to race, color, religion, age, sexual orientation, sex, gender identity and expression, national origin, physical and mental disabilities, marital or partner status, pregnancy and military status.

The Company offers generous benefits, including a hybrid work environment, 100% Employer paid health and dental plan options, vision coverage, FSA health and pre-tax commuter benefits, 403(b) retirement plan, generous paid time off. LINES Ballet is an equal opportunity employer.

To apply: Please send a cover letter and resume to Anne Calais, Director of Human Resources, at jobs@linesballet.org