



Chief Development Officer Position Profile

Reports to: CEO and President
Location: Columbus or Dayton, Ohio

About Equitas Health

Vision

Individuals living with or affected by HIV/AIDS, the lesbian, gay, bisexual, transgender, and queer/questioning (LGBTQ) community and others who experience medical disparities have access to the highest quality healthcare and preventive services.

Mission

To be the gateway to good health for those at risk of or affected by HIV/AIDS for the LGBTQ community, and for those seeking a welcoming healthcare home.



Equitas Health is a community health system dedicated to providing a welcoming healthcare experience that embodies the values of acceptance, dignity, and respect. In 2016 Equitas Health (formerly known as AIDS Resource Center Ohio) expanded its mission and scope of services to achieve greater outcomes for medically underserved individuals, including those within the LGBTQ community.

The organization's growth has been dramatic – increasing revenue from \$6 million to \$60 million in six years. Equitas Health currently has more than 250 employees in 15 offices in 11 cities. The growth included adding a Dayton Medical Center & Pharmacy in 2014 and Dayton Dental Services in 2016. Equitas Health's expanded mission makes it one of the largest organizations of its type in the U.S., serving more than 67,000 individuals in Ohio, Kentucky, and West Virginia. Services offered by Equitas Health include:

**Medical
Wellness & Prevention
STI Prevention & Treatment**

**Behavioral Health
Pharmacy
Advocacy/Public Policy**

**Dentistry
Supportive Services
Education & Training**

Results

The dedication, passion, and work of the leadership team and the organization is acknowledged with numerous recent awards and recognition.

- 2017 Columbus CEO – Healthcare Achievement Awards
 - *President and CEO – Healthcare Trailblazer*
 - *Medical Director – Lifetime Achievement Finalist*
 - *COO – Executive of the Year Finalist*
 - *Nurse Practitioner – Practitioner of the Year Finalist*
 - *HIV Testing/Safe Point Volunteer – Volunteer of the Year*
- CEO – 2016 EY Entrepreneur of the Year Award
- HRC Equality Award
- Five Nonprofits to Watch by The Columbus Foundation
- OANO Excellence Award Finalist
- NASW Ohio Chapter 5 – Agency of the Year
- Dayton Business Journal – 2016 Business of the Year Awards
 - *2016 Executive of the Year Finalist*
 - *President & CEO – 2016 Not-for-Profit of the Year Finalist*
- 2016 OSU Champions of Public Health Award Equitas Health, Bill Hardy

About the Position

The Chief Development Officer (CDO) is an integral member of the executive team responsible for increasing revenue to support Equitas Health's expanding mission and services. The CDO will oversee a team of eight dedicated professionals and will ensure that the philanthropic case for support and strategy is woven into the organization's culture. The new CDO will be:

- visionary with the ability to develop successful fundraising strategies and plans;
- an ambitious and dynamic fund development executive;
- highly collaborative and a strong motivator for the team;
- able to establish effective relationships with the community, donors, and funders;
- comfortable working within the HIV and LGBTQ communities; and
- passionate about providing culturally competent healthcare and human rights to all individuals.

Essential Job Functions

- Strategic Direction and Planning – Develop an overall strategy for fundraising and increased contributed revenue to support the vision, mission, and services offered by Equitas Health. Determine the most effective fundraising approaches to support the strategy. Create appropriate projections, financial models, and plans to achieve the strategy. Develop related policies to support philanthropic giving.
- Culture of Philanthropy and Case for Support – Support and promote a culture of philanthropy throughout the organization, including staff, board, donors, and constituents. Direct the development of a compelling case for support to advance Equitas Health's philanthropic objectives. Ensure the case is consistent with and incorporated in the organization's internal and external messages; collaborate with marketing and internal functions.

- Fundraising/Development – Develop fundraising plans, tactics, and tools to implement the strategy required to achieve the organization’s goals and objectives. Oversee development programs including:
 - Annual Giving (direct mail, digital giving, broad-based peer-to-peer)
 - Major Gift
 - Event
 - Corporate Sponsorship
 - Corporate and Foundation Grant
 - Planned Giving
 - Third-Party Fundraising
 - Grateful Patient
 - Campaign
- Relationship Management – Develop effective and strategic relationships with donors, corporate funders, foundations, community leaders, and constituents. Participate in community events to represent the organization and to build relationships. Cultivate and solicit the highest tier individual and institutional donors.
- Development Infrastructure – Oversee and manage development operations and infrastructure, including donor systems, processes, and reporting. Ensure donor activity and history is recorded and maintained. Prepare appropriate internal, board, and community reports.
- Board Relations – Provide support to the board, development committees, and advisory boards for fundraising activity including training, development of materials, relationship management, and ongoing donor cultivation efforts. Serve as liaison with development committee and advisory committees.
- Department Leadership – Hire, coach, and lead the development team. Develop and implement a team performance management system, including appropriate performance objectives, metrics, and feedback. Provide effective professional and leadership development training and coaching.
- Financial Planning/Budgeting – Participate in financial planning and budget preparation; develop related financial projections. Ensure the organization has the appropriate financial and operational metrics and develop appropriate benchmark reports for the President, board, and staff.



Position Requirements

Education and Experience

- BA/BS degree in an appropriate field
- Eight years fund development experience with at least two years managing a team
- Demonstrated success in cultivating, soliciting, and securing major gifts from individuals, foundations, and corporations
- An understanding and experience with donor databases and systems

Competencies, Skills, and Abilities

- **Passion** for Equitas Health mission and **cultural competence** in working within the LGBTQ community
- **Strategic thinking and planning** skills with the ability to establish and implement short-term and long-term plans for achieving goals
- Ability to strategically **manage growth**
- Extensive knowledge of **fund development** principles, strategies, and tactics
- Ability to **engage** donors, staff, volunteers, and community constituents
- **Interpersonal skills** and ability to establish relationships with **integrity and trust**
- **Political savvy** in working with donors, funders, community leaders, and constituents
- Ability to **work independently** and be **self-directed** while being highly **collaborative**
- Strong **business acumen** and ability to work in fast-paced, complex, and changing organization
- Effective **problem-solving** and **decision-making** skills
- Ability to **manage and measure work** and **motivate and build an effective team**
- Ability to **manage multiple projects** and to **establish and manage priorities, goals, and timelines**
- Strong **communication (verbal and written)** and **informing** and **presentation** skills

Desirable

- Graduate degree and CFRE
- Healthcare fundraising experience

Application Process

Benefactor Group is pleased to be working with Equitas Health to identify the next Chief Development Officer.

To apply, please send cover letter and resume to:

HR@benefactorgroup.com

Candidates are urged to visit the Equitas Health website at www.equitashealth.com

About Columbus

Columbus is Ohio's capital and the state's largest city, with two million people in the metropolitan area. Columbus is often recognized as a progressive, LGBTQ-friendly city. A vibrant place to call home, Columbus has acclaimed performing and visual arts organizations, entertainment, and shopping for all ages, plentiful educational opportunities, collegiate and professional sports, and a variety of inviting neighborhoods.

Central Ohio also boasts the Columbus Zoo and Aquarium, voted the favorite zoo of America by *USA Travel Guide*; COSI Columbus, the number one science center in the country for families according to *Parents* magazine; the nation's most highly rated public library system; recently recognized by *Money Magazine* as one of the Best Big Cities in America; and recognized as a Smart City with the award of \$50 million to modernize its transportation system.

The region has some of the top public schools in Ohio, as well as a number of independent and parochial schools. In addition to The Ohio State University, the area is home to private institutions of higher learning such as Capital University, Otterbein University, Ohio Dominican University, Ohio Wesleyan University, Denison University, Ashland University, Pontifical College Josephinum, Trinity Lutheran Seminary, and the Methodist Theological School in Ohio.

Columbus has active urban neighborhoods—such as German Village, the Short North Arts District, Olde Towne East, Victorian Village, and Clintonville—with unique housing, galleries and exhibition space, and shopping. The city includes many architectural landmarks, both historic and modern. And the metropolitan region has established and growing suburbs with many options for primary and secondary education, a wide variety of housing stock, and a vast and highly rated metro park system.

