



Director of Development – Dayton Position Profile

Reports to: Chief Development Officer
Location: Dayton, Ohio

About Equitas Health

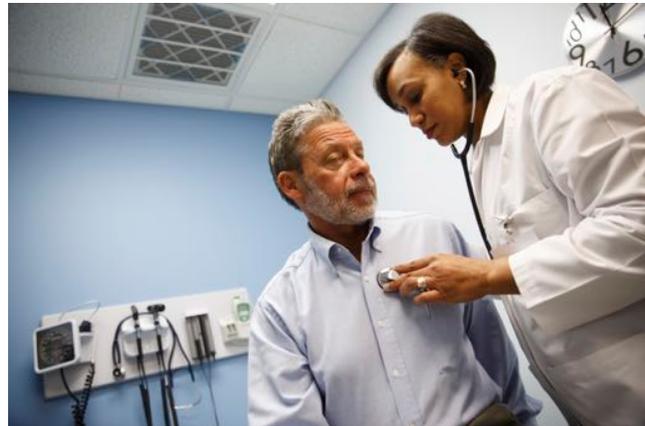
Vision

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.

- *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
- 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

About the Position

Reporting to the Chief Development Officer, the Director of Development is chief fundraiser for the Dayton region and is responsible for developing a regional donor strategy to secure major gifts to support critical and life-saving healthcare.

The new Director of Development for Dayton will be:

- highly motivated and passionate about Equitas Health's mission;
- able to establish strong relationships within the community;
- able to cultivate donors; strategize and solicit major gifts;
- comfortable working within the HIV and LGBTQ communities; and
- passionate about providing culturally competent healthcare and human rights to all individuals.

Essential Job Functions

Key Job Functions

- Fundraising– Manages a portfolio of the highest potential major gift prospects for the Dayton region (individual and corporate). Develops and implements effective stewardship programs to move prospects into a higher donor status. Identifies, cultivates, and solicits major gifts and planned gifts to support the region and organization's contributed revenue goal.

- Strategy and Policy – In consultation with the Chief Development Officer, develops a fundraising strategy and plan specifically for the Dayton region that supports Equitas Health’s overall fundraising strategy and objectives. Provides input to system-wide fundraising strategy and planning, including financial budgets and fundraising metrics.
- Relationship Management – Develops relationships with philanthropic and business constituents in the region. Manages and cultivates relationships to achieve the full fundraising potential of the community. Supports the CDO and President & CEO in relationship building. Participates in community events to represent the organization and to build relationships.
- Campaign Management – Manages applicable regional campaigns and supports related organizational campaigns; collaborates with development teammates throughout the state.
- Leadership – Coordinates and collaborates with system-wide teams (e.g., marketing) to develop and implement fundraising programs and practices. Serves as the lead fundraiser for the region. Recruits, trains, and manages volunteer teams.
- Donor data and records – Ensures that donor data records are maintained. Prepares related metrics and reports for the Chief Development Officer and board committees.



Position Requirements

Education and Experience

- BA/BS degree in an appropriate field
- Five years fund development experience with two years demonstrated success in cultivating, soliciting, and securing major gifts from individuals, foundations, and corporations

Competencies, Skills, and Abilities

- **Passion** for Equitas Health mission and **cultural competence** in working within the LGBTQ community
- Extensive knowledge of **fund development** principles, strategies, and tactics
- Strong **listening** skills
- Attention to **detail** and a **drive for results**
- **Interpersonal skills** and ability to establish relationships with **integrity and trust** and ability to maintain confidentiality
- **Political savvy** in working with donors, funders, community leaders and constituents

- Ability to **work independently** and be **self-directed** while being highly **collaborative**. Ability to establish priorities, goals, and timelines
- Effective **problem-solving** and **decision-making** skills
- 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 Director of Development for Dayton.

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 Dayton

Dayton, with almost a million people in the greater metropolitan area, is Ohio's 4th largest city and is located about 70 miles west of Columbus and 50 miles north of Cincinnati. Dayton is known as a city of diversity and acceptance and has earned a perfect score in the 2016 Human Rights Campaign municipal equality index. Dayton has dozens of religious communities, including Judaism, Islam, Christian, and Hindu denominations.

Dayton has a nationally recognized arts scene and has been designated #2 in the country in a recent poll conducted by *American Style Magazine*. Dayton boasts the Dayton Art Institute, the Dayton Philharmonic Orchestra, Opera, and Ballet. It is also home to the National Museum of the US Air Force, Wright-Patterson Air Force Base, and the Orville Wright home – Hawthorn Hill.

The Dayton area has some of the top public and private secondary schools in the region including the University of Dayton, Ohio's largest private university, and Wright State University, creating a town of exciting education and innovation opportunities. Both schools have Division I sports teams, providing opportunities for spectators and athletes alike. Dayton is also home to multiple minor league and semi-professional sports teams.

Dayton has many historic neighborhoods including Dayton View, Grafton Hill, South Park, the Oregon District, and St. Anne's Hill—each with unique architectural styles. Around these areas are growing suburbs with a wide array of housing styles and options and a robust network of metro parks and trails for recreation and leisure.

