



Anchor Health - Hamden
2200 Whitney Ave, Suite 290
Hamden, CT 06518

Anchor Health - Stamford
30 Myano Lane, Suite 16
Stamford, CT 06902

Director of Donor Engagement

Reports to:	Chief Administrative Officer
Location:	Connecticut - Remote
FLSA Status:	Exempt
Category:	Regular, full-time
Compensation:	\$85,000 to \$120,000 annual salary
Posting Date:	September 12, 2022
Beginning of Employment:	As soon as possible

Anchor Health is looking for an experienced fundraiser to join our team as the Director of Donor Engagement, a new position in the organization. The goal is to build a robust funding pipeline of committed donors--individuals, corporations, and foundations--who share our mission to embrace and promote the health and wellbeing of lesbian, gay, bisexual, transgender, queer, and gender non-conforming individuals through compassionate, comprehensive, and evidence-based care in a safe, welcoming, and affirming space. Planning for and implementing a forward-looking fundraising strategy will be the essential work of the Director of Donor Engagement.

Reporting to and working with the organization's top executive, the Chief Administrative Officer (CAO), the Director of Donor Engagement will lead all of Anchor Health's fundraising efforts, including individual gifts, major gifts, private and public grants, corporate donations, and benefit events. This leadership position will provide the challenge to shape the role and the firm's fundraising program.

This is an opportunity to attract the donor resources necessary to bring our rapidly growing nonprofit organization to the next level, an essential part of Anchor Health's vision to make a meaningful difference in the lives of Connecticut's LGBTQ community.

About Us: Anchor Health is Connecticut's leading health center focused on embracing and promoting the health and wellbeing of lesbian, gay, bisexual, transgender, queer, and gender nonconforming individuals through compassionate, comprehensive, and evidence-based care in a safe, welcoming, and affirming space. Established in 2016, Anchor Health now sees more than 2,500 patients across two full-service clinics and over 50% are transgender and gender nonconforming. Anchor Health's services include primary and preventative care, Gender & Life-

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GROUNDBREAKING, RADICALLY INCLUSIVE, GENDER-AFFIRMING, AND SEX-POSITIVE CARE.

Affirming Medicine (GLAM), HIV prevention and treatment, comprehensive STI testing, behavioral health care, and more. It is health care for queer people by queer people.

Organizational Snapshot: Anchor Health currently has an operating budget of \$5 million and a team of twenty-seven employees, including four providers, three nurses, four medical assistants, four patient care associates, two case managers, two pharmacists, two pharmacy technicians, as well as administrative staff.

Responsibilities:

- Work closely with the CAO and Board of Directors to create and lead a strategy to significantly increase the fundraising capacity of the organization
- Plan for and implement fundraising infrastructure, processes, and metrics to support a more robust fundraising operation
- Oversee the expansion of the donor base
- Solicit sustaining gifts
- Research, develop and manage a portfolio of major donors and prospects. Research and develop relationships with foundations, corporations and government funding sources; prepare all proposals for support and follow through with required post funding reports.
- Establish an ever-evolving vision for consistent, powerful and compelling fundraising messaging and oversee the implementation of this vision
- Build strong relationships with colleagues responsible for marketing, events, programs, and patient care
- Collaborate with communications staff to design, create, and produce all media and collateral associated with fundraising efforts
- Spearhead in-person and online fundraisers and benefit events
- Coordinate public engagements to share information about Anchor Health with potential donors and sponsors
- Participate in regular staff meetings, Board meetings and relevant Board committee meetings.
- Participate in various Anchor Health community events and activities
- Other related duties as needed from time to time.

In addition, Anchor Health will look to the Director of Donor Engagement to maintain the highest ethical fundraising standards and approach all assignments with an equity lens. This person will be a key partner in the firm's efforts to navigate the sometimes-complex power dynamics that are inherent in fundraising to support under-resourced communities.

The Ideal Candidate: The ideal candidate for this role is an experienced fundraising strategist-- someone with a passion for the LGBTQ community and LGBTQ health care, who is excited to take on the challenge of building systems to strengthen and grow Anchor Health's annual fundraising.

The following specific skills, experiences, and traits will be key to success in this role:

- A passion for LGBTQ health care and social justice
- Extensive knowledge of fundraising strategies and donor relations unique to the nonprofit sector
- Extensive experience in a senior fundraising role (at least 5 years), including responsibility for overseeing, designing, and implementing a diversified fundraising strategy
- A history of successfully delivering on fundraising goals
- Strategic and solution-oriented thinking, including a proven ability to set and drive towards ambitious goals and pivot in response to unexpected challenges and opportunities
- A successful track record of graciously cultivating, soliciting, and stewarding donors, particularly in soliciting large gifts from corporate partners
- Effective communication skills combined with a growth mindset and a willingness to give and receive feedback
- Experience with addressing an array of audiences on issues relating to LGBTQ health care, including the intersecting systems of oppression that affect LGBTQ people's health and wellbeing, and social justice
- Ability to navigate and negotiate the political and institutional landscape around LGBTQ health care
- Strong interpersonal, verbal, and written communications skills coupled with working both collaboratively and independently.

Additional requirements:

- Access to reliable transportation, as travel may be needed to visit various sites and donors for donor cultivation
- Ability to work occasional evenings and weekends
- References required for short-listed candidates
- A criminal background check and credit check absent offenses impacting ability to perform role
- Anchor Health complies with Executive Order 13G. Any employee hired on or after September 27, 2021, must either be vaccinated against COVID-19 or apply for a medical or religious exemption and be approved. If approved, you must submit to weekly testing.
- Strong skills with Microsoft Office apps, Word, Excel, and PowerPoint and other presentation programs, as well as fluency with Zoom and social media platforms.

Compensation and Benefits: This is a full-time, exempt, salaried position requiring a willingness to work occasional evenings and weekends. The expected salary range is between \$85,000 to \$120,000, depending on qualifications and experience, with incremental bonus opportunities available for extraordinary performance.

Our benefits include:

- A commitment to work-life balance with:
 - 24 days of PTO per year
 - 10 paid holidays, including Juneteenth
 - Leave time for military service, jury duty, family and medical emergencies, becoming a parent, losing a family member, and more
 - Hybrid office environment with remote work opportunities
- Medical, dental, and vision insurance
- Employer-sponsored life and long-term disability insurance
- 401(k) retirement plan that provides a 4% match to employees' contributions
- Pre-tax commuter benefits
- Employee assistance program that includes counseling and referrals to resources for stress, grief, health issues, and coping with loss

How to Apply: Online and email applications only. **No phone calls, please.**

To apply, please send the following documents:

- Cover letter describing how your skills and experience fit with the position goals as outlined in the description (maximum of 400 words)
- Resume highlighting relevant aspects of your experience

If applying via email, please send to jobs@ahicorp.org with your last name and "Director of Donor Engagement" in the subject line.

Priority consideration will be given to candidates who apply by October 31, 2022. The position will remain open until filled. Initial screening and interviewing will begin as soon as applications are received.

We strongly encourage people of color, trans and nonbinary people, and queer people to apply. Anchor Health is an equal opportunity employer and welcomes everyone, including non-LGBTQ people, to join our team. We do not discriminate on the basis of race, color, national origin, sex, gender identity or expression, affectional or sexual orientation, age, disability, religion or belief, marital status, veteran status, English language proficiency, HIV status, or any other status protected by law, in all phases of employment. These phases include recruitment, advertisement for employment, hiring, placement, compensation, training, promotion, discipline, evaluation, commendations, termination, layoff, and other conditions of employment against any employee or job applicant.