



DIRECTOR OF INDIVIDUAL GIVING AND DONOR RELATIONS

[DAP HEALTH](#)

PALM SPRINGS, CALIFORNIA



Aspen Leadership Group is proud to partner with DAP Health in the search for a Director of Individual Giving and Donor Relations.

The Director of Individual Giving and Donor Relations will lead efforts to secure financial support from individuals. The Director will meet quarterly and annual goals by identifying, cultivating, soliciting, and stewarding a diverse base of donors while leading a team responsible for managing DAP Health's mid-level giving program, Partners for Life, and DAP Health's Impact Programs, as well as donor communications, stewardship planning, and gift planning. The Director will partner with the Chief Development Officer in the creation and successful execution of a substantial and sustainable individual giving program while working in close partnership with other members of the development team. The Director will also work closely with DAP Health's brand marketing team and the Senior Director of Development, Events and Operations, to fully leverage DAP Health's outreach activities and events to meaningfully engage prospective and current donors.

Founded in 1984 by a group of community volunteers in the face of the AIDS crisis, today DAP Health is a Federally Qualified Health Center (FQHC) with the goal of improving the overall health of the entire community, especially the disenfranchised. DAP Health provides comprehensive, culturally competent, quality primary and preventative health care services including primary medical care, infectious disease care, dentistry, behavioral health, and affordable housing all on one campus.

The Coachella Valley is characterized by a significantly wide disparity in income levels and most of DAP Health's clients are low-income, medically underserved community members. In DAP Health's nearest service area, more than 50% of the population is living under 200% of the Federal Poverty Level. In addition to economic disadvantage, food, and housing insecurity, as well as health disparities such as diabetes, mental illness, cardiovascular disease, and substance abuse are prevalent. A growing aging population and limited employment opportunities add to the complexity of need. With more than 10,000 patients currently in DAP Health's care, and half impacted by HIV/AIDS, the organization continues to see more than 100 new patients each month and knows that the need is even greater than what can currently be provided.

DAP Health ensures access to care by offering a sliding fee scale for income-qualified individuals who are uninsured. The organization's range of services help address urgent needs, as well as provide a foundation for patients to achieve positive health outcomes and fulfill the goals that they have for their lives. DAP Health further removes barriers by providing services which include primary medical care; HIV and Hepatitis specialty care; dental care; individual and group mental health and substance abuse services; prescriptions filled at the in-house pharmacy; assistance with food, utilities, and transportation for qualified clients; programs that support permanent and emergency housing needs; community-wide, free HIV and Hepatitis C testing, education, and early intervention services; and more.

DAP Health considers its donors and volunteers as essential in its continued growth and expansion and its capacity to meet the health needs of those facing economic disadvantage. As DAP Health continues to strive to become fiscally self-sustaining, it remains deeply grateful to more than 400 volunteers who contribute over 60,000 hours of service annually—the equivalent of almost 30 full-time employees. With the support of its community of volunteers and donors, the [VISION FORWARD](#) campaign will allow DAP Health to expand its Sunrise Palm Springs campus, programs, and services to meet the rapidly increasing affordable and quality health care needs for an additional 15,000 potential clients—increasing the campus capacity to serve 25,000 patients, more than doubling the organization’s current scope of service to communities in need at the Sunrise site.

REPORTING RELATIONSHIPS

The Director of Individual Giving and Donor Relations will report to the Chief Development Officer, Chris Boone and serve as a member of the Development Leadership Team. The Director of Individual Giving and Donor Relations will supervise the Donor Relations Manager.

FROM THE CHIEF EXECUTIVE OFFICER AND CHIEF DEVELOPMENT OFFICER

Great job. Great people. Greater calling: DAP Health is looking for a Director of Individual Giving and Donor Relations. Envision yourself working for a leader in an industry fueled by innovation and growth.

In August, DAP Health acquired Borrego Health. This new, integrated system of 25 clinics provides care to over 100,000 patients and employs more than 850 staff. Our system of care now benefits from in-house family medicine, women's health, pediatrics, geriatrics, urgent care, and pharmacy services, adding to DAP Health's established continuum of primary care, infectious disease specialty care, harm reduction and recovery services, affordable housing, and social services. Several services such as dental, behavioral healthcare, and LGBTQ+ specialty care, overlapped and are now stronger than ever.

The opportunity to join the fundraising team at DAP Health as part of our newly integrated system allows a seasoned fundraiser to guide and help build stronger connections to our long-time donors, while also being able to reach out to new constituencies and prospects that may be philanthropically interested in our expanded model of care, service offerings, geographical reach, and patient population. By building systems and processes for automation to personalization to steward our donors, this role has the opportunity to make immeasurable and immediate impact.

At DAP Health, we not only encourage but want you to bring your authentic self to work. DAP Health has a legacy of inspiring hope and contributing to health and well-being by providing the best care to every patient through comprehensive medical care, prevention, and social services. Envision adding your voice to our team of thought leaders, helping us solve the most serious and complex challenges facing our community.

We value innovation and inclusion. As a member of the Development Leadership Team, each of your ideas and contributions will make an impact in the lives of the 100,000 individuals we serve today. At DAP Health, we think globally and act regionally across Southern California. You'll collaborate with talented teammates, board members, and donors in an environment that welcomes your authentic self to the table. We believe that a healthy and vibrant community relies on access to the care individuals need and deserve. If you do too, we can't wait to talk with you.

—David Brinkman, Chief Executive Officer and Chris Boone, Chief Development Officer

PRIMARY RESPONSIBILITIES

Donor Stewardship and Acquisition

The Director of Individual Giving and Donor Relations will

- create, implement, execute, and evaluate a plan for identifying and cultivating new individual donors with significant giving capacity;
- create and execute direct mail appeals, peer-to-peer campaigns, solicitation letters, and other donor outreach materials to support annual fundraising goals;
- create and execute data driven digital fundraising campaigns in partnership with the brand marketing team;
- maintain accurate records and achieve monthly targets on donor cultivation, solicitation, and stewardship activities utilizing best practices in moves management;
- manage a portfolio of 100 to 125 current and prospective donors;
- develop and implement donor acquisition strategies that reach annual fundraising goals for all individual giving programs;
- work with the Senior Director of Development, Events and Operations to collaboratively develop and implement fundraising strategies for events and coordinate individual donors' participation and support including sponsorship and attendance;
- develop strategies to identify, cultivate, and solicit multi-year commitments for the Partners for Life Program and Impact Program, donors that give between \$1,500 and \$24,000 annually;
- lead site visits, tours, and other personal contact with donors to steward contributions with timely follow up;
- identify and build strategies to create a donor pipeline for contributions below \$1,499;
- leverage and support the Chief Executive Officer, other senior DAP Health staff, and the board to deepen and solidify individual donor and family foundation relationships;
- collaborate with the brand marketing team to create compelling donor-centric messaging and materials including oversight of the production of the Annual Report;
- partner with the Chief Development Officer to build a pipeline of donors to feed into the major donor program; and
- work closely with the Chief Development Officer on planning and carrying out small Jeffersonian dinners for prospect and donor development.

Community Engagement and Outreach

The Director of Individual Giving and Donor Relations will

- work with the development team to leverage events that increase individual giving, such as The Chase and cultivation events;
- assist in setting fundraising goals and objectives and communicate progress towards those goals;
- work closely with the Chief Development Officer and the marketing team to develop communication plans and assets, print and digital;
- serve as a powerful DAP Health representative at community functions to establish and deepen donor relations; and
- contribute to the intellectual and organizational capacity of DAP Health by staying apprised of local and national trends in healthcare and fundraising.

Team Management

The Director of Individual Giving and Donor Relations will

- hire, supervise, coach, and evaluate the Donor Relations Manager, Gift Officer, and other assigned staff;
- foster a collaborative and results-oriented work environment, promoting teamwork and professional growth among staff; and
- ensure that the work of the individual giving team embraces DAP Health's commitments to diversity, equity, and inclusion; environmental sustainability; and organizational values.

LEADERSHIP

Chris Boone

Chief Development Officer

Chris Boone works to connect DAP Health's largest donors to impact with responsibility for coordinating, crafting, and overseeing the execution of the relationship management strategies for all prospects capable of making the largest gifts to DAP Health.

Prior to joining DAP Health in November 2022, Chris was the Senior Regional Director of Development for the Western U.S. at the National Parks Conservation Association (NPCA), where he co-managed the national major gifts program and team that produced over \$10 million in revenue annually for the organization.

Before NPCA, Chris was the Director of Development and Communications for the Los Angeles Youth Network (LAYN), an organization that focused on unhoused youth and foster care. Preceding LAYN, Chris managed the individual giving program at The People Concern, an agency in Los Angeles that focuses on unhoused adults.

Chris is a native of Seattle, Washington, and a graduate of the University of Washington. After college, he worked at a few organizations, most notably spending seven years at the Bill & Melinda Gates Foundation as part of their communications team, focusing on their grantees and partners as an audience.

Chris served on the Human Rights Campaign's Board of Governors from 2009 to 2014 and its Board of Directors from 2014 to 2020. He remains involved as a member of the board alumni group.

Chris enjoys the outdoors, traveling, and going on hikes with his partner Tyler and their Husky, Donner.

David Brinkman

Chief Executive Officer

David Brinkman, M.B.A., Chief Executive Officer and President, joined DAP Health in 2006. David has led the organization through a period of unprecedented expansion, increasing the number of people served, diversity and volume of services, number of volunteers and donors, and size of the budget by 500%. Under his leadership, DAP Health established a dental clinic, a permanent supportive housing community, three primary care clinics, a wellness center, a behavioral health clinic, a department of Community Health, and a vocational program as well as achieved Federally Qualified Health Center status.

During his tenure, DAP Health was named one of the "Top 20 HIV/AIDS Charities" by About.com, for the high percentage of funding spent on programs vs. overhead, fundraising efforts (raising \$100 for every \$15 spent), and financial transparency. In addition, Charity Navigator, America's largest independent charity evaluator, awarded DAP Health "four-star status" for 10 consecutive years. This is an achievement reached by only 5% of all nonprofits they rank.

David has served the not-for-profit community for over 25 years. He holds a Bachelor's degree from Lewis & Clark College and a Master of Business Administration degree, with an emphasis in Ethical Business Management, from Pepperdine University. He is also a Specialist in Planned Giving certified by the American Institute for Philanthropic Studies.

He was twice invited by the White House Office on AIDS to present on the work of DAP Health and the success of Get Tested Coachella Valley. David services on the Board of Directors of UCR School of Medicine, National AIDS Housing Coalition, and is a mentor at Big Brothers Big Sisters of America. He also is a prominent voice for community-based organizations, the local LGBTQ community, and a leading advocate at State and Federal levels.

PREFERRED COMPETENCIES AND QUALIFICATIONS

DAP Health seeks a Director of Individual Giving and Donor Relations with

- a commitment to the mission of DAP Health—to enhance and promote the health and well-being of the Coachella Valley;
- a keen understanding of the symbiotic working relationship between individual donors and events;
- knowledge of fundraising principles, techniques, and ethics;
- experience devising strategies for cultivation and solicitation of donors and donor pipeline development;
- experience using donor and relationship management software to track donors, establish goals, and generate reports (experience with Virtuous CRM software preferred);
- excellent organizational and project management skills, with an ability to manage multiple projects simultaneously and meet deadlines within a high-pressure environment;
- excellent communication skills including an ability to work effectively with board members, volunteers, and community stakeholders;
- an ability to lead and thrive in a friendly, team-oriented, and energetic environment; and
- proficiency with Microsoft Office platforms.

A bachelor's degree or an equivalent combination of education and experience is preferred for this position as is at least five years of non-profit fundraising experience, with experience in healthcare fundraising preferred. DAP Health will consider candidates with a broad range of backgrounds. If you are excited about this role and feel that you can contribute to the DAP Health, but your experience does not exactly align with every qualification listed above, we encourage you to apply.

SALARY AND BENEFITS

The salary range for this position is \$115,000 to \$126,000 annually. DAP Health offers a comprehensive package of benefits.

LOCATION

This position is in Palm Springs, California. Nestled between the mesmerizing San Jacinto and Santa Rosa mountains and Joshua Tree National Park on either side, the Coachella Valley is like no other place on earth. Health-seekers, adventurers, luminaries, and more have flocked to the Valley since the early 1900s in search of inspiration, serenity, and a resort lifestyle. Each of the nine Valley cities—Palm Springs, Desert Hot Springs, Cathedral City, Rancho Mirage, Palm Desert, Indian Wells, La Quinta, Indio, and Coachella—have distinct histories and personalities, all enchant and offer endless ways to enjoy life.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of DAP Health as well as the responsibilities and qualifications presented in the prospectus.*** Review of applications will begin immediately and continue until the successful candidate has been selected.

To apply for this position, visit: [*Director of Individual Giving and Donor Relations, DAP Health.*](#)

To nominate a candidate, please contact Patrick Key, patrickkey@aspenleadershipgroup.com or Steven Wallace, stevenwallace@aspenleadershipgroup.com.

All inquiries will be held in confidence.