



CHIEF DEVELOPMENT OFFICER
[DAP HEALTH](#)
Palm Springs, California



The Aspen Leadership Group is proud to partner with DAP Health in the search for a Chief Development Officer.

The Chief Development Officer will provide strong, creative, energetic, and strategic leadership on all development initiatives, programs, and functions, both short- and long-term, with responsibility for advancing a culture of philanthropy and significantly increasing annual contributed revenue including enhanced engagement of major donor and planned gift prospects. The Chief Development Officer will work to build upon DAP Health's history of generous philanthropic support and leverage the tremendous affinity for the organization, its trajectory in serving thousands more in the Coachella Valley, and the confirmed giving capacity of community members who could potentially join the donor base. The Chief Development Officer will fully leverage administrative, health care providers, and volunteer leadership in fundraising, and will strengthen and mobilize an active partnership between the Development Office and key DAP Health leaders, particularly the Chief Executive Officer and President, members of the Board of Directors, and prominent health care practitioners. The Chief Development Officer will serve as the chief campaign officer for current and future fundraising campaigns including the \$30 million *VISION FORWARD* campaign which has reached 50% of its goal with \$15 million in documented gift commitments left to conclusion.

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 the majority 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 helps 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 campus, programs, and services to meet the rapidly increasing affordable and quality health care needs for 15,000 potential clients—more than doubling the organization’s current scope of service to communities in need.

The growing profile of DAP Health is being driven by the visionary leadership of CEO and President, David Brinkman and his colleagues at the health center and on the Board of Directors. Reaching more patients and community members than ever before, DAP Health has assembled a coalition of care providers, public-private partnerships, and philanthropists to make the Coachella Valley a more healthy and inclusive community.

REPORTING RELATIONSHIPS

The Chief Development Officer will report to the Chief Executive Officer and President, David Brinkman, and serve as a member of the Leadership Team. The Chief Development Officer will oversee the Resource Development and Intuitional Giving Team, currently comprised of ten staff.

FROM THE CHIEF EXECUTIVE OFFICER AND PRESIDENT

Great job. Great people. Greater calling: DAP Health is looking for our next Chief Development Officer. *Envision yourself working for a leader in an industry fueled by innovation and growth. You’ll find a campus filled with 250 professionals and 400 volunteers, just like yourself, who found their mission match and now have the power to change lives.*

Does this sound like a "mission match" to you? *Since 1984, DAP Health has been advocating for health equity and justice, first for persons living with HIV/AIDS and now for the entire community. Our focus remains on meeting people, where they are, in underserved communities. If we do our jobs well, DAP Health will be a defender of health access, reduce stigma, and improve overall wellness for more of our neighbors. Working with cultural humility, we ask the people we serve what they need to thrive. When you find this sort of mission match, the work outlasts each of us to serve the greater good.*

I invite 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.*

Life at DAP Health—We value innovation and inclusion. *As a member of our leadership team, each of your ideas and contributions will make an impact in the lives of the 10,000 individuals we serve today and the 25,000 we will serve as we build a healthier tomorrow for more of our community. At DAP Health, we think globally and act locally. 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 President

PRIMARY RESPONSIBILITIES

The Chief Development Officer will

- provide leadership and oversight to the Resource Development Director and Intuitional Giving Director while managing a personal major donor portfolio ensuring DAP Health's annual Development Office budget goals are met or surpassed;
- manage a personal portfolio of DAP Health's highest level and most promising gift prospects and donors, including both individual and institutional sources, moving them through the cultivation, solicitation, and stewardship phases;
- guide strategy for senior administrative and volunteer leaders' roles in managing and maximizing relationships;
- oversee the hiring, management, and evaluation of planned giving consultants;
- set appropriate annual goals for a successful and carefully structured major gifts and planning giving program;
- monitor progress on a regular basis to maximize consultant performance;
- oversee the hiring, management, mentoring, training, and evaluation of experienced and talented fundraising staff;
- set appropriate annual goals and monitor progress on a regular basis to maximize staff performance, ensuring the utilization of appropriate metrics on a team and individual basis;
- ensure sound fiscal management and efficient allocation of resources;
- in collaboration with fundraising colleagues, ensure optimization of processes, systems, and infrastructure essential for the successful conduct of Development Office programs, including the appropriate integration of technologies that streamline operational processes and engage new audiences of potential donors;
- in strategic partnership with the CEO and Governance Committee, identify potential members of the Board of Directors, create stewardship and engagement opportunities for board members, and educate board members about their role in advancing a culture of philanthropy, cultivate board members' financial support, and leverage their respective networks to expand the donor base;
- in collaboration with the Director of Brand Marketing, develop effective, inspirational fundraising and campaign materials in support of fundraising objectives;
- prepare regular reports on fundraising progress and major gift pipeline development to the CEO, CFO, and key members of the Board of Directors; and
- analyze development activities and benchmark with peer institutions to ensure that best practices are employed.

LEADERSHIP

David Brinkman, M.B.A.

Chief Executive Officer and President

David Brinkman, M.B.A., Chief Executive Officer and President, joined DAP Health in 2006. Brinkman 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 versus overhead, fundraising efforts 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 not-for-profits that they rank.

Brinkman 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. Brinkman 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.

David Morris, M.D.
Chief Medical Officer

Whether patients come to DAP Health specifically for HIV Care or are HIV-negative and looking for high-quality primary health care, Morris and his skilled team of doctors, clinicians and nurses are available to serve the residents of Coachella Valley. Morris maintains an ongoing, nationwide search for his Dream Team to help ensure DAP Health continues offering quality health care at every stage of adult life.

Morris takes pride in his service to the LGBTQ+ and heterosexual communities. His calm personality, deepened by a natural sensitivity to providing stigma-free care, is a great fit for DAP Health. These traits translate into a comforting manner of assurance to his patients who feel confident that their care is in good hands. They bond with him over his excellent current, progressive, and integrated approach to their medical care and his ability to build trust with them through honest, clear communication.

Before joining DAP Health in 2016, Morris was Medical Director and Attending Physician at Pride Medical, an LGBTQ+-oriented clinic in Atlanta, from 1999 to 2015. He is a certified HIV Specialist and Board-Certified Family Medicine Physician with a proven commitment to the medical excellence of hospital and outpatient clinical experience.

Morris attended medical school at the Emory University, School of Medicine in Atlanta and did his residency at Memorial University Medical Center in Savannah. His certification and licensure include the American Board of Family Medicine; American Academy of HIV-Medicine; California (Physician’s) Medical License, (Medical Board of California); and Georgia Physician’s Medical License.

Morris has been a part of missions to El Salvador, where he did research on the effect of chiropractic adjustments in lowering blood pressure, as well as volunteered with Doctors/Surgeons Without Borders in Colombia. He also volunteered with Dr. Robert Grant of the San Francisco AIDS Foundation on “Ending the Epidemic with PEP and PrEP.” Among his research projects at DAP Health are HRA/Anal Dysplasia and Treating Antibiotic Resistant Gonorrhea.

“At the end of the day, my professional commitment is pretty simple: I want DAP to provide a safe place for our patients to be well, healthy, and happy.”

PREFERRED COMPETENCIES AND QUALIFICATIONS

The Chief Development Officer will be a student of emerging fundraising and engagement tactics; have deep experience in data-driven, metrics-based major gift fundraising; and the application of industry best practices. The Chief Development Officer will be able to effectively leverage complementary development, marketing, and communications functions through strategic collaboration, partnering closely with the Chief Executive Officer and President and other leaders within the organization. The successful candidate will be a proven leader, manager, mentor, and collegial contributor who is experienced in driving multimillion dollar projects, with a track record of leading major gift initiatives and capital campaigns.

Furthermore, DAP Health seeks a Chief Development Officer with

- a commitment to the mission of DAP Health—to enhance and promote the health and well-being of the Coachella Valley;
- an ability to strategically move individuals and institutions across the spectrum of prospect development;
- a history of securing gifts with significant institutional impact, including cultivation through solicitation and stewardship;
- an ability to provide management oversight, leadership, supervision, and direction;
- experience creating and managing a budget;
- deep knowledge and understanding of current and emerging best practices in philanthropy, and an ability to effectively integrate development-related functions;
- experience in the development of cases for support for strategic, complex, and innovative fundraising initiatives; and
- experience working in cross-functional teams.

A bachelor's degree is preferred for this position. At least ten years of progressively responsible fundraising experience in leadership positions focused on major gift initiatives and capital campaigns is required.

SALARY AND BENEFITS

DAP Health offers a competitive salary and a comprehensive package of benefits.

LOCATION

This position is based 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:

[Chief Development Officer, 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.