



SENIOR DIRECTOR OF DEVELOPMENT

SAGE

New York, New York

[SAGE](#)



The Aspen Leadership Group is proud to partner with SAGE in the search for a Senior Director of Development.

The Senior Director of Development will support SAGE in realizing and exceeding its annual revenue goals including the development of a comprehensive, multi-pronged, multi-year fundraising strategy; oversight and engagement in fundraising activities; review of progress against revenue targets and benchmarks, and the development of reporting mechanisms that measure progress toward objectives. The Senior Director of Development will maintain their own portfolio of individual donors and provide leadership and engagement in the identification, analysis, solicitation, and cultivation of potential individual donors. The Senior Director will also plan, direct, coordinate, and participate in ongoing foundation and corporate fundraising campaigns, as well as provide leadership and engagement in the identification, analysis, solicitation, and cultivation of potential foundation and corporate prospects and donors. The Senior Director will oversee SAGE's institutional partnerships staff, major gifts, special events, direct marketing efforts, and database and development operations, and will play a critical role in SAGE's upcoming strategic planning process.

SAGE is the country's largest and oldest organization dedicated to improving the lives of lesbian, gay, bisexual and transgender (LGBT+) older people. In partnership with its constituents and allies, SAGE works to achieve a high quality of life for LGBT+ older people, supports and advocates for their rights, fosters a greater understanding of aging in all communities, and promotes positive images of LGBT+ life in later years. Founded in 1978 and headquartered in New York City, SAGE has worked tirelessly for over 40 years on behalf of LGBT+ older people. Building off the momentum of the Stonewall uprising and the emerging LGBT+ civil rights movement, a group of activists came together to ensure that LGBT+ older people could age with respect and dignity. SAGE formed a network of support for LGBT+ elders that's still going and growing today. SAGE is more than just an organization. It is a movement of loving, caring activists dedicated to providing advocacy, services, and support to older members of the LGBT+ community.

SAGE operates at the intersection of LGBT+ and aging experiences. Its work ensures that all LGBT+ older people have just and fair access to the opportunities they deserve and are free from ageism. SAGE is a learning organization rooted in community. It values collaborative teamwork internally and partnership externally. It places a premium on robust communication, and on listening to and learning from each other. It is committed to transformative change for LGBT+ older people. As such, SAGE values courageous creativity, openness, thoughtful risk-taking, and flexibility. SAGE is grounded in the spirit of "nothing about us without us." It listens respectfully to the full breadth of voices of LGBT+ older people and seeks to positively impact all LGBT+ older people. Its work is data-driven, disciplined, and responsive to change. It works hard, continually improves, and is accountable for excellent outcomes.

REPORTING RELATIONSHIPS

The Senior Director of Development will report to the Executive Vice President, Lynn Faria, and will oversee a Development department of ten including direct supervision of the Director of Institutional Partnerships, the Director of Major Gifts & Planned Giving, and the Senior Manager of Database and Individual Giving.

DIVERSITY, EQUITY, AND INCLUSION

SAGE believes that it has a responsibility to make the principles of diversity, equity, and inclusion a centerpiece of its purpose, its people, and its work. Such principles will allow it to continually grow its relevance to SAGE's stakeholders in a diverse world; utilize the contributions of diverse individuals to strengthen all aspects of SAGE's work as the country's leader on LGBT+ aging; provide it with a larger pool of shared understanding thus enabling it to make better decisions; and increase its ability to recognize its biases and thus reduce the likelihood that it will be influenced by those biases.

SAGE is committed to the principles of diversity, equity, and inclusion in providing services to its constituencies; in creating its Board; in hiring, training, and advancing its staff and volunteers; and in all that it does.

SAGE will ensure that its commitment to the principles of diversity, equity, and inclusion is realized by incorporating the principles of diversity, equity, and inclusion in all aspects of SAGE, including its Board, staff, programs, and initiatives; holding itself accountable to its principles of diversity, equity, and inclusion by establishing and monitoring measurable outcomes; and sharing its commitment to diversity, equity, and inclusion so that its actions create greater understanding of the importance and benefits of diversity, equity, and inclusion, and in doing so, demonstrate SAGE's commitment as a role model for the LGBT+ and aging communities, and beyond.

PRIMARY RESPONSIBILITIES

Organizational Responsibilities

The Senior Director of Development will

- help build an organization and culture that is shaped by SAGE's fundamental values of diversity and equity, collaborative teamwork and partnership (internal and external), top performance, innovation, LGBT older voices come first, and dignity and respect;
- participate in regularly scheduled meetings of the Senior Leadership Team, comprised of the Executive Team and Senior Directors, and regular meetings of the Senior Directors;
- liaise between staff, Directors, Senior Directors, and the Executive Team in shaping and delivering communications to staff, ensuring greater transparency and buy-in across the organization; and,
- champion SAGE's strategic priorities and SAGE's organizational values, including diversity and equity.

Departmental Responsibilities

The Senior Director of Development will

- ensure that SAGE meets and exceeds its annual revenue goals for individual giving, major gifts, special events, foundations, and corporate support through the development and oversight of the annual Development expense and revenue budget, corresponding workplan, and strategy to meet and exceed the annual revenue targets;

- cultivate, steward, engage and solicit a portfolio of foundation, corporate, and major individual donors while exploring new funding opportunities and potential funder relationships;
- expand SAGE's presence and grow its base of support in key communities across the nation, especially in SAGE's target markets of NYC, DC, LA, Palm Springs, Chicago, and South Florida;
- work closely with program staff to identify potential funding for current programmatic initiatives and new programs that further SAGE's strategic plan and ensure timely and accurate reporting;
- lead a successful team by building confidence, encouraging teamwork, active communication and mentorship, and ensuring accountability through clearly defined and measurable goals;
- support the Board of Directors in its fundraising efforts, provide leadership and support to the Development Committee and its Chair, and report and present on revenue and development initiatives to the Board as a whole; and
- oversee the management of the department's database and operations, as well as other systems and processes to monitor the department's work.

KEY COLLEAGUES



Michael Adams
Chief Executive Officer

Michael Adams is the Chief Executive Officer of SAGE (Advocacy and Services for LGBT Elders), the world's largest and oldest organization dedicated to improving the lives of LGBT+ older people. Founded in 1978 and headquartered in New York City, SAGE is a national organization that offers supportive services and consumer resources to LGBT+ older people and their caregivers; advocates for public policy changes that address the needs of LGBT+ elders; provides education and technical assistance for aging providers and LGBT+ community organizations through its National Resource Center on LGBT Aging; and offers cultural competency training through SAGECare. With staff located across the country, SAGE also coordinates SAGENet, a growing network of affiliates across the United States.

Prior to joining SAGE, Adams was the Director of Education and Public Affairs for Lambda Legal. Prior to that, he spent a decade leading cutting edge litigation that established new rights for LGBT people, first as Associate Director of the ACLU's LGBT Project, and then as Deputy Legal Director at Lambda Legal.

A graduate of Stanford Law School and Harvard College, Adams has authored numerous publications on an array of LGBT+ issues. He has taught law school courses on sexual orientation and gender identity and has served on advisory councils for AARP, Fortune 500 companies, leading universities, and the New York City Department for the Aging among others. Adams is the Chair of the Board of Directors of the American Society on Aging.



Lynn Faria
Executive Vice President

Lynn Faria is the Executive Vice President at SAGE, where she leads SAGE's Development and Policy teams. Prior to joining SAGE, Faria worked in senior leadership roles at the Empire State Pride Agenda (New York's statewide LGBT+ advocacy organization), serving as Development Director, Deputy Executive Director, and Interim Executive Director.



Al Dominguez, SHRM-SCP
Senior Director of Human Resources

Al Dominguez is a strategic and innovative global human resources professional with experience in domestic and international human resources including the development and interpretation of HR policies, payroll processing, HRIS management, employee relations investigations, and advising on employee retention and recruitment. He has extensive experience in expatriate management including placement in over 70 countries, third country national engagements, international labor laws, and hosting country international payroll tax withholding requirements. Prior to SAGE, Dominguez served as Global HR Senior Management Consultant at Vertex HR Recruitment and in a variety of roles culminating in HR Senior Business Partner at General Board of Global Ministries. He earned a bachelor's degree from Hunter College.



Christina DaCosta
Senior Director of Communications

Christina DaCosta is the Senior Director of Communications with SAGE. Formerly the Senior Digital Strategist, DaCosta was responsible for SAGE's web content and social media properties. In the past year she branched out in exploring media opportunities for SAGE, which resulted in SAGE's placement in the *New York Times*, *Huffington Post*, *Miami Herald*, *Fox Business News*, and other media outlets. Her actions on Twitter in July of 2015 also led to a number of questions on LGBT aging being asked at the White House Conference on Aging.

A SAGE staffer since 2008, DaCosta's longevity puts her in a unique position of retaining a rich institutional memory and her tech savvy allows her to work towards SAGE's vision for the future of LGBT people in exciting and innovative ways.

DaCosta earned her Bachelor's of Arts from New York University, graduating summa cum laude with a major in Political Science and a minor in Philosophy. A former Brooklynite, she now lives in the Hudson Valley with her spouse, rescue dog, and toddler. She enjoys exploring the area, cooking with local produce, and renovating their 1910 stone home.



Tim R. Johnston, PhD
Senior Director of National Projects

Tim R. Johnston, PhD is the Senior Director of National Projects at SAGE. In that role he oversees the SAGECare cultural competency training program, the National Resource Center on LGBT Aging, key aspects of SAGE's housing initiative, SAGE's diversity and equity initiative, and national partnerships with other advocacy organizations.

Johnston is the author of *Welcoming LGBT Residents: A Practical Guide for Senior Living Staff* which is the first comprehensive book on how to create a positive and safer experience for LGBT older adults in senior living settings. In addition to facilitating LGBT cultural competency trainings, Johnston is a frequent speaker at national and international conferences. He serves in several advisory and leadership roles, including on the governing board for the National Consumer Voice for Quality Long-Term Care, as a council member for the LGBT Aging Issues Network (LAIN) of the American Society on Aging, and he regularly represents SAGE as a subject matter expert on academic research teams. He is an

Assistant Volunteer Ombudsman in Centre County Pennsylvania, and when he isn't working he is probably hanging out with his partner and pets, reading, or working in the garden.

PREFERRED COMPETENCIES AND QUALIFICATIONS

SAGE seeks a Senior Director of Development with

- a deep commitment to LGBT+ equality and diversity, equity, and inclusion;
- an ability to engage with diverse stakeholders to promote trust, collaboration, and partnership across departments and levels of leadership;
- an ability to envision and drive transformational revenue growth;
- knowledge of the full spectrum of philanthropic fund development, including special gifts, major gifts, capital campaigns, annual giving, special events, prospect research, proposal development, and gift planning;
- an ability to build upon an existing development program, including individual and institutional philanthropy, resulting in a transformative increase in philanthropic revenue;
- the ability to build, motivate, and hold accountable a high performing team;
- an ability to develop, implement, and evaluate development systems;
- superior communication skills, both written and oral, and the ability to influence and engage diverse staff and donors;
- experience expanding and cultivating existing donor relationships over time;
- strong organizational skills with attention to detail; and
- the ability to work both independently without close oversight, but also as a team player who will productively engage with others from diverse backgrounds.

At least seven years of fundraising experience, preferably at a non-profit organization, is required for this position.

SALARY AND BENEFITS

SAGE offers a competitive salary and benefits package.

LOCATION

SAGE is headquartered in New York City. Metropolitan New York City area is preferred. SAGE will consider compelling candidates that are based elsewhere but able to travel to New York City as needed.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of SAGE as well as the responsibilities and qualifications stated in the prospectus.*** All positions at SAGE are filled without regard to race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, disability, HIV/AIDS status, veteran status or any other characteristic protected by law. SAGE strongly encourages those who identify within these and other underrepresented communities including those formerly incarcerated to apply. Review of applications will begin immediately and continue until the successful candidate has been selected. All inquiries will be held in confidence.

To apply for this position, visit:

[Senior Director of Development, SAGE.](#)

To nominate a candidate, please contact Gregory Leet:

[gregoryleet@aspenleadershipgroup.com.](mailto:gregoryleet@aspenleadershipgroup.com)