

FENWAY HEALTH

Vice President of Resource Development and Donor Engagement

Fenway Health

Boston, MA

fenwayhealth.org

Send Nominations or Cover Letter and Resume to:

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The Opportunity:

This is a historic moment for Fenway Health. Approaching its 50th year, the organization has an outstanding legacy and track record of achievement, with a deep commitment to advancing health and well-being. And while extraordinary gains have been made in LGBTQIA+ care over the last several decades – much of it attributable to the work of Fenway Health – there remain ongoing, urgent unmet needs in the communities Fenway Health serves.

Fenway Health named a new CEO in 2020. Ellen LaPointe joined the organization with a mandate to evolve and transform the organization to optimize Fenway Health's impact in the face of ongoing shifts in the healthcare landscape and in the communities they serve, so that it can continue to deliver fully on its mission. Fenway Health is working to leverage the extraordinary legacy of its past and the passion and capacity it has today to become the Fenway Health of tomorrow.



Video: *Fenway Health: You Belong*

Fenway Health seeks a Vice President of Resource Development and Donor Engagement to lead a reimagined development effort to serve Fenway Health into the future. This leader will demonstrate the interest and capacity to co-create and effectively lead an entirely new development enterprise that will take into account the shifting LGBTQIA+ landscape of philanthropy and the limited giving capacity

of Fenway Health’s target/priority patient population.

The work is fast-paced and often ambiguous, and a successful candidate will need to blend flexibility with disciplined execution, strong self-awareness, and confidence in operating through informal channels as well as established hierarchy. This opportunity requires a person with strategic acumen, creative spark, strong execution skills and attention to detail, and the interpersonal grace to work effectively with a range of external and internal audiences and partners.

There are currently several senior level hires underway, making this an exciting opportunity to join a senior team that will lead a process of transformation at a critical time in this organization, in this community, in the country, and in the world.

Overview

“Health care is a right, not a privilege.”

This belief has defined Fenway Health since its founding and continues to be the driving force of its mission “to enhance the well-being of the LGBTQIA+ community and all people in our neighborhoods and beyond through access to the highest quality health care, education, research, and advocacy.”



Since 1971, [Fenway Health](#) has been working to make life healthier for the people in the Boston neighborhoods in which its health centers are located: the LGBTQIA+ community of Boston and beyond, people living with HIV/AIDS, and the broader population. Fenway Health was founded as part of the free clinic movement by students who believed that “health care should be a right, not a privilege.” In its early days, Fenway Health was a drop-in clinic providing free blood pressure checks and STD screenings.

Two years later, Fenway Health obtained permanent space and incorporated as a freestanding health center with a staff of one volunteer doctor, one nurse, and one intake worker. Today, Fenway Health has a budget of \$131 million, a staff of more than 600, and a patient base of over 30,000.

In 2001, Fenway Health started [The Fenway Institute](#), an interdisciplinary center for research, training, education, and policy development focusing on national and international health issues. In 2009, Fenway Health moved into the Ansin Building at 1340 Boylston Street in Boston’s West Fens neighborhood, the largest LGBTQIA+ health care, education, and research facility in the nation.

The [Sidney Borum Jr. Health Center](#) became a part of Fenway Health in 2010. The Borum serves at-risk youth, including LGBTQIA+ young people, homeless teens, and young adults, those struggling with substance abuse, involved with gangs, or doing sex work.

Fenway Health entered a historic partnership with [AIDS Action](#) Committee of Massachusetts in 2013 that has allowed the two organizations to work more closely together and improve delivery of care and services to people living with HIV/AIDS. In 2017, that relationship grew to formally unite AIDS Action and Fenway Health as one strong organization.

In 2016, Fenway Health added Family Medicine, providing services to patients of every age group. That same year, the Massachusetts Health Policy Commission named Fenway: South End the first practice in the state to achieve Patient-Centered Medical Home PRIME Certification for integrating behavioral health into primary medical care. Fenway's Ansin Building Practice followed quickly, attaining PRIME Certification in early 2017.



In 2020, Fenway Health welcomed Ellen LaPointe as its new CEO just as the COVID-19 pandemic rolled across the globe. Fenway Health pivoted to respond, moving the majority of medical and behavioral health appointments to telehealth, standing up testing programs in Boston and Everett, and activating several research studies, including COVID-19 vaccine and treatment trials.

Introducing Fenway Health CEO Ellen LaPointe - Video

Entering its 50th year as an organization in 2021, Fenway Health is embarking on a transformational journey to center racial equity in everything they do, with the understanding that they cannot deliver fully on their mission unless they do so. Fenway Health is also undertaking an ambitious strategic planning effort to guide their work in the coming years.

To learn more about Fenway Health's commitment to taking the necessary actions to ensure that the entire organization is engaged in racial equity and social justice service delivery and practice, read this statement from Jonathan Matsui, Board Chair, and Ellen LaPointe, Chief Executive Officer: [From Words to Action: Mapping the Fenway Health Racial Equity and Social Justice Journey](#).

The Role



The Vice President of Resource Development and Donor Engagement (VP-RDDE) is an articulate, strategic, motivated, and experienced fundraising professional, who supports the work of a dynamic, complex organization at a milestone period in its history. Marking fifty years of service delivery to the LGBTQIA+ community, Fenway Health is looking for someone who is energized by the work at hand, to lead a team of fundraising professionals toward building an individual giving program from the ground. This person will inspire internal and external constituents to engage deeply, as the VP-RDDE

develops and implements best practice fundraising programs and initiatives, raising the organization's visibility and thereby funds, in support of Fenway Health's mission and vision.

Reporting to the Executive Vice President of External Relations, the VP-RDDE position requires a collaborative, LGBTQIA+ culturally competent, change agent and visionary leader, with outstanding interpersonal and management skills. Additionally, this individual will be committed to advancing racial equity and social justice throughout all development activities and establish best practices through an equity lens.

Essential Duties and Responsibilities

- Establish long-term resource development expansion goals and design long-term strategies and plans to achieve them.
- Implement best practices to maximize efficiencies in fundraising efforts.
- Supervise, coach, and mentor a multi-member resource development/donor engagement team.
- Develop and track relevant fundraising and engagement metrics to monitor and manage progress toward goals.
- Build an individual giving, major gift program from inception to execution.
- Re-imagine special events to inspire continued engagement within the context of current COVID-related constraints and beyond.
- Support and engage a dedicated community of longstanding Fenway Health donors.
- Develop new donor prospect engagement opportunities to meaningfully cultivate multi-racial, diverse sexual orientation and gender identity, and younger potential donors and supporters.

- Manage a small portfolio of 25-50 leadership donors.
- Apply an intersectional equity lens to inform resource development and donor engagement strategies.
- Work closely with the Vice President of Communications to identify and make visible compelling information, data, and stories that convey the impact and importance of Fenway Health in the communities they serve.



Skills, Knowledge, and Experience

- No specific minimum level of education or degree is required, provided candidates bring sufficient relevant experience and meet other skills and requirements listed.
- Deeply experienced in senior fundraising roles with a significant track record supervising and leading midsize teams of staff members.
- Track record of engaging individuals and communities in a shared cause and building a strong culture of philanthropy.
- Demonstrated capacity to build, design, and implement successful resource development campaigns, including events, peer giving programs, major donor cultivations, legacy giving, and other means.
- Demonstrated success in engaging a diverse donor pool—particularly communities historically underrepresented in philanthropic work.
- Demonstrated success in cultivating and promoting a diverse, inclusive, equitable workplace environment.
- Capacity to develop ambitious, achievable goals, specific plans to meet these goals, benchmarks to measure progress, and effect course correction/recalibration as needed.
- Ability to organize, prioritize, and manage complex, multidimensional projects to successful completion within desired timeframes.
- Excellent verbal and written communication skills.
- Excellent interpersonal skills.
- In-depth knowledge of event production methods and cost management.
- Ability to define goals, meet urgent deadlines, organize, and prioritize projects.
- Impeccable attention to detail.
- A preference for someone with prior work experience in healthcare, research, and/or LGBTQIA+ -serving organizations.



Leadership



Ellen LaPointe
Chief Executive Officer

Ellen LaPointe has been Chief Executive Officer of Fenway Health since March of 2020.

LaPointe has held numerous leadership roles in the nonprofit and public health sectors, working in social justice, research, LGBTQIA+/HIV activism and advocacy, health policy, law, and equity over the last three decades.

Prior to joining Fenway Health, she was President and Chief Executive Officer of Northern California Grantmakers in San Francisco, a nonprofit that brings together Bay Area philanthropy to advance the common good. During her tenure over five years, the organization strengthened its leading role within a member-based philanthropic community that gives over \$3.5 billion annually. LaPointe is also credited with transforming the culture of the organization, including the establishment of a robust equity framework to inform organizational priorities and practices.

Previously, LaPointe served as Vice President of Strategic Partnerships at HopeLab, an operating foundation that focuses on technology-based approaches to promoting positive health behavior, and she was Executive Director of Project Inform.

She began her career as Coordinator of the Brown University AIDS Program, where she was involved in some of the earliest efforts to ensure access to promising experimental AIDS treatments and life-saving care. LaPointe moved to San Francisco to become Director of Clinical Research at Saint Francis Memorial Hospital and later practiced law at a large firm, where she represented pro bono clients in cases involving marriage equality, wrongful eviction, end-of-life liberty, and other matters.

A native of Maine, LaPointe earned a Bachelor of Arts degree from Brown University and her Juris Doctor degree from the University of California, Berkeley School of Law.



Carl Sciortino, MPA
Executive Vice President of External Relations

Carl is the Executive Vice President of External Relations. From 2014 to 2018, he served as Executive Director of AIDS Action Committee, New England's oldest and largest AIDS service organization. As AIDS Action's first Executive Director to be a person living with HIV himself, Carl led the creation of the statewide Getting to Zero Coalition and continues to serve as its co-chair.

Prior to joining Fenway Health, Carl was a State Representative in the Massachusetts Legislature. He was a leading HIV and LGBT advocate in the House. He championed funding for HIV-related services and authored legislation banning transgender discrimination and LGBT conversion therapy, and a first-in-the-nation law that requires insurance companies to cover the treatment of lipodystrophy, a side effect of early HIV medications. He first got elected in an effort to protect same-sex marriage equality and has dedicated himself to social and economic justice issues throughout his career.

Carl received his Master's in Public Administration at the Kennedy School of Government at Harvard University and his Bachelor of Science from Tufts University.

Background Checks:

Prior to submitting your resume for this position, please read it over for accuracy. Lindauer does verify academic credentials for its candidates, and our clients frequently conduct background checks prior to finalizing an offer.

To learn more, call
Faith Eutsay, Senior Consultant at
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or send nominations or cover letter and resume to
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All inquiries will be held in confidence.



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