

**KEVIN CHASE
EXECUTIVE SEARCH
GROUP**



**LEADERSHIP TRANSITION
EXECUTIVE SEARCH
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Recruitment Profile
for

DEVELOPMENT DIRECTOR
Western Region



Point Foundation
Los Angeles, CA

March 2025



KEVIN CHASE
executive search group

POSITION DESCRIPTION

Title: Director of Development – Western Region

Organization: Point Foundation (<https://pointfoundation.org/>)

Reports to: Chief Advancement Officer

Location: Los Angeles, CA (required)

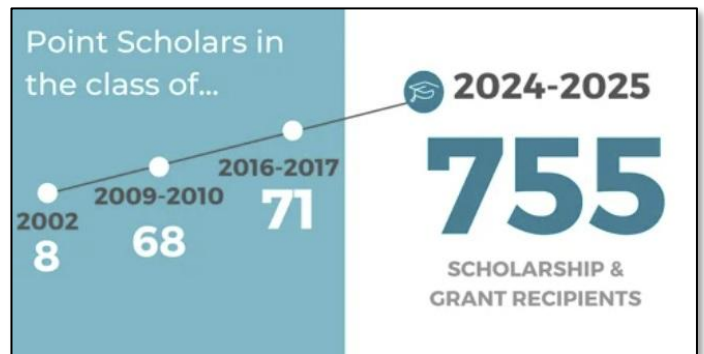
ORGANIZATION OVERVIEW:

Founded in 2001, Point Foundation is the nation’s largest scholarship-granting organization for LGBTQ+ and ally students pursuing their dreams and goals through post-secondary education. In addition to financial assistance, Point Foundation offers these students mentoring, leadership training, and an affirming community of support that empower them to become impactful leaders in their lives, careers, and communities.

Since 2015 Point Foundation has significantly expanded its scholarship offerings and number of awards. What began as a single scholarship program that supported LGBTQ+ and ally students at four-year colleges, universities, or graduate schools, now includes Community College Scholarship and Access Scholarship programs, as well as portfolio of Persistence and other Enrichment grants. In the current school year Point Foundation is providing scholarship funding to 755 students, the most in the organization’s history.

In addition to the current group of scholars, the extended Point Foundation community includes more than 1,000 alumni of its programs. These alumni – along with Point Foundation staff, Board members, mentors, and other volunteer leaders – make up a diverse community dedicated to celebrating and supporting each scholar’s experience and success.

Point Foundation has a team of 23 full-time employees. Its current operating budget is more than \$8 million annually; total assets are over \$20 million. A bit more than half of Point Foundation’s revenue comes from individuals, another 45% from corporate partners, and the rest from foundation support and special events.



Through its people and its programs, Point Foundation is empowering the next generation of LGBTQ+ and ally leaders across the country and in virtually every professional field. Point Scholars are doctors, teachers, and artists. They are lawyers, businesspeople, and entrepreneurs. They are elected officials, nonprofit executives, scientists, researchers, and more. Leveraging the tools, networks, and benefits of education made possible by Point Foundation support, Point scholars can ascend to leadership positions as openly LGBTQ+ and allied people, and as such, help create a more accepting, inclusive, and equitable world.

To learn more about Point Foundation, please visit
www.pointfoundation.org

REPORTING/STRUCTURE:

Reports to the New York-based Chief Advancement Officer (CAO). Partners closely with the Los Angeles-based CEO & Executive Director in fundraising and donor stewardship efforts. Works collaboratively with a high-performing, 10-person Development & Marketing team (based in New York and Los Angeles) and the Development & Marketing Committee of the Board of Directors. As part of Point Foundation's collaborative, pod-based team structure, the Director of Development –Western Region will also actively participate in multiple working groups, including those for Major Gifts, Corporate and Foundation Giving, and Events & Donor Engagement.

POSITION:

The Director of Development – Western Region will lead Point Foundation's US-based fundraising efforts west of Colorado. The position will primarily focus on engaging, cultivating, and soliciting major donor, corporate, and foundation gifts. This Director will also play a leading role in planning and executing high-profile donor engagement events for West Coast supporters of Point Foundation.

The role encompasses all facets of professional fundraising including prospect identification, cultivation, direct solicitation, and appeals to meet or exceed annual fundraising goals. As the primary fundraiser in the Western Region, this person's core responsibilities include regular in-person meetings with donors, public speaking engagements, and representing Point Foundation at external events.

RESPONSIBILITIES:

Major Gifts & Individual Giving

- Work closely with the CEO to cultivate, solicit, and steward high-net-worth donors and prospects across the Western U.S. region, specifically California and the Pacific Northwest.
- Lead in-person donor visits and high-touch engagement strategies to strengthen donor relationships and increase giving.
- Develop and execute customized cultivation and stewardship plans for high level major donors, including planned giving and donor-advised funds (DAFs).
- Represent Point Foundation at external events, panels, and conferences, strengthening relationships with potential and existing donors.



Corporate & Foundation Support

- With the CEO, CAO, and Director of Corporate and Foundation Support, help to cultivate and steward corporate and foundation donors on the West Coast.
- Represent Point Foundation, as needed, at corporate engagement events and in-person meetings in the Western Region.

Events & Donor Engagement

- Serve as a lead partner in planning and executing donor engagement events in strategic West Coast cities, working closely with the Events & Engagement Pod.
- Participate as a public speaker and Point representative at fundraising and donor events.
- Support corporate donor engagement events, ensuring meaningful interactions that strengthen long-term relationships.

Collaboration & Pod-Based Teamwork

- Engage in multiple collaborative pods, including:
 - Individual Giving Pod – Developing major donor strategies.

- Corporate & Foundation Support Pod – Supporting corporate and foundation donor outreach and stewardship.
- Events & Engagement Pod – Co-leading key donor engagement events.

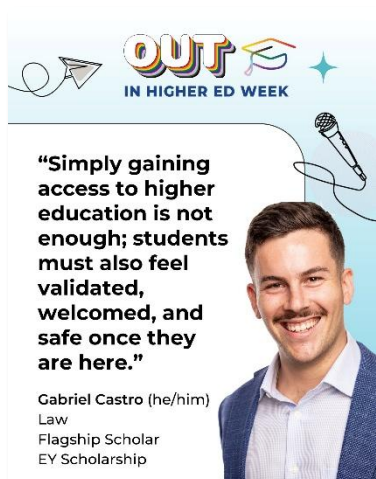
CANDIDATE PROFILE:

The successful candidate will be an energetic and ambitious frontline fundraising professional with a proven track record of stewarding high-level individual, corporate, and foundation donors and successfully securing large gifts. They should bring a collaborative, proactive, and positive approach to work and team building, combined with strong emotional intelligence and professional maturity.

This person will have demonstrated passion for LGBTQ+ equality and for Point Foundation’s mission of supporting and advancing the higher education aspirations of LGBTQ+ and ally students. They will possess the ability to work effectively across diverse ages, races, socio-economic statuses, sexual orientations, and gender identities/expressions, both inside and outside of the organization.

Required Experience/Knowledge (Should Have)

- 7+ years of nonprofit fundraising experience, inclusive of major gift and high-net-worth donor stewardship and engagement.



- Demonstrated success in cultivating and closing donors at the 5- and 6-figures-plus level.
- Track record in corporate and foundation giving, including with funders on the West Coast.
- Knowledge of moves management and expertise in strategic donor engagement and high-touch stewardship.
- Strong personal and professional knowledge of/connection to the LGBTQ+ community and related social issues.
- Exceptional verbal and written communications abilities, including public speaking and presentation skills.
- Strong organizational, interpersonal, administrative, and project management skills.
- Experience with Raiser’s Edge, Salesforce, or similar CRM systems.
- Ability to travel within the United States, particularly the Western U.S. (30% estimated).
- Flexibility of work schedule – events and opportunities to meet current and prospective donors often take place in the evening and/or on weekends.
- Bachelor’s degree or equivalent experience required. An advanced degree (i.e., JD, MBA, MPA, etc.) and/or relevant certification is a plus.

Desired Experience/Knowledge (Nice to Have)

- Proficiency in planned giving, donor-advised funds (DAFs), and wealth screening tools.
- Experience and knowledge of leveraging special events – including large-scale/ticketed/signature events, and smaller, donor appreciation/engagement and stewardship events – as part of a larger fundraising program.
- Previous experience working closely with nonprofit Boards or similar volunteer leadership groups on fundraising and donor engagement strategies.
- Previous fundraising experience in LGBTQ+ and/or related organizations or movements.
- Experience in education/higher education, scholarship programs, or student/youth development focusing on LGBTQ+ and/or BIPOC communities.

Personal Characteristics

- Strong personal connection to the mission of Point Foundation and alignment with its core values of ***Accountability, Authenticity, Diversity Equity and Inclusion, Empowerment, Innovation, and Integrity & Trust.***
- High level of professional maturity, emotional intelligence, empathy, and self-awareness.
- Ability to thrive in a highly collaborative, pod-based, team environment.
- Cultural competence and understanding of the diverse needs, experiences, and contributions of the individuals and communities Point Foundation supports.
- Passion for networking and building lasting relationships with individuals supporting the mission of Point Foundation.
- Determination, focus, and ability to consistently deliver excellent quality work.
- Detailed-oriented and highly organized.
- Self-starter with initiative and a strong desire to achieve; able to work independently as well as within a team.
- Good judgment and ability to maintain confidentiality, a positive attitude, and a sense of humor.



COMPENSATION:

Point Foundation is offering an attractive compensation package for this position, including a competitive starting salary in the range of \$130,000 to \$150,000 (depending on experience and fundraising track record), plus an opportunity for a performance bonus, and comprehensive benefits. Benefits include employer-subsidized health benefits, dental and vision benefits, employee-funded 403b retirement plan with matching component, flexible work scheduling, remote working environment, PTO, short-term disability, and parental leave offerings.

TO APPLY:

Kevin Chase Executive Search Group has been retained to lead this recruitment effort for Point Foundation. Kevin Chase Executive Search Group works only with equal-opportunity employers. No applicant will be discriminated against because of racial or ethnic identity, religion, sexual orientation, gender identity or expression, or disability.

To apply, please submit a complete resume with full employment history and a cover letter detailing your interest in the position and the professional and/or lived experience you believe makes you a uniquely qualified candidate for this role. All inquiries, applications, or referrals will be held in strict confidence.

CONTACT INFO:

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Please note that all education, dates of employment, compensation and other information provided will be verified prior to an offer of employment.