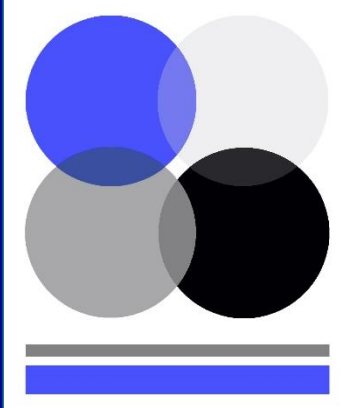


## ***Recruitment Profile***

### **KEVIN CHASE EXECUTIVE SEARCH GROUP**



**LEADERSHIP TRANSITION  
EXECUTIVE SEARCH  
BOARD ADVISORY SERVICES**

1800 Hi Point Street  
Los Angeles | CA | 90035  
[www.kevinchasesearch.com](http://www.kevinchasesearch.com)

## **CHIEF DEVELOPMENT OFFICER**



# **POINT FOUNDATION**

**THE LGBTQ+ AND ALLY SCHOLARSHIP FUND**

***Point Foundation  
Los Angeles, CA***



**KEVIN CHASE**  
executive search group

## **RECRUITMENT PROFILE**

**Title:** CHIEF DEVELOPMENT OFFICER (CDO)  
**Organization:** POINT FOUNDATION  
**Reports to:** CHIEF EXECUTIVE OFFICER  
**Location:** LOS ANGELES, CA (required). Relocation assistance is available for candidates who are not currently living in the Greater L.A. area.

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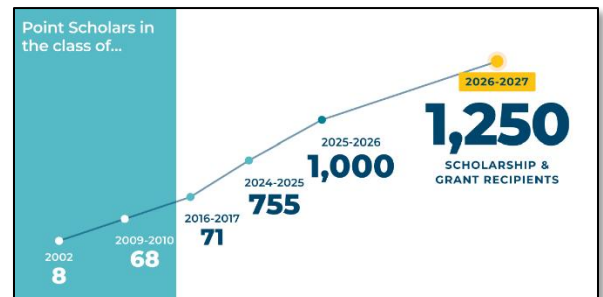
### **ORGANIZATION:**

Founded in 2001, Point Foundation (<https://pointfoundation.org/>) is the nation's largest scholarship-granting organization for LGBTQ+ and ally students pursuing their dreams and goals through postsecondary education. In addition to financial assistance, Point Foundation offers leadership and career development opportunities to students, and an affirming community that supports them in their journey 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 The Point Community College Scholarship, The Point Access Scholarship, The Point Persistence Scholarship, and The Career & Technical Education Scholarship, in addition to Internship & Professional Development awards. In the current school year, Point Foundation is providing scholarship funding to 1,250 students; an increase from 1000 students in the previous school year, and the most in the organization's history.

In addition to the group of current scholars, the extended Point Foundation community includes more than 2,000 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 dedicated team of 17 full-time employees and an operating budget of \$10 MM. Roughly half of Point Foundation's fundraising revenue (49%) comes from individual donors, just over a quarter (27%) from planned giving and bequests, and about 23% from corporate and foundation partners combined; special events account for the remaining 1%.



Through its people and programs, Point Foundation empowers 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, business leaders, 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's 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](http://www.pointfoundation.org)**

**LEADERSHIP TRANSITION | EXECUTIVE SEARCH | BOARD ADVISORY**

**OPPORTUNITY:**

This position offers the successful candidate the unique opportunity to join a highly successful, well-funded, and widely respected national nonprofit organization. Point Foundation has built an impressive track record of expanding its programs, revenue, and team, and is supported by a passionate and engaged community of scholars, mentors, donors, volunteers, and partners across the country.

The Chief Development Officer (CDO) will join a dedicated, high-performing executive team committed to taking Point's existing development programs to even greater levels of success and impact. This role will allow the CDO to make a direct, tangible, and lasting difference in the lives of LGBTQ+ and ally scholars – many of whom are first-generation students and/or are facing multiple obstacles to fulfilling their full potential through the pursuit of postsecondary education.

**REPORTING/STRUCTURE:**

Reports to Los Angeles-based CEO, [Jorge Valencia](#). Partners closely with the Executive Leadership Team, the co-Chairs of the Development & Marketing Committee of the Board, and other members of Point Foundation's national Board of Directors (who are also Major Donors). Supervises and supports an 8-person Development team (based in New York and Los Angeles) with the following Direct Reports: Sr. Director of Development, Director of Corporate & Foundation Giving, Database Manager, and Major Gifts Officer (currently an open position).

**POSITION:**

The CDO is responsible for leadership and oversight of all Point Foundation fundraising programs and staff and for a \$10 MM annual revenue budget. In partnership with the CEO, Chief Operating Officer, and Development Committee of the Board, the CDO will develop and implement fundraising programs and strategies to meet or exceed Point Foundation's annual and long-term revenue goals. The CDO is a front-facing, donor development and engagement role with primary accountability for increasing overall revenue and reserves while personally managing a portfolio of key major donor, corporate, and foundation relationships. In addition to leading the Development team, the CDO will work with the CEO, the Chief Operating Officer, the Point Foundation Board of Directors, and members of Point's additional volunteer boards to motivate giving in their networks.

**RESPONSIBILITIES:**

**[NOTE: It is understood that no single candidate will have equal expertise across all areas of responsibility. Successful candidates will demonstrate a compelling combination of most of them and the self-awareness and professional maturity to leverage existing or new resources in the area(s) where they lack personal mastery.]**

**Fundraising Strategy**

- Develop a comprehensive, annual fundraising strategy – in partnership with the CEO, Chief Operating Officer, and other senior leaders – across all revenue categories: individual donors/ major gifts, corporate and foundation giving, annual fund and direct mail, planned gifts, and events.
- Partner with the Marketing & Communications team to integrate branding, messaging, and marketing campaigns in meeting and exceeding revenue goals.
- Identify opportunities for AI and technology innovation and improvement across fundraising programs, giving campaigns, and donor cultivation efforts.
- Work with members of the Board of Directors to help them meet personal fundraising goals.

**Team Building and Supervision**

- Manage and support Development department staff, providing oversight, coaching, and professional development, and assuring individual and team accountability.
- Establish overall performance objectives and set specific expectation parameters, performance metrics, and quality outcomes for direct reports.
- Ensure an environment representative of Point's Core Values.

**Major Gift Cultivation**

- Cultivate a relationship-centered culture of major gift procurement through demonstrated examples and trainings with staff and Board members.
- Identify major donor prospects and develop and implement individual cultivation plans.
- Grow and expand the donor base and employ moves management to secure larger gifts from existing supporters.
- Implement best practices for attracting, stewarding, and retaining individual donors capable of giving at \$25k or more annually.
- Lead and expand a robust planned giving program to attract additional legacy gifts.
- Oversee recognition activities for all major gifts, and establish new acknowledgment systems and processes, as necessary.

**Corporate and Foundation Giving**

- In collaboration with the Director of Corporate & Foundation Relations, continue to build Point's capacity to attract new foundation and institution prospects and to strengthen current relationships.
- Work cross-departmentally with Programs team members to develop new corporate engagement and volunteer opportunities.

**Events Management**

- Oversee and support the development of strategy, financial metrics, and project plans for all special events, including follow-up cultivation.
- Cultivate, secure, and manage sponsors and event-related partnerships.
- Collaborate with staff and leadership from all departments to improve event quality and drive revenue.

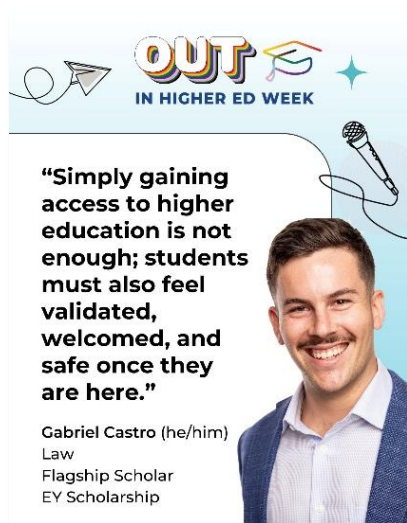
Other related duties as assigned.

**CANDIDATE PROFILE:**

The successful candidate for this role will be an accomplished, dynamic, and collaborative fundraising executive with a proven track record in front-facing nonprofit development roles, as well as experience integrating marketing and communications strategies, and building/leading high-performing teams. This person should have knowledge of and connections to LGBTQ+ and ally communities and social issues, along with personal passion for Point's mission of supporting and advancing the postsecondary education aspirations of LGBTQ+ and ally students. They should bring the capacity to provide thoughtful supervision, direction, support, and training to staff and volunteers and be able to act as an effective public speaker to help elevate the organization's public profile and to make the case for support to corporations, institutions, and individuals of all backgrounds.

### **Required Experience/Knowledge (Should Have)**

- 15+ years of demonstrated success in frontline fundraising and leadership of fundraising teams and programs, including major gifts, foundation relations, corporate giving, annual fund and direct mail, special events, and/or planned giving.
- Professional history of building and leading development organizations of similar scope, scale, and complexity to Point's.



- Proven effectiveness in leading, managing, and coaching professional fundraising staff and volunteers, and ability to effectively manage a large team in a remote environment.
  - Established track record of building and nurturing relationships with high net worth prospects and closing significant major and/or planned gifts.
  - Experience integrating development-related marketing and communications efforts, including an understanding of best practices for direct mail, online, and email fundraising.
  - Skills and resourcefulness in setting priorities, proposing new ways of creating efficiencies, and guiding investment in people and systems.
  - Strong organizational and project management skills to manage long-lead efforts against short-term recurrent needs
  - Knowledge of moves management and expertise in strategic donor engagement and high-touch stewardship.
- Exceptional verbal and written professional communication abilities, including public speaking and in-person presentation skills.
  - Strong organizational, interpersonal, administrative, and project management skills, including time and resource management.
  - Ability to travel within the United States (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.
  - Proficient with Microsoft Office Suite, Raiser's Edge, and fundraising tools/programs such as Fundraise Up, iWave; comfortable learning and working with new systems (e.g., AI technology, Salesforce, etc.).
  - Bachelor's degree or equivalent experience required. An advanced degree (i.e., JD, MBA, MPA, etc.) and/or relevant professional certification may also be a benefit in this role.

### **Desired Experience/Knowledge (Nice to Have)**

- Proficiency in 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 activities.
- Previous fundraising experience in LGBTQ+ and/or allied organizations or movements.
- Experience in postsecondary education, scholarship programs, or student/youth development focusing on LGBTQ+ and/or ally communities.

***Personal Characteristics***

- Strong personal connection to and passion for the mission of Point Foundation, and alignment with Point's **"Ways of Working"**:
  - We Take Ownership;
  - We Work with Focus and Excellence;
  - We Learn and Adapt;
  - We Build Trust and Belonging;
  - We Collaborate to Achieve Growth and Scale;
  - We Coach and Develop for Performance; and
  - We Think Big and Act Strategically.
- Unquestionable integrity and the ability to maintain strict confidentiality.
- Accountable and results-oriented, taking ownership of outcomes and raising issues early and directly.
- Able to prioritize what matters most and deliver consistently high-quality work, balancing speed with thoughtfulness.
- Curious, self-aware, and resilient; open to feedback and composed under pressure
- High levels of professional maturity, emotional intelligence, and empathy, with the cultural competence to build relationships grounded in respect, honesty, and inclusion.
- Skilled at candid conversations, assuming good intent while addressing difficult issues with diplomacy and tact.
- Collaborative and cross-functional, able to design sustainable, scalable systems
- A developer of people who coaches with candor and care, setting clear expectations while balancing support with accountability.
- Strategic and mission-driven, makes decisions with long-term impact in mind and commits to them once made.
- Good judgment, 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 \$250,000 to \$275,000 (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 upload 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 via our [Jobs Portal](#). All inquiries, applications, or referrals will be held in strict confidence.

**CONTACT INFO:**

**Kevin Chase, Managing Partner**  
[evin@kevinchasesearch.com](mailto:evin@kevinchasesearch.com)

**Catie DiFelice, Senior Consultant**  
[Catie@kevinchasesearch.com](mailto:Catie@kevinchasesearch.com)

**Kevin Chase Executive Search Group**  
[www.kevinchasesearch.com](http://www.kevinchasesearch.com)

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