



## Chief Development & External Affairs Officer Sacramento, California

# About the Sacramento LGBT Community Center



The Sacramento LGBT Community Center is a vital organization serving the LGBTQ+ community in Sacramento, California. Established to provide a safe, supportive, and inclusive space for individuals of all sexual orientations and gender identities, the center plays a crucial role in fostering a sense of belonging and advancing equity in the region. It offers a wide range of services and resources, including community resource navigation, counseling, support groups, gender and sexual health, homelessness prevention, youth drop-in, enrichment, and housing services, educational workshops, and social events, aimed at addressing the unique needs and challenges faced by LGBTQ+ individuals and their allies. Additionally, the center actively engages in advocacy work to advance LGBTQ+ rights, raise awareness about LGBTQ+ issues, and promote acceptance and understanding within the broader community. And amongst its many community building programs, the Center produces the Sacramento Pride March and Festival as the largest and most diverse celebration of LGBTQ+ culture, activism, and inclusion in the region.

Through its commitment to inclusivity and empowerment, the Sacramento LGBT Community Center is a beacon of hope and a catalyst for positive change in the region. It continues to be a hub for LGBTQ+ individuals and their allies to connect, access resources, and work together to create a more equitable and accepting society for all.



## The Impact of the Sacramento LGBT Community Center

**Support and Services:** The Center provides critical support and services to LGBTQ+ individuals and families in the Sacramento region. This includes LGBTQ+ affirming resource navigation, gender and sexual health services, counseling and support groups, and housing services that create a region where LGBTQ+ can thrive. The Center has a special focus on impacting the lives of young people ages 13-24 through outreach and education, safe and affirming drop-in spaces, and youth enrichment events. This work has a lifelong impact on the lives of young people, helping many overcome bullying or rejection, and navigating their authentic identities to build a brighter future.

**Advocacy and Awareness:** The Center is a strong advocate for LGBTQ+ rights, equity, and justice, driving an LGBTQ+ public policy agenda at every level of government. It's Outreach & Training Institute helps organizations become more affirming and supportive of LGBTQ+ employees, students, patients, customers, and community. And its Economic Justice Program improves LGBTQ+ job seekers job readiness and connects them with affirming employers. Its Queer Voices performance group shares the experience of youth and BIQTPOC people through performance. This visibility helps challenge stereotypes and misconceptions, creating a more inclusive and accepting environment in Sacramento.

**Community Building:** The Center serves as a cultural hub for the LGBTQ+ community to share space, inspire collaboration, and connect with one another as individuals. It helps foster a sense of belonging and support, reducing feelings of isolation and loneliness that some LGBTQ+ individuals may experience. By partnering with dozens of organizations throughout the region and organizing events like Pride, Chosen Family Feast, and Q-Prom, the Center contributes to positive visibility for the LGBTQ+ community.

# The Position



Are you ready to lead a dynamic team and drive transformative change as the Chief Development and External Affairs Officer at the Sacramento LGBT Community Center? This isn't just a job; it's an opportunity to shape the future of a vibrant and impactful organization dedicated to the LGBTQ+ community.

## Responsibilities:

- Develop and implement fundraising plans for the organization in conjunction with the CEO, Board of Directors, and development team.
- Manage donor stewardship, pledge collection, and communications regarding the Center's Welcome Home capital campaign and planned renovation project.
- Work in close partnership with the CEO, members of the Board of Directors, and volunteers to identify and cultivate prospective donors to the organization.
- Prepare written development—and/or oversee the development of—materials, including briefing memos to support the CEO's engagement with donors, appeal letters, and other donor communications; and select funding proposals/applications and reports.
- Build and provide inspirational leadership for a best-in-class performing development team with a high level of trust, professionalism, and dedication.
- Oversee management of all Development Division activities including major gifts, annual individual and corporate giving, foundation and philanthropic grants, special events including Sacramento Pride, marketing and communications, legacy giving, and endowment building.
- Lead event strategy and supervise the Events Director, who is responsible for planning and executing all fundraising events and management of event committees.
- Oversee the Center's communications strategy and supervise the Communications and Marketing Manager, who manages the following functions.
- Oversee continued development of a high-level volunteer program, which supports all Center operations, creating ongoing sources of volunteer leadership and community involvement.

***This is an opportunity to be a catalyst for change, to lead a passionate and high-performing team, and to champion LGBTQ+ rights and inclusivity.***



## The Candidate

**Proven Fundraising Expertise:** Successful track record in developing and executing comprehensive, data driven fundraising strategies, bolstering an organization's development capacity.

**Diverse Fundraising Mastery:** Proficiency across various fundraising channels, focusing on major gifts, individual donors, special events, corporate and foundation support, and digital fundraising.

**Major Gift Achievement:** Demonstrated ability to secure major gifts of \$25,000 or more.

**Financial Precision:** Experience in budget development and meticulous management.

**Regional Philanthropic Insight:** Familiarity with the local and national corporate, foundation, and LGBTQ+ philanthropic networks, with a preference for preexisting connections to California and the West Coast.

**Communication Prowess:** Exceptional verbal and written skills, adept at crafting persuasive materials, proposals, stewardship content, and collateral.

**Stakeholder Engagement:** Professional and inclusive interaction with diverse donors, board members, volunteers, staff, government officials, and the public. Skilled in handling competing priorities and navigating diverse community interests.

**Team Leadership:** Strong partnership on the Senior Leadership Team, visionary and strategic development leader, a proven ability to build team cohesion, mentor junior staff, and empower volunteers in leadership roles, as well as work both independently and collaboratively.

**Diversity and Inclusion:** Experience within the LGBTQ+ community, advocating for issues relevant to LGBTQ+ individuals, and effectively collaborating with diverse individuals across various backgrounds.

**CFRE Certification:** Certified Fund-Raising Executive (CFRE) credential is a valuable asset.

# About Living in Sacramento



With a diverse and culturally vibrant LGBTQ+ community, living in California's capital city can be an exciting place to call home. Here are some of the amazing aspects of life in Sacramento:

**Outdoor Activities:** Sacramento is known for its pleasant weather year-round, which makes it a great place for outdoor activities. You can go biking along the American River Bike Trail, hiking in the nearby Sierra Nevada foothills, or enjoy water sports on the Sacramento and American Rivers. Some of the best skiing and snowboarding in the U.S. is a short drive away in the Sierra Nevada mountains.

**Farmer's Markets:** Sacramento boasts a thriving farm-to-fork food scene, and you can experience this by visiting more than 40 farmers' markets throughout the region. You'll find fresh, locally sourced produce, wine, and artisanal goods.

**Dining Scene:** As America's farm-to-fork capital, Sacramento offers a diverse and vibrant dining scene. Whether you're in the mood for international cuisine, gourmet restaurants, or food trucks, you'll find plenty of options to satisfy your culinary cravings. The region also bursts with independent coffee houses, wine bars, and microbreweries.

**Historic and Cultural Sites:** Sacramento has a rich history where you can explore the State Capitol, State Indian Museum, or the Old Sacramento historic district with its Gold Rush era preserved buildings, trains, and museums. You can take a walk or ride along the riverfront, visit art museums and galleries, live music venues, and theater venues.

**Friendly Community:** The people in Sacramento are known for their friendliness and welcoming attitude, making it easier to establish a sense of community and build connections.

**Proximity to Nature:** Sacramento is conveniently located near several natural attractions, including Lake Tahoe, Yosemite National Park, and the Napa Valley wine region. Weekend getaways to these destinations are easily accessible.



Applications should be submitted at  
<https://driwaterstonehc.com/chief-development-and-external-affairs-officer-the-sacramento-lgbt-community-center>

All first-round interviews for this position will be via video conference with DRWaterstone.

DRWaterstone is a women-founded and led executive search firm recognized by Forbes magazine as one of the leading executive recruiting firms in the U.S. With a focus on purpose and mission-driven organizations, we provide executive search and strategic consulting services to help regional, national, and international clients grow, thrive, and excel.

**Compensation:**

\$130-\$150,000 annually, comprehensive benefits, generous holiday, sick, and vacation leave.

**Equal-Opportunity Employer:**

The Sacramento LGBT Community Center is proud to be an equal-opportunity employer. All individuals, including those of color, women, persons with disabilities, and persons who are lesbian, gay, bisexual, transgender, or intersex, are encouraged to apply. The Center maintains a policy of non-discrimination with respect to employees, volunteers, interns, and applicants. No aspect of employment will be influenced in any matter by actual or perceived race, color, religion, religious creed, ancestry, sex, age, national origin, marital status, ethnicity, sexual orientation, gender identity and/or expression, physical or mental disability (including HIV or AIDS), medical/mental condition, genetic information, veteran or military status, or any other basis prohibited by statute; nor as to any individuals associating with an individual of any legally protected class.