BoardWalk
CONSULTING

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POSITIVE IMPACT
HEALTH CENTERS
CHAMBLEE • CLAYTON • DECATUR • DULUTH • MARIETTA

Vice President of Development
Leadership Profile
Positive Impact Health Centers

"Positive Impact Health Centers' mission is to provide client-centered care for the HIV community to have a life worth loving."

The Opportunity

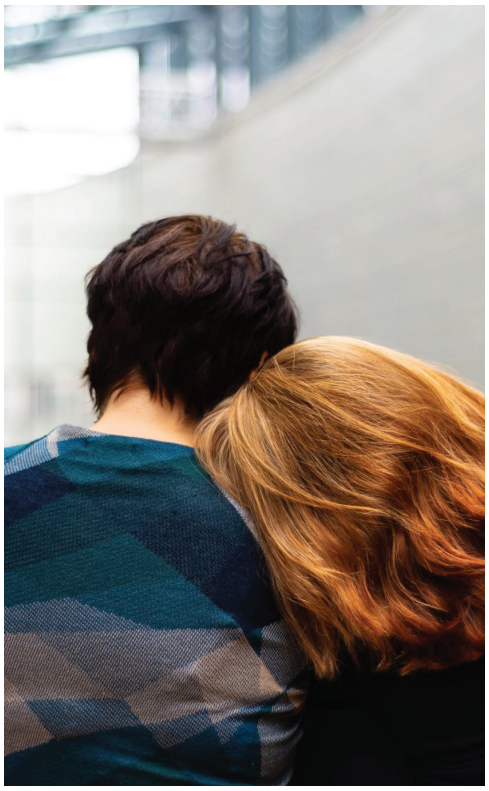
For more than 30 years, Positive Impact Health Centers (PIHC) has provided compassionate, client-centered care to people impacted by HIV while working to prevent its transmission throughout metro Atlanta and across Georgia. What began as a response to a public health crisis has grown into one of the region's leading providers of integrated healthcare and supportive services.

Today, PIHC serves more than 12,000 patients a year across five locations, delivering more than 72,000 services in 2025 alone, from medical and dental care to prevention, pharmacy, recovery, housing, and transportation. The results are measurable: 92% of PIHC patients have achieved viral load suppression.

Walk into any PIHC center and you will see what sets it apart. A young person seeking PrEP for the first time, someone who has just received a diagnosis, a longtime patient picking up a prescription, someone who needs housing before anything else is possible: each is welcomed for exactly who they are and connected to the care they need. For many, that means care no one else would pay for. In 2025, more than half of PIHC's pharmacy patients qualified for financial assistance.

Despite its scale and impact, PIHC remains one of Atlanta's best-kept secrets.

As demand grows and funding becomes more complex, PIHC is investing in philanthropy by creating its first senior development leadership role. Working closely with executive leadership and the Board, the Vice President of Development will build a sustainable development function, help more people understand the depth of PIHC's impact, and create meaningful ways for donors, foundations, corporations, and community partners to invest in its mission. They will join an organization



> We're a hidden gem. There are places and people out there who don't even know about us, the services we offer, or what we can do for their patients.

with an exceptional team, supportive leadership, a passionate Board, and significant untapped philanthropic potential.

For a development leader, the stakes of this work are easy to see. Philanthropy at PIHC becomes a ride to a medical appointment, a month of rent, a prescription a patient could not otherwise afford, and a place where people are welcomed as they are. This is a chance to build something new and help more people find the care, support, and opportunity to live a life worth loving.

The Organization

PIHC is a comprehensive healthcare organization serving individuals and communities impacted by HIV. Its integrated model brings medical and dental care, prevention, pharmacy, emotional wellness and recovery, and client services together in one system, because mental health, housing, transportation, and insurance are often as important to long-term health as clinical care itself.

PIHC's five centers, in Chamblee, Clayton County, Decatur, Duluth, and Marietta, each serve their own community while offering the full strength of the organization. PIHC holds CARF accreditation and NCQA Patient-Centered Medical Home recognition, has earned Candid's Platinum Seal of Transparency two years running, and directs 90% or more of every dollar to patient-related services.

Recent momentum includes:

Growing reach. Clayton County joined PIHC's system of care in 2025, and the Decatur center added 18,000 square feet of new space.

A statewide conversation. A five-city listening tour in Macon, Columbus, Savannah, Albany, and Augusta began exploring how PIHC's model could serve communities across Georgia.

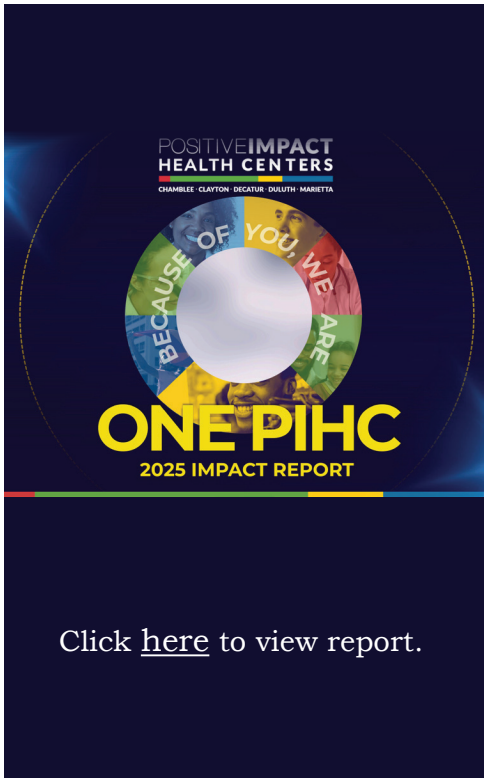
> Our work revolves around the client. The more resources we have, the more client-centered care we can provide.



A learning hub. The Research & Development Institute trains students and scholars, including John Lewis Imhotep Scholars, and PIHC staff lecture at Emory University, Georgia State University, and Morehouse College.

A voice in Washington. PIHC leaders travel to Washington, D.C., to advocate for the federal programs their patients depend on.

Equally important is the culture that fuels the work. At PIHC, belonging is part of the everyday experience, for patients and staff alike. Inside the organization, it is a lived philosophy known as ONE PIHC: clinicians, pharmacists, counselors, case managers, prevention staff, dental teams, and front-desk staff work as one team, so that no matter where a person enters the PIHC system, someone is ready to help with what comes next. That same welcome extends to colleagues. The PIHC experience is collaborative, inclusive, and mission-driven, built on trust, respect, and a shared commitment to the people it serves.



The Mandate

Reporting to the Chief Operating Officer, the VP of Development will serve as PIHC's senior fundraising strategist, relationship builder, and thought partner to executive leadership and the Board. Responsible for establishing and leading the organization's first dedicated development function, this individual will help shape the philanthropic strategy, partnerships, and infrastructure needed to support PIHC's next chapter of growth and impact.

As philanthropy becomes an increasingly important component of the organization's long-term sustainability, the VP of Development will help create a culture of philanthropy that extends beyond fundraising and becomes embedded throughout the organization. Working closely with senior leaders, Board members, donors, and community partners, this



We do serious work, but we don't take ourselves too seriously.

leader will identify opportunities to diversify revenue, strengthen relationships, elevate awareness of PIHC's impact, and secure the resources necessary to advance the mission.

This role requires both the art and science of fundraising. The successful candidate will bring the strategic discipline required to build systems, processes, metrics, and accountability while serving as a compelling ambassador for the organization. They will help translate PIHC's impact into a compelling case for support, cultivate meaningful partnerships, and connect philanthropic investment to measurable outcomes and life-changing services.

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Among the VP of Development's Opportunities and Challenges

- Building PIHC's first dedicated development function and helping define its future structure, priorities, and measures of success.
- Diversifying revenue streams in an increasingly uncertain funding environment.
- Expanding major gifts, corporate partnerships, and philanthropic investment.
- Increasing awareness of an organization whose impact has outpaced its visibility.
- Creating a compelling and consistent case for support that resonates across diverse audiences.
- Strengthening Board engagement in fundraising, relationship-building, and ambassadorial activities.
- Positioning PIHC for its next phase of growth, innovation, and community impact.



What Success Looks Like

Three to five years from now, the VP of Development will have:

- Established a sustainable development function capable of supporting PIHC's long-term aspirations.
- Strengthened philanthropic infrastructure
- Expanded donor and partner relationships
- Increased organizational visibility, diversified revenue streams
- Fostered a culture in which philanthropy is embraced throughout the organization.

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The Responsibilities

Philanthropy Strategy and Leadership

- Develop and execute a comprehensive fundraising strategy aligned with PIHC's strategic priorities and future growth ambitions.
- Build and strengthen development infrastructure, systems, processes, and performance metrics.
- Establish a sustainable foundation for long-term philanthropic success.
- Identify opportunities to diversify revenue streams and reduce reliance on traditional funding sources.
- Serve as a strategic advisor to executive leadership on fundraising trends, opportunities, and best practices.

Development and Revenue Generation

- Build and actively manage a portfolio of individual, corporate, foundation, and community partners.
- Cultivate, solicit, and steward major and transformational gift opportunities.
- Expand philanthropic support through individual giving, corporate partnerships, foundation relations, sponsorships, and special initiatives.
- Develop innovative approaches to donor engagement and revenue growth.
- Evaluate opportunities for campaigns, fundraising events, and other initiatives that increase visibility and support.

Communications, Storytelling, and Stewardship

- Strengthen PIHC's case for support and help create a more consistent and compelling organizational narrative.
- Partner closely with communications staff to elevate awareness of the organization's mission, impact, and priorities.
- Translate complex healthcare, prevention, and community outcomes into stories that inspire engagement and investment.
- Enhance donor stewardship and recognition efforts to deepen long-term relationships and strengthen donor retention.
- Support the development of fundraising materials, impact reports, presentations, and donor communications.

Board and Leadership Partnership

- Partner with the Board of Directors to strengthen engagement in philanthropy, relationship-building, and ambassadorial activities.

The ideal candidate is a natural connector with the presence to engage accomplished, high-profile donors and the warmth to build trust with nonprofit leaders, staff, and year-round residents.



Click Here For The PIHC Financial Audits

- Support development-related committees and fundraising initiatives.
- Equip Board members and organizational leaders with the tools, messaging, and confidence to effectively represent PIHC.
- Foster a culture in which philanthropy is viewed as a shared organizational responsibility.
- Work collaboratively across departments to align development efforts with organizational priorities and opportunities.

The Relationships

Success in this role will depend on building strong internal and external partnerships and developing a deep understanding of PIHC's programs, services, and impact to strengthen philanthropic engagement, support fundraising initiatives, identify new opportunities for community partnership, and expand the organization's network of supporters and advocates.

Leadership Connections	Key Relationships
The VP of Development reports to:	Chief Operating Officer and serves as a strategic partner to the Chief Executive Officer, executive leadership team, and Board of Directors
Supervises:	Two to three direct reports
The VP of Development will collaborate closely with:	▪ Chief Executive Officer ▪ Chief Operating Officer ▪ Chief Financial Officer ▪ Chief Medical Officer ▪ Chief Pharmacy Officer ▪ Executive leadership team members ▪ Department directors and program leaders ▪ Communications staff and external communications partners ▪ Board of Directors
The VP of Development will represent PIHC across a wide range of external constituencies, including:	▪ Current and prospective donors ▪ Foundation and corporate partners ▪ Community leaders and advocates ▪ Healthcare and public health organizations ▪ Academic and research institutions ▪ Strategic partners and volunteers ▪ Philanthropic and civic leaders throughout metro Atlanta and beyond

The Candidate

PIHC seeks an accomplished development leader who is equal parts strategist, relationship builder, and storyteller. The successful candidate will bring the experience and credibility to establish and lead a high-performing development function while embracing the mission, values, and culture that have made PIHC a trusted community partner for more than three decades.

The ideal candidate will understand that fundraising is ultimately about people. They will be energized by the opportunity to connect donors, foundations, corporations, and community leaders to a mission that changes lives while helping build the philanthropic foundation necessary to support PIHC's future growth and impact.

While fundraising experience is essential, stakeholders consistently emphasized that success at PIHC requires more than technical expertise. The strongest candidates will pair demonstrated fundraising success with humility, curiosity, authenticity, and a genuine passion for improving the lives of others. Candidates may come from a variety of sectors, including healthcare, higher education, public health, foundations, human services, community-based organizations, corporate philanthropy, or other mission-driven environments.

Professional Experience & Qualifications

Strong candidates will bring many of the following experiences:

- Significant progressive fundraising experience with increasing levels of leadership responsibility.
- A demonstrated track record of securing major gifts and cultivating long-term donor relationships.

The strongest candidates will pair demonstrated fundraising success with humility, curiosity, authenticity, and a genuine passion for improving the lives of others.



- Experience building or strengthening development operations, systems, processes, and infrastructure.
- Success securing support from individual, corporate, foundation, and community-based funding sources.
- Experience developing fundraising strategy and translating vision into measurable outcomes.
- Experience partnering effectively with executive leaders, boards of directors, and external stakeholders.
- Strong communication, presentation, and relationship-building skills.
- Experience using donor databases, fundraising analytics, and performance metrics to inform strategy and decision-making.
- Experience building, mentoring, and leading high-performing teams.

Preferred Experience

While not required, the following experience would be valued:

- Fundraising for healthcare, community health centers, public health, or other organizations where clinical outcomes and community impact go hand in hand.
- Launching, rebuilding, or significantly scaling a development function, ideally as an organization's first senior fundraising leader.
- Growing philanthropy within an organization funded largely through government grants and earned revenue, and helping leadership and the Board see private support as a strategic priority.
- Established relationships with Atlanta's philanthropic, corporate, and civic communities.
- Familiarity with HIV services, LGBTQ+ health, or health equity work, and comfort speaking about them with donors.



The ideal leader is someone who can take data and shape it into a story that gets people excited.

The VP of Development Should Be:

A Strategist

This individual will be excited by the opportunity to create, build, and strengthen a development function. They will possess both the vision to see what is possible and the discipline to execute a thoughtful, sustainable fundraising strategy.

A Gifted Relationship Builder

Fundamentally, this is a relationship-driven role. The successful candidate will connect easily with people, build trust across diverse communities, cultivate meaningful partnerships, and inspire others to invest in PIHC's mission.

A Compelling Storyteller

The ideal candidate will have the ability to translate complex programs, outcomes, and data into narratives that inspire action. They will help others understand not only what PIHC does, but why its work matters and how philanthropic investment can deepen its impact.

A Collaborative Partner

Success at PIHC requires collaboration. The strongest candidates will listen first, build relationships across the organization, value the expertise of others, and approach their work with humility, respect, and curiosity.

An Innovative Thinker

PIHC embraces new ideas and welcomes fresh perspectives. The next VP of Development will bring creativity, sound judgment, and an entrepreneurial mindset to identifying opportunities for growth, engagement, and long-term sustainability.

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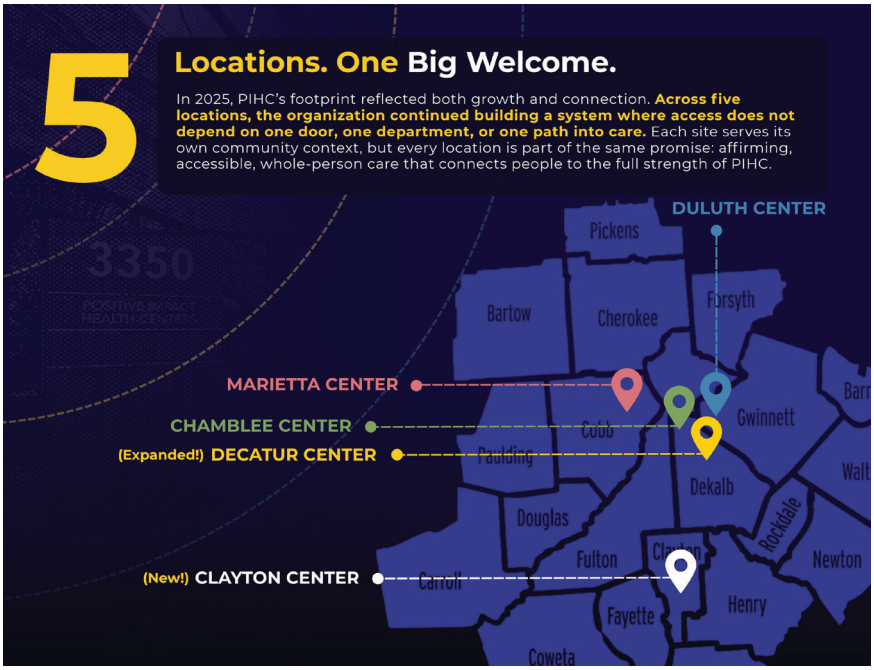
Deeply Mission-Aligned

HIV-specific experience is not required. However, the successful candidate must demonstrate a sincere commitment to serving diverse communities and advancing health equity. They should be energized by PIHC's mission and motivated by the opportunity to improve lives through philanthropy. They will share PIHC's belief that every person who walks through the door deserves to be welcomed exactly as they are.

Above all, the successful candidate will embrace PIHC's culture of compassion, inclusion, innovation, and service. They will understand that relationships matter, people come first, and the most meaningful fundraising begins with a genuine commitment to the mission and the communities being served.



The Location



This position is based in the Atlanta metropolitan area. The VP of Development is expected to maintain a strong presence throughout PIHC's service area and actively engage with

donors, community leaders, corporate partners, foundations, and other key stakeholders. Occasional evening and weekend commitments, as well as local and regional travel, should be expected in support of fundraising, relationship-building, and community engagement activities.

As Georgia's capital and largest metropolitan area, Atlanta is home to a dynamic mix of healthcare institutions, nonprofit organizations, higher education institutions, corporate headquarters, and philanthropic organizations. The region is widely recognized for its spirit of innovation, civic leadership, and commitment to addressing complex social and health challenges.

Rich in culture, diversity, and opportunity, Atlanta offers an exceptional quality of life along with a strong tradition of community engagement and philanthropy. For a development professional looking to build meaningful partnerships and make a lasting impact, few cities offer a more vibrant environment in which to advance mission-driven work.



The Compensation

A competitive compensation package will be offered to attract an outstanding candidate. The salary range is $190,000-$225,000. PIHC offers 100% medical coverage, above-market pay, and a supportive environment where people advance and stay for years.

You are welcome here. Positive Impact Health Centers, Inc., is an equal opportunity employer and does not discriminate against any employee or applicant for employment because of race, creed, color, religion, gender, sexual orientation, gender identity/expression, national origin, disability, age, or covered veteran status.

For potential consideration
or to suggest a prospect,
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