



CHIEF DEVELOPMENT OFFICER
PLANNED PARENTHOOD LEAGUE OF MASSACHUSETTS
HYBRID LOCATION – BOSTON, MASSACHUSETTS



Aspen Leadership Group is proud to partner with Planned Parenthood League of Massachusetts in the search for a Chief Development Officer.

The Chief Development Officer will play a pivotal role in shaping and advancing the fundraising efforts of Planned Parenthood League of Massachusetts (PPLM) by designing and implementing a comprehensive multi-year development strategy that aligns with the organization’s strategic goals. The Chief Development Officer will be responsible for overseeing all aspects of a fully integrated development program, including annual giving, major gifts, institutional giving, direct mail, events, planned giving, capital campaigns, and stewardship. As the organization’s lead frontline fundraiser, the Chief Development Officer will personally manage a portfolio of high-net-worth and strategic donors, while also growing and enhancing the major gifts program through the identification, solicitation, cultivation, and stewardship of key prospects. The Chief Development Officer will foster a culture of inclusivity, equity, and accountability, providing mentorship and guidance to a highly effective fundraising team. The Chief Development Officer will leverage PPLM’s signature programs and explore new opportunities for donor engagement, working to expand the donor base and inspire support from diverse communities through inclusive philanthropy. By advancing a culture of philanthropy and partnering closely with PPLM leadership, the Chief Development Officer will elevate board involvement and maximize the fundraising potential of PPLM.

Since 1928, Planned Parenthood League of Massachusetts has been the state’s most trusted provider of sexual and reproductive health care, education, research, and advocacy. PPLM works toward a future where there is equal access to high-quality and judgement-free care for all people across the state while advocating and protecting those across the country from bans on their reproductive autonomy.

Throughout Planned Parenthood League of Massachusetts’ 96-year history, there have been extraordinary women and men who have contributed leadership, courage, and support. There have been judges, attorneys, and plaintiffs who persevered to assure access to choice, to counseling, to education, to women’s rights, and to patients’ safety. There have been clinicians, lobbyists, legislators, parents, and teachers who have worked tirelessly to assure the highest quality of sexual and reproductive health care for those who could pay and for those who could not. There have been students, advocates, grandmothers, and business executives who have rallied supporters, escorted patients, influenced politicians, spoken eloquently, and challenged legalities to get to where the organization is today in the ongoing struggle for sexual and reproductive rights. And throughout this tumultuous journey from being marginalized to mainstreamed, a relentless commitment to quality service, education, advocacy, and outreach has endured, sustained, and been enhanced by the indomitable spirit that has always defined Planned Parenthood League of Massachusetts.

The mission of Planned Parenthood League of Massachusetts is to ensure every person in the state has access to sexual and reproductive health care and education no matter who they are, where they live, or who they love. This work is informed by research, powered by advocacy, and conducted with compassion and respect.

Sexual and reproductive health is essential to every person's overall health, well-being, and happiness. Planned Parenthood League of Massachusetts envisions a state where equitable access to sexual and reproductive health care and education is the norm, and where every person can decide what's right for them and their families.

PPLM fights for a world where no systemic barriers stand between Black, Indigenous, and other people of color, LGBTQ+ people, and people with living with disabilities — and their right to access the full range of sexual and reproductive health care, including abortion. PPLM relentlessly pursues racial justice and health equity in all aspects of its work, backed by the power of staff, supporters, community partners, and patients.

Focus Local is a \$50 million comprehensive campaign to fund the relentless pursuit of health equity in Massachusetts. While abortion is legal in Massachusetts, this comprehensive and trusted health care is still not within reach for all. The impact of PPLM's work to break down the barriers of distance, systemic racism, inequity, and cost increases access to care locally. But increasing access to safe, legal abortion is only one part of *Focus Local*.

PPLM has been working for decades to address health inequities in communities where they can make an impact, yet stigma and systemic racism still deny people access to care and information. Through Innovation for Impact, outcomes and evaluation results from the work in Worcester and Springfield will inform PPLM's work in these regions — and beyond — for years to come.

PPLM is also transforming health care delivery through telehealth, which enables it to provide expert, confidential care virtually for thousands of patients across the state.

PPLM's new ASPIRE Center works to advance excellence and equity in sexual and reproductive health through research, professional education, and clinical training. Launched in 2022, the ASPIRE Center for Sexual and Reproductive Health conducts groundbreaking research, professional education, and clinical training to advance excellence and equity in sexual and reproductive health at the local and national level. ASPIRE leverages a broad range of partners in this work including academic institutions, teaching hospitals, health care professionals, social service and community-based organizations, schools, educators, and peer institutions.

Planned Parenthood League of Massachusetts' ability to provide care is protected and strengthened by its political and advocacy arm, the Planned Parenthood Advocacy Fund of Massachusetts (PPAF). Following the lead of Reproductive Justice organizations and rising to face intensifying attacks on reproductive rights, PPAF has expanded its reach and grown its power in the past five years. The Planned Parenthood movement will not rest until all threats to access are eliminated and Massachusetts is on the forefront of bold policies that advance health equity.

REPORTING RELATIONSHIPS

The Chief Development Officer will report to the President and CEO, Dominique Lee and serve as a member of senior management. The Chief Development Officer will oversee a team of 10 staff including four direct reports.

FROM THE PRESIDENT AND CEO

Thank you for considering the role of Chief Development Officer at Planned Parenthood League of Massachusetts. This is an extraordinary opportunity to join an organization that is at the forefront of reproductive and sexual health care, advocacy, research, and education in Massachusetts.

At PPLM, we are proud of our legacy of empowering individuals to make informed choices about their sexual and reproductive health while ensuring access to the care they need. For over 95 years, PPLM has been a cornerstone of health equity, advocating for systemic changes that improve the lives of those we serve. As the largest sexual and reproductive health care provider in the state, our impact is vast and deeply personal, touching the lives of over 30,000 patients every year.

Since I stepped into the role of President and CEO, my focus has been on fostering a culture of growth, resilience, and innovation. We've embarked on transformative initiatives, modernized operations, and bolstered our position as the leading reproductive health care provider in the Commonwealth. As we look ahead, we are laser-focused on sustaining and growing our impact in an ever-changing landscape.

I believe that leadership is not about authority or position, but about influence, inspiration, and the ability to create an environment where individuals feel valued, supported, and empowered to do their best work. I believe true leadership starts with authenticity, showing up as your whole self and creating space for others to do the same. It is about leading with empathy, understanding the needs and aspirations of those you work with, and fostering a sense of shared purpose and collaboration.

Great leaders inspire through vision and action. They set bold goals and create pathways to achieve them, balancing strategy with compassion. At PPLM, leadership also means showing resilience and adaptability in the face of challenges, learning from missteps, and celebrating successes together. A great leader listens deeply, values diverse perspectives, and prioritizes equity and inclusion in all aspects of their work. They build strong teams, nurture talent, and ensure everyone feels their contributions matter.

For the Chief Development Officer role, we are looking for a leader who embodies these principles and can bring their own vision and authenticity to our well-established Development Department, which raises over \$9 million in revenue each year. Coming in off the heels of a successful five-year, \$50 million comprehensive campaign, Focus Local, the Chief Development Officer will be both a motivator and a strategist, capable of inspiring a talented 10-person team, working with me to develop funding opportunities based on our organizational priorities, and cultivating meaningful relationships with donors and stakeholders. They will be someone who values collaboration, leads with empathy, and has the ability to align our fundraising efforts with the broader mission and goals of the organization.

We are at a pivotal moment in PPLM's history, with an opportunity to modernize and elevate our approach to philanthropy. The Chief Development Officer we are seeking will bring energy and creativity to this work, identifying new opportunities for growth while honoring the incredible foundation we've already built. This leader will also help shape and expand our media and digital fundraising strategies, ensuring that we are engaging with new audiences and reaching our full potential in this critical area and most importantly nurturing and deepening a robust major gifts program and donor pipeline to support the overall growth in organizational revenue.

Ultimately, the Chief Development Officer will embody leadership not merely as a title, but as a profound commitment to their team, the organization, and the transformative mission we serve. Their capacity to inspire trust, navigate change with resilience, and lead with clarity and purpose will be pivotal in advancing PPLM's legacy as a leader in reproductive and sexual health care.

I invite you to bring your vision, leadership, and passion for social impact to this pivotal role. Together, we can build a future where everyone has access to the care, education, and advocacy they need. Thank you for considering this exciting opportunity to join the PPLM family.

— Dominique Lee, President and CEO

PRIMARY RESPONSIBILITIES

The Chief Development Officer will

- design and implement a multi-year development strategy that aligns with and supports PPLM’s strategic plan and supports significant expansion of the development program;
- manage and oversee all aspects of a fully integrated development program including annual giving, major gifts, institutional giving, direct mail, events, planned giving, capital campaigns, and stewardship;
- oversee and grow the major gifts program, identifying, soliciting, closing, and stewarding major gift prospects while maintaining a personal portfolio of high-net-worth and strategic donors and prospects and leading by example as the organization's lead frontline fundraiser;
- hire, manage, mentor, and retain a fundraising team committed to the mission of PPLM while creating and sustaining an organizational culture that fosters inclusiveness and equity, provides positive and developmental feedback, and ensures accountability;
- leverage PPLM’s well-developed, signature programs while initiating new programs that deepen donor engagement;
- inspire support from diverse communities with a focus on inclusive philanthropy and expanding the donor base;
- develop and maintain donor cultivation and recognition systems according to current and emerging best practices;
- develop new and creative ways to connect with the PPLM donor community while building and maintaining relationships with key constituents, board committee members, and alumni;
- advance a culture of philanthropy and giving across the organization while serving as a strategic partner to leadership; and
- staff the Development Committee and deepen board engagement in the overall fundraising activities of PPLM, encouraging a higher level of involvement in fundraising.

LEADERSHIP

Dominique Lee, MBA, MPH

**President and CEO of Planned Parenthood League of Massachusetts and
President of the Planned Parenthood Advocacy Fund of Massachusetts**

Dominique Lee became President and CEO of Planned Parenthood League of Massachusetts (PPLM) on September 18, 2023. An expert healthcare leader and innovative public health strategist, Lee has dedicated her career to expanding access to quality, compassionate, culturally sensitive health care at Planned Parenthood and advocating for health equity and social justice through public health and policy initiatives. Significantly, her own lived experiences resonate with those of many Planned Parenthood staff and patients, deepening her dedication and insight into the distinct challenges and barriers they may encounter.

Prior to this role, Lee helped spearhead the Health Domain at IDEO, a renowned global design consultancy celebrated for its pioneering approach to human-centered design. In this capacity, she collaborated with health organizations to amplify health equity, foster social impact, and optimize their strategy, operations, and revenue streams using these design principles. She also spent 15 years leading health center operations and managing patient services at multiple Planned Parenthood affiliates, culminating as Chief Operating Officer (COO) at the largest affiliate in the country, Planned Parenthood Mar Monte (PPMM), where she oversaw operations and delivery of care across 35 health centers serving over 250,000 patients annually in California and Nevada in comprehensive family medicine, behavioral health, and reproductive health care.

Lee is renowned for her innovative problem-solving prowess and steadfast advocacy, consistently showcasing an exceptional dedication to the patients and staff of Planned Parenthood. As the COO of PPMM, she was instrumental in orchestrating the organization's COVID-19 response. Under her leadership, telehealth services were promptly introduced across 35 health centers, ensuring uninterrupted business operations and financial resilience. Moreover, she collaborated with three under-resourced county health departments to establish COVID-19 drive-thru testing centers catering to essential workers, first responders, and the broader community. She also spearheaded Whole Person Care in Santa Clara County, which has led to the first-of-its-kind redesign and the most significant investment in Medicaid in California ever seen through the Cal-AIM program, intending to enhance the quality of care, reduce health disparities, and improve the lives and health of Californians covered by Medi-Cal.

At Planned Parenthood Arizona (PPAZ), Lee instigated pivotal enhancements in operational systems, infrastructure, and patient care, successfully steering PPAZ toward a financially prosperous and sustainable future within a mere three years. Facing the challenging Targeted Regulation of Abortion Providers (TRAP) laws, which placed undue hardships on people seeking abortion services and threatened to close reproductive health clinics, Lee's leadership was paramount. With agility, she maneuvered through these laws, making rapid adaptations that preserved the organization's financial health, safeguarded jobs, and boosted team morale, all while ensuring patients received immediate, top-tier care.

While working with the Planned Parenthood Affiliates of California, a 501(c)4 advocacy entity representing seven Planned Parenthood branches in California, Lee was a staunch supporter of legislation AB-32, which extended fair telehealth service access to over three million Medicare/Medicaid beneficiaries amidst the pandemic. Furthermore, she pioneered the establishment of the inaugural state-level family planning funding in Nevada. She influenced Proposition 56 in California, a tobacco tax that now yields over \$500 million annually for public health endeavors, family planning, and other crucial healthcare projects for low-income residents.

Dominique Lee's appointment as President and CEO of PPLM is a full-circle moment for Lee and a historic one for PPLM. Lee started her career nearly twenty years ago at PPLM as a health care assistant and patient services manager. She launched a 17-year journey with Planned Parenthood that spanned four affiliates in red and blue states and urban and rural environments. Of Indigenous and Chinese descent, Lee is the first person of color to lead PPLM as President and CEO.

Lee holds a bachelor's from Arizona State University in Tech Entrepreneurship and Engineering Management, an MPH from Dartmouth College, and an MBA from Northwestern's Kellogg School of Management. She is working towards a DrPH at Johns Hopkins Bloomberg School of Public Health with a concentration in Social Justice and Health Equity. At Dartmouth College's Institute of Health Policy and Clinical Practice, Lee teaches classes in leadership and negotiation and is a thesis advisor for Master of Public Health students.

Lee has also been appointed as co-chair for part of Dartmouth Geisel School of Medicine's five-year strategy, targeting the enhancement of health equity and holistic wellness across various domains. Throughout her journey, Lee has consistently intertwined health equity with wellness, branching into areas like reproductive health, social justice, economic principles, social capitalism, and a whole-person approach to health care.

PREFERRED COMPETENCIES AND QUALIFICATIONS

Planned Parenthood League of Massachusetts seeks a Chief Development Officer with

- a commitment to the mission of Planned Parenthood League of Massachusetts — to ensure every person in the state has access to sexual and reproductive health care and education no matter who they are, where they live, or who they love;
- excellent communication skills across platforms and an ability to serve as an inspiring spokesperson for PPLM's mission and vision for the future;
- an ability to provide valuable strategic thinking and partnership to leadership, related not only to development but to a broader set of PPLM priorities and opportunities;
- experience cultivating, soliciting, and closing gifts with significant institutional impact from individuals;
- experience setting and achieving ambitious fundraising goals resulting in increased dollars raised;
- a deep understanding of all aspects of development including campaign and major gifts, annual giving, events management, on-line giving, planned giving, and institutional giving including corporate and foundation grants;
- an ability to problem-solve creatively and design and launch new initiatives, while remaining sufficiently nimble to embrace unanticipated opportunities;
- experience partnering with board and committee members;
- experience recruiting and managing development staff and an ability to provide inspiring, empathetic, approachable, and inclusive leadership;
- an ability to collaborate with program and operations staff across organizations to advance fundraising priorities;
- an ability to partner with executive staff and volunteer leadership to further engagement and expand philanthropic support and instill and nurture a culture of philanthropy; and
- an understanding of current and emerging best practices in development operations and systems.

A bachelor's degree or an equivalent combination of education and experience and at least 10 years of successful fundraising experience with increasing responsibilities is preferred for this position. Planned Parenthood League of Massachusetts will consider candidates with a broad range of backgrounds. If you are excited about this role and feel that you can contribute to PPLM, but your experience does not exactly align with every qualification listed above, we encourage you to apply.

SALARY, BENEFITS, AND CULTURE

The salary range for this position is \$170,000 to \$210,000 annually. Planned Parenthood League of Massachusetts offers a comprehensive package of benefits including health and dental insurance; a generous and flexible paid time off system; a voluntary 403(b) Tax Deferred Annuity Plan; life insurance, accidental death, and dismemberment insurance, and long-term disability insurance; employee assistance program; flexible spending account (FSA); paid parental leave; and benefits such as discounted parking, MBTA pass discounts, discounted movie tickets, discounted health and fitness memberships, and access to PPLM health services at discounted rates.

Planned Parenthood League of Massachusetts' employees strive to provide top quality programs and services in the Commonwealth. Its staff is made up of knowledgeable and talented clinicians, educators, lobbyists, fundraisers — all working toward a future where there is equal access to high-quality and judgement-free care for all people across the state while advocating and protecting those across the country from bans on their reproductive autonomy.

LOCATION

This position is in metropolitan Boston, Massachusetts.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of Planned Parenthood League of Massachusetts as well as the responsibilities and qualifications presented in the prospectus.*** Review of applications will begin immediately and will continue until the successful candidate has been selected.

To apply for this position, visit:

[Chief Development Officer, Planned Parenthood League of Massachusetts.](#)

To nominate a candidate, please contact [Clare McCully](#).

All inquiries will be held in confidence.