

# Paul R. Fairchild

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## **President & Chief Executive Officer** – Cream City Foundation, March 2012 to present

Cream City Foundation mobilizes philanthropic resources by harnessing the pride, passion, and commitment of lesbian, gay, bisexual, and transgender people and their allies to advance the human rights and respond to the human needs of LGBT people in Southeastern Wisconsin.

### **First Year Accomplishments Included:**

- Led the board through changing the mission, vision, values, and developing a new strategic plan within the first 6 months
- Implemented the new strategic plan with a monitoring tool to track The Foundation's work for the next three years
- Increased The Foundation's annual grant making program by 99%
- Increased the visibility of The Foundation with more than 250 meetings including community organizations, foundations, corporations, individual donors, elected officials, the press, and program participants

Additionally served in a leadership role to begin merger negotiations with 4 organizations, began quarterly meetings with 9 corporations who are starting lesbian, gay, bisexual, and transgender employee resource groups, and introduced countless corporations and foundations to the intersection of LGBT equality and the human rights movement.

## **Chief Development Officer** – Howard Brown Health Center, 2007-2010

### **Interim Chief Executive Officer** – March – May 2010

Through implementation of the strategic plan, directed communications, resource development, and resale business for this Federally Qualified Health Center Look Alike. Howard Brown is the Midwest's largest provider of health care and human services to the gay, lesbian, bisexual, and transgender people of Chicago. Annual budget - \$17,000,000.

### **Responsibilities included:**

- Strategic Planning
- Donor Communications
- Community Relations
- Staff Development
- Volunteer recruitment and intake
- Member of the Executive Team
- Board Development and Recruitment
- In-kind donations and community resources
- Direct/supervise the following fund raising campaigns:
  - Board Gifts
  - Major Gifts
  - Individual Gifts
  - Staff Gifts
  - Corporate, Foundation, and Organizational Giving
  - Planned Giving
  - Government Grants and Contracts
  - Resale Stores
  - Special Events
  - Direct Mail

### **Accomplishments Included:**

- Increased philanthropic giving by 45% in my first year, and maintained same level of giving through my 3 year tenure
- Increased resale revenue by 7% during this economic downturn
- Staff retention of 90%
- Created and implemented online communications and giving
- Created employee communications plan including quarterly staff newsletter

## **Vice President, Donor & Community Relations** – Heartland Alliance for Human Needs & Human Rights, 2000 – 2007

Directed this complex organization's resource development department through implementation of the strategic plan. Managed a staff of 9, governing boards of 114, and auxiliary boards of more than 100, raise philanthropic income in excess of \$6 million to support the work of this service-based human rights organization. Heartland Alliance provides housing, health care, human services and human rights protection for more than 100,000 poor, vulnerable and unprotected people annually. Annual budget - \$54,000,000.

### **Responsibilities included:**

- Strategic Planning
- Donor Communications
- Community Relations
- Staff Development
- Volunteer recruitment and intake
- Member of the Executive Team
- Supervise the Designs for Dignity Program

- Board Development and Recruitment:
  - 4 Governing Boards
    - Heartland Alliance for Human Needs & Human Rights
    - Heartland Housing Inc.
    - Heartland Health Outreach
    - Heartland Human Care Services
  - 4 Auxiliary Boards
    - Women's Board
    - West Suburban Board
    - Junior Board
    - Designs for Dignity
- Direct/supervise the following fund raising campaigns:
  - Board Gifts
  - Major Gifts
  - Individual Gifts
  - Staff Gifts
  - In-kind donations and community resources
  - Corporate Foundation and Organizational Giving
  - Planned Giving
  - Direct Mail
  - Special Events:
    - Kitchen Walk (Designs for Dignity Board)
    - The Celebration Ball (Women's Board)
    - Art Against AIDS (Junior Board)
    - Spirit Awards (Designs for Dignity Board)
    - Midwest Light of Human Rights Awards (Committee of Heartland's National Immigrant Justice Center)
    - A Celebration of Home (Home & Garden Tour, Committee of Heartland Housing)

**Accomplishments included:**

- Exceeded budgeted income by an average of 32% per year
- Increased income by 36% per year
- In-kind donations increased by 40%
- Maintained a fund raising cost of less than 18% average
- Added fourth auxiliary board, Designs for Dignity, bringing in more than 700 new donors
- Staff retention of 90%
- Organizationally volunteers increased from 700 to more than 900
- Supervised the Communications Department through the re-branding of the organization and re-naming the organization's four subsidiary partners

**Senior Director of Development** – Heartland Alliance for Human Needs & Human Rights, December 2000 – February 2003

**Responsibilities Included:**

- Strategic planning
- Corporate Foundation and Organizational gifts
- Direct Mail Campaign
- Special Events
- Auxiliary and Board Development
- Volunteer coordination including the Americorp\*VISTA program
- Facilitate Capital Fund Raising Initiative
- Community Resources
- Create and maintain departmental budget
- Collaborate with department and program staff to assist them in reaching their fund raising goals

**Accomplishments included:**

- Creation and implementation of a Corporate Partnership Initiative securing more than \$100,000 in new and increased corporate support
- Creation of a Junior Board, adding a third auxiliary to support the work of the organization and develop future volunteer leadership
- Revitalization of Heartland Alliance's two signature events, increasing the revenue by an average of 30% and an average cost of 31%
- Promoted to Vice President of Communications & Development within 2 years

**Director of Development** - Horizons Community Services – 1997-2000

**Responsibilities included:**

- Created and implemented annual fund raising plan
- Directed and supervised all fund raising efforts, marketing, information services and volunteer services
- Directed and managed \$4 million capital campaign
- Media spokesperson
- Direct reports were; Grants Coordinator, Marketing & Public Affairs Coordinator/Special Events, Manager Information Services, Volunteer Coordinator

**Accomplishments included:**

- Increased major donor gifts by 28%
- Increased donor count 26%
- Produced signature black tie event at 30% cost and increased gross income by 49%
- Secured advertising agency Leo Burnett *pro-bono* and launched a city-wide ad campaign, receiving national recognition for its creativity and its affirming messages about the community served
- Created and directed 25<sup>th</sup> Anniversary year of celebration

**Image Consultant** – Self Employed - 1990-1997

Developed and presented trainings and workshops about business etiquette, appropriate attire, and creating your own personal and professional image.

**Management** – Retail and Hospitality Industries – 1980-1990

Held a variety of positions from management of women's couture salon in Minneapolis to a bartender in the north woods of Michigan.

**Administrator** – Lexington House Corporation 1976-1980

Skilled health care facility caring for co-existing developmentally and physically disabled individuals of all ages, in a private facility as state institutions were first being dismantled by the State of Michigan.

**Accomplishments included:**

- Took the skilled health care facility from 382 violations of the Department of Public Health to no violation in the first year.
- Formed collaborations with the State Departments of Mental Health, Social Service, Public Health, Wayne County School District to coordinate care and education. The program became the model in the state for care of this population
- Recognized by the corporation with a 300% increase in salary within two years
- Retained by the corporation upon my resignation as a consultant

**Education**

Bachelor of Science, 1976 Mankato State University

- Mass Communications/Public Relations
- Sociology