



# CLEARWATER FREE CLINIC

Health care for  
uninsured families

[www.clearwaterfreeclinic.org](http://www.clearwaterfreeclinic.org)

Clearwater, FL

In Person Employment

## ANNUAL GIVING MANAGER

### THE ROLE



Clearwater Free Clinic (CFC) is a not-for-profit medical care organization dedicated to providing high-quality medical care for a community of over 4,100 uninsured residents in Pinellas County. CFC removes barriers to care and improves health outcomes to those most in need by providing comprehensive services in medical and behavioral office visits, medications, lab work, x-rays, and specialty referrals. In 2025, CFC supported 925 patients by facilitating over 14,000 healthcare and behavioral health visits and dispensing over 33,000 courses of medication.

CFC is at a transformational moment in its history. The Clinic has raised \$5.5 million towards a \$7 million capital campaign to renovate and operate a comprehensive wellness center. As the organization seeks to strengthen its long-term sustainability, CFC is investing in its development team to deepen donor relationships and build a strong culture of philanthropy.

Clearwater Free Clinic (CFC) seeks a strategic and hands-on professional to serve as Annual Giving Manager (Manager), responsible for executing a multi-channel annual giving program and leading the organization's donor communications strategy. The Manager will design, execute, and improve a multi-channel annual giving program to drive donor acquisition, retention, and engagement. In parallel, the successful candidate will develop compelling donor communications – including appeals, stewardship, and impact reporting – to ensure a consistent and meaningful donor experience across all touchpoints.

CFC has recently partnered with Carter to develop a comprehensive annual giving strategy and infrastructure. The candidate will inherit and build upon this foundation, while using data and performance insights to identify opportunities for testing, refinement, and long-term optimization. The ideal candidate will play a foundational role in strengthening CFC's annual giving program by developing a clear and compelling annual giving case for support and establishing an annual giving society. The Manager will provide strategic and tactical execution for annual giving, with comfort developing and implementing campaigns, evaluating annual giving performance, and identifying new opportunities to strengthen the program over time.

The Manager will partner with CFC's Major and Planned Gifts Officer and Development Services Manager on data, segmentation, reporting, and prospect identification.

Clearwater Free Clinic has retained Freeman Philanthropic Services, LLC to assist with this crucial recruitment.

## IMPORTANT AND REPORTING RELATIONSHIPS

The Manager will report to the Vice President of Advancement and Administration. The successful candidate will collaborate with colleagues in development, senior leadership, and CFC's fundraising consulting firm, Carter.

## KEY RESPONSIBILITIES

- Rapidly gain an in-depth understanding of Clearwater Free Clinic's funding priorities and key programs, and effectively communicate the case for support.
- Execute Clearwater Free Clinic's multi-channel annual giving program, including direct mail, digital campaigns, and targeted appeals.
- Create and prepare persuasive donor communications and reporting materials, including appeal letters, impact reporting, stewardship touchpoints, and digital content supporting fundraising campaigns and donor engagement.
- Develop and manage the calendar of annual giving touchpoints, segmented donor journeys, stewardship matrices, and donor retention strategies.
- Execute and continuously improve upon the annual giving strategy created in partnership with Carter.
- Monitor campaign performance and donor engagement data to identify opportunities for testing and optimization, including messaging, segmentation, and channel strategy.
- Strengthen donor retention and upgrade strategies through thoughtful, timely stewardship and engagement.

- Develop and refine Clearwater Free Clinic’s annual giving case for support, ensuring alignment across campaigns and communications.
- Design and implement an annual giving society, including defining giving levels, benefits, and stewardship strategies.
- Support event-related communications and donor follow-up as needed, with a focus on converting event participants into ongoing annual donors.
- Identify and qualify annual donors with potential for major gift cultivation, and partner with the Major & Planned Gifts Manager to support donor transition.
- Partner with the Development Services Manager to leverage donor data, segmentation, and performance insights to inform campaign strategy and improve results.

## IDEAL QUALITIES

- Passion for, and commitment to, Clearwater Free Clinic’s mission and vision.
- Strong verbal and writing skills, high attention to detail and follow-up, and excellent organizational and project management skills, with the ability to create compelling donor-facing content.
- Ability to balance hands-on execution with data-informed decision-making and continuous improvement.
- Knowledge of best practices in annual giving, impact reporting, and multi-channel fundraising campaigns.
- Strong organizational and project management skills, with the ability to manage multiple campaigns simultaneously
- Strategic, collaborative, and mission-driven professional with the confidence to engage donors and succeed in a results-driven environment.
- Ability to engage existing donors and identify new potential annual giving donors in an environment where the prospective donor constituency is not immediately obvious.
- Ability to work independently and manage multiple complex tasks simultaneously while collaborating with a small team.
- High level of initiative, curiosity, and willingness to test and optimize.
- High energy level, initiative, and consistent follow-through.
- Commitment to the highest standards of professionalism and best fundraising practices.
- Proficiency with DonorPerfect, Canva, and Adobe preferred.
- Bachelor’s degree required.

## COMPENSATION AND BENEFITS

The compensation and benefits package will be competitive and commensurate with the successful candidate's background and experience.

## DIVERSITY

Clearwater Free Clinic is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, national origin, sex, sexual orientation, age, disability, gender identity, marital or veteran status, or any other protected class.

## CONFIDENTIAL INQUIRIES AND HOW TO APPLY

Clearwater Free Clinic has retained [Freeman Philanthropic Services, LLC](#) (FPS) to assist with this executive recruitment. FPS is a national leader in recruitment for the nonprofit sector and related concerns and brings a proven track record of recruiting top talent to diverse institutions.

Please send all confidential inquiries, applications, and nominations directly to FPS via e-mail at [CFC-AnnualGiving@glfreeman.com](mailto:CFC-AnnualGiving@glfreeman.com).

All applications must include (1) an up-to-date resume/CV, (2) a letter of intent (addressed to FPS) that specifically cites the experiences that best prepare the applicant for this role and why this particular opportunity is the logical and desired next step in his/her career, and (3) a list of references. Additional materials and information will be requested during the search and interview process.

## ABOUT CLEARWATER FREE CLINIC

Since 1977, the Clearwater Free Clinic has provided health care to low-income uninsured residents of upper Pinellas County by means of office visits, medications, lab work, x-rays, and specialty referrals. The Clinic, a volunteer driven non-profit, non-government medical facility, provides primary health care at no cost to those who do not qualify for government assistance and who cannot afford private medical care.

The majority of the patients at the Clinic are hardworking people with limited incomes or low paying jobs. Their income excludes them from receiving government assistance, yet prohibits them from affording private health care or insurance. Without the aid of the Clearwater Free Clinic, these uninsured residents would turn to emergency rooms for non-emergent care, at a great cost to themselves and the hospitals. Many of the uninsured will often ignore significant health problems until a crisis occurs, not wanting to incur debt. This is where the Clearwater Free Clinic is able to help.

To read more about Clearwater Free Clinic's mission, services, and impact, [visit Clearwater Free Clinic's website](#).

## LEADERSHIP

### **Anthony Dgina, Chief Executive Officer**



Healthcare Leader | Servant Leadership Advocate | Transformational Strategist

With over 40 years of experience in the healthcare industry, Anthony Dgina is a passionate healthcare leader known for his commitment to service, excellence, and empowerment. Guided by the principles of servant leadership, Anthony has built a reputation for putting people first, focusing on creating a culture of trust, collaboration, and continuous improvement.

Throughout his career, Anthony has consistently worked to elevate teams, engage stakeholders, and ensure that patients are at the heart of every decision. Whether driving operational improvements, mentoring emerging leaders, or innovating care delivery models, he takes pride in fostering environments where individuals feel valued, supported, and motivated to perform at their best.

As a servant leader, Anthony believes in empowering those around him—from frontline staff to senior leadership—to ensure collective success. By listening actively, providing support, and leading with empathy, he has helped organizations achieve transformational change while maintaining a compassionate, patient-centered approach.

Anthony holds an MHA from Trinity University and a BS Healthcare Administration from Providence College.



**Charlie Hart, Vice President of Advancement and Administration**

Nonprofit Leader | Advancement Strategist | Community Impact Builder

With a background spanning fundraising, marketing, and organizational strategy, Charlie Hart is a nonprofit leader dedicated to expanding access to care for underserved communities. As Vice President of Advancement and Administration at the Clearwater Free Clinic, Charlie leads the organization's development, communications, and administrative strategy, aligning resources, people, and systems to drive sustainable growth and impact.

Charlie brings a strategic and programmatic approach to advancement, with a focus on building scalable fundraising infrastructure, strengthening donor relationships, and leveraging data to inform decision-making. His work has supported significant growth in patient access, including a recent surge in new patient enrollment, while positioning the organization for long-term financial sustainability through capital campaigns, major gifts, and community partnerships.

Known for his collaborative leadership style, Charlie works closely with clinical, operational, and board leadership to ensure that advancement efforts are fully integrated into the organization's mission delivery. He is particularly passionate about telling the story of community-funded care and connecting donors directly to the impact of their support.

A multi-generational advocate for the Clearwater Free Clinic, Charlie brings both personal commitment and professional expertise to his role, helping to advance the organization's mission of delivering compassionate, comprehensive care to uninsured families across Pinellas County.

Charlie holds an MBA from Northwestern University - Kellogg School of Management and a BA in Journalism from University of Missouri – Columbia.