



# CLEARWATER FREE CLINIC

Health care for  
uninsured families

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

Clearwater, FL

In Person Employment

## MAJOR AND PLANNED GIFTS OFFICER

### THE OPPORTUNITY



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 by providing comprehensive services including medical and behavioral visits, medications, lab work, x-rays, and specialty referrals. In 2025, CFC supported 925 patients by facilitating over 14,000 visits and dispensing over 33,000 courses of medication.

CFC is at a transformational moment in its history, having raised \$5.5 million toward a \$7 million capital campaign to renovate and operate a comprehensive wellness center. As the organization strengthens long-term sustainability, it is investing in a more structured and scalable development program.

Clearwater Free Clinic seeks a strategic and relationship-driven professional to serve as Major and Planned Gifts Officer (Officer), responsible for building and managing a portfolio of high-capacity donors and leading major and planned giving efforts.

This role offers the opportunity to step into a development program with strong foundational elements already in place, including a structured annual giving program and improved donor data systems. The Officer will focus on cultivating, soliciting, and stewarding donors with the capacity to make gifts of \$25,000 and above, working closely with the Vice President of Advancement and Administration and Chief Executive Officer, both of whom play an active role in donor engagement.

In the first 12 to 18 months, the successful candidate will lead portfolio development, donor qualifications, and early solicitations, with a focus on identifying near-term opportunities and building a sustainable pipeline for long-term growth.

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

## IMPORTANT AND REPORTING RELATIONSHIPS

The Officer will report to the Vice President of Advancement and Administration and work closely with the Chief Executive Officer, development team, and board members.

## KEY OPPORTUNITIES

- Rapidly gain an in-depth understanding of Clearwater Free Clinic's funding priorities and key programs.
- Carry and refine a personal portfolio of 100 major and planned giving prospects with a focus on personal qualification, cultivation, solicitation, and stewardship.
- Deepen engagement with existing major and planned giving donors while systematically identifying and soliciting new prospects.
- Identify, cultivate, solicit, and steward major gift donors and prospects with capacity to make gifts of \$25,000 and above.
- Partner with and support leadership on donor strategy, engagement, solicitation, and moves management.
- Collaborate with colleagues in annual giving and development systems to identify prospects.
- Increase the visibility and activity in Clearwater Free Clinic's planned giving program, including creation of legacy societies, planned giving events, and educational opportunities.
- Increase planned giving engagement through donor stewardship and education;
- Develop and execute strategies to identify, research, cultivate and solicit qualified prospects for major and planned gifts.
- Respond to donor inquiries with appropriate information on gift planning vehicles.

## IDEAL CHARACTERISTICS AND EXPERIENCE

Clearwater Free Clinic seeks an experienced major and planned giving professional with the stature, ability, and demonstrated track record to respond effectively to the opportunities above. In addition to the proven ability to meet and exceed the responsibilities listed in the preceding section, the ideal candidate will possess the following experience, characteristics, and attributes:

- Passion for, and commitment to, Clearwater Free Clinic's mission and vision;
- Excellent research, writing, organizational and interpersonal communication skills, including demonstrated ability to cultivate and solicit high net worth individuals and their advisors;
- Intelligence, maturity, and sound judgment necessary for interacting with major and planned giving donors, prospects, trustees, faculty, and staff;
- Strategic, collaborative, and mission-driven professional with the confidence to engage donors and succeed in a results-driven environment;
- Proven ability to engage existing donors and identify new potential donors in an environment where the prospective donor constituency is not immediately obvious;
- Successful track record of providing strategic direction and daily management of major and planned giving programs;
- Ability to work independently and manage multiple complex tasks simultaneously;
- Strong project management skills and a demonstrated ability to set and complete priority projects under deadline;
- Understanding of planned giving vehicles including bequests and beneficiary designations;
- Ability to understand the needs and interests of annual and major gift donors to develop relationships between them and Clearwater Free Clinic;
- Proficiency with donor databases preferred, particularly DonorPerfect; and
- Bachelor's degree required; CFRE preferred.

## 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-Officer@glfreeman.com](mailto:CFC-Officer@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.