

# KRISTIN M. FLICKINGER

## AREAS OF EXPERTISE

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**Leadership and Management**, Strategic Planning, Cultural Alignment, Policies and Procedures, Professional Development, Team Building, Performance Evaluation, Board Relations, 15 years  
**Fundraising**, Peer-to-Peer, Moves Management, Major Gifts, Special Events, Sponsorship, 15 years  
**Partnerships**, Donor Relations, Coalition Building, Acquisitions, Corporate Relations, 15 years  
**Programs**, Project Management, Cross-Department Collaboration, Grants Oversight, 9 years  
**Communications**, Strategic Planning, Content Creation, Copywriting, Public Speaking, 17 years  
**Budget Planning and Management**, Data Analysis, P&L Management, 15 years  
**Business Plan Development and Strategy Formulation**, Strategic Analysis, Feasibility Studies, 15 years  
**Training and Education**, Coaching, Facilitation, Content Development, Presentation, 17 years

## WORK EXPERIENCE

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**Pacific Pride Foundation**, Santa Barbara, CA

**Executive Director**, 2020-Present

Pacific Pride Foundation is the largest LGBTQ+ center between San Francisco and Los Angeles. Serving as Executive Director during a challenging time for nonprofits, I have transformed PPF's systems to reflect our values, shifted our philanthropic ethos from transactional to relational, launched sustainable funding streams including endowment and annual giving, and strengthened monthly and planned giving.

- Serve as Chief Executive Officer, responsible for the strategic vision, as well as executive responsibility for PPF's fundraising, programs, advocacy, communications, finances, and events.
- Recruit and steward strong relationships with donors and community members to promote philanthropic engagement and community-centered program development.
- Serve as "Chief Change Officer," guiding a 46-year-old social justice organization to embrace the critical work of not only diversity, but also of liberation and belonging.
- Partner with PPF's board of directors to ensure PPF lives out its vision and values.
- In partnership with Development Director, serve as primary fundraising solicitor for PPF.
- Serve as the voice of PPF and trusted subject-matter expert on behalf of the organization.
- Integrate the needs of various stakeholders including community members, staff, board members, donors, volunteers, and funders while implementing PPF's strategic plan and values.

**Los Angeles LGBT Center**, Los Angeles, CA

**Director of Programs**, 2016-2020

The Los Angeles LGBT Center is the world's largest LGBT organization. In the C-suite Director of Programs position, I provided senior-level management to social services programs and AIDS/LifeCycle, the Center's largest fundraising and educational event. I also led efforts for special projects of organizational significance, including culture, and LBTQ women's equity.

- Served as a member of the executive team, responsible for managing the Center as a whole.
- Worked with department heads to manage the strategic direction and implementation of programs across departments; oversaw expense and revenue budgets of \$18 million.
- Responsible for recruiting, selecting, developing, mentoring, and coaching staff.
- Oversaw multi-generational programs, including the world's largest program for LGBTQ youth, senior services supporting 3,000 elders, intergenerational programming including an innovative culinary arts program and social enterprise, and the 150 staff associated with those programs.
- Conducted feasibility studies for acquisition of complex program-related property, and culinary arts program/social enterprise for training and employing LGBTQ youth and seniors.
- Managed relationships with corporate, foundation, and governmental partners.

**AIDS/LifeCycle, Los Angeles, CA**

**Director, 2012-2016**

AIDS/LifeCycle is the world's largest single-event, annual HIV fundraiser. As Director of the Southern California office, I was responsible for raising \$25 million through community and corporate engagement, recruitment, fundraising, and stewardship, as well as diversity and inclusion efforts.

- Developed comprehensive plan for recruitment, retention, and fundraising that led to 20% growth in fundraising year-over-year – an increase of \$1 million in a single year.
- Oversaw a team of managers responsible for more than \$6 million in peer-to-peer fundraising annually, recruiting 2300+ cyclists, and producing 10 annual events ranging from 50-700 people.
- Led workgroups responsible for creation and implementation of multi-channel communication strategy; complex, data-driven moves management fundraising plan; strategic and creative development of brand-appropriate incentives; and inclusion of women and people of color.
- Managed cross-agency relationships with members of partner agency's AIDS/LifeCycle office.

**Various Television and Film Productions, Los Angeles, CA**

**Assistant Director/PA, 2010-2012**

Rapidly advanced from PA to 1<sup>st</sup> AD on variety of sets, including television, web, and feature films.

- Managed and assisted with all aspects of on-set timing and logistics, including talent.
- Served as post-production Media/Marketing Manager for promotion of feature film.

**March of Dimes, Greater Oregon Chapter**

**Community Director, 2006-2009**

Managed fundraising events, including vendor golf tournament, walk-a-thon, and pledge events.

- Managed hundreds of fundraising volunteers, and dozens of logistical volunteers.
- Recruited and oversaw corporate and affinity fundraising committees.
- Developed several cause-related marketing campaigns.

**Citizens for School Support, Beaverton, OR**

**Campaign Manager, 2006-2007**

Managed local school bond capital campaign.

- Managed and worked with members of 15-person Steering Committee.
- Drafted voter contact scripts for identification, persuasion and GOTV efforts.
- Developed and supervised large-scale (50-100 person) phone banks, canvasses and trainings.
- Drafted press releases and served as primary media contact.

**Basic Rights Oregon, Portland and Salem, OR**

**Field/Legislative Organizer, 2004-2005**

Following work as a Field Organizer in the 2004 Oregon marriage campaign, worked as an organizer in "unfriendly" districts, training and organizing teams of volunteers to canvass, phone bank, and make in-person legislative visits on topics of non-discrimination and relationship rights for same-sex couples.

- Created and implemented plan to engage community members and organizations.
- Secured individual and organizational endorsements of legislative platform.
- Organized and executed legislative lobby day with over 600 participants.
- Coordinated comprehensive lobbying campaign for constituents.
- Managed logistics for lobby visits, rallies and other legislative actions.
- Coordinated statewide bus tour focused on engagement, visibility, and education.
- Developed relationships with volunteers, organizations, legislative aides, and elected officials.

## EDUCATION

**Willamette University College of Law, Salem, OR**

*JD, May 2002*

**Lewis and Clark College, Portland, OR**

*BA, Business, May 1999*

## PUBLICATIONS

**Curve, Magazine, USA**

*Contributor, 2011-Present*

**Just Out, Newspaper, Portland, OR**

*Columnist, 2010-2012*