

ASPEN LEADERSHIP GROUP

CHIEF DEVELOPMENT OFFICER
SHODAIR CHILDREN'S HOSPITAL
HELENA, MONTANA



Aspen Leadership Group is proud to partner with Shodair Children's Hospital in the search for a Chief Development Officer.

The Chief Development Officer will secure philanthropic support for the programs, services, and capital needs of Shodair Children's Hospital through the leadership, strategic direction, and management of all aspects of Shodair Children's Hospital's philanthropy program including campaigns, major and planned gifts, annual fund, events, direct mail, and Children's Miracle Network activities including cultivating, building, and sustaining partnerships with individual donors and organizations throughout Montana and beyond to foster principal gift support for a wide range of funding priorities.

Shodair Children's Hospital began as a home for orphaned and abandoned children in 1896 in Helena, Montana. As Shodair evolved to meet the needs of Montana's children, it became the first facility in the state to treat children with polio, the first facility with a department of medical genetics, and the first with a chemical dependency unit dedicated to adolescents. Since that time, Shodair Children's Hospital has stayed in step with the ever-changing needs of Montana's children while providing a safe, therapeutic, and nurturing environment to promote positive change.

As a nonprofit organization overseen by a board of community members, Shodair Children's Hospital has a mission *to heal, help, and inspire hope*, with an aim to be Montana's leading resource in children's mental health, family well-being, and genomic care. Shodair is creating a healthy and hopeful Montana through specialized psychiatric care for children and adolescents along with a nationally recognized genetics program providing care for all ages. Almost all patients come from Montana. And, because no family should have to worry about the cost to help their loved one, Shodair doesn't turn anyone away.

Shodair Children's Hospital is the only facility in Montana to offer both acute and residential treatment services for children and adolescents. The Acute Psychiatric Inpatient Program offers intensive services for emotionally and behaviorally impaired children and their families who are in crisis. The program gives children a safe, structured living environment while they receive professional supervision and interventions. Shodair provides three developmentally specific residential treatment programs for middle school and high school children. Each program provides a safe, therapeutic, and nurturing environment to promote positive change.

Shodair's education program, School at Shodair, is accredited by AdvancED and operates year-round for elementary, middle, and high school students. Its team of educators are certified in special education and includes six teachers, six teaching assistants, a speech pathologist, a school psychologist, and a principal. This allows students the opportunity to work in academic areas as needed or make up missed credits.

Shodair Children's Hospital's Department of Medical Genetics provides excellence in meeting genetic needs of Montanans through diagnosis, consultation, support for families, outreach, scholarship, and education. It works closely with specialists, hospitals, and NICU/PICU providers around the state to recommend and initiate appropriate metabolic and genetic testing. The lab offers state-of-the-art technologies, and its clinicians are also involved in test analysis. This system results in seamless integration and care for Shodair patients and their families.

Stress and adversity are universal to the human experience. To heal from this adversity, Shodair Children's Hospital utilizes the Sanctuary Model as a blueprint for clinical and organizational culture. This cultural model promotes safety and recovery from adversity through the active creation of a trauma informed community. Through Sanctuary, Shodair has refined and operationalized its values. They believe these values are only meaningful if they are also reflected in its practices. Shodair is committed to practicing the beliefs of nonviolence; emotional intelligence; social learning; open communication; social responsibility; democracy; and growth and change.

Shodair Children's Hospital became a Children's Miracle Network Hospital (CMN) in 1987 and remains the only CMN hospital in Montana. Every penny of every dollar that is raised during a CMN fundraiser supports Shodair directly. Donated funds help cover costs for Montana families who are unable to cover costs themselves. Being a Children's Miracle Network Hospital means Shodair has the privilege of partnering with some of the nation's largest businesses, corporations, and programs, which are annually committed to raising awareness, access, and funds throughout the year.

REPORTING RELATIONSHIPS

The Chief Development Officer will report to the Chief Executive Officer, Craig Aasved and will serve on the organization's Leadership Team. The Chief Development Officer will oversee a team of three staff with the opportunity to grow the team over time.

FROM THE CHIEF EXECUTIVE OFFICER

In light of the growing mental health crisis, Shodair Children's Hospital is positioned to be a national leader in children's mental health and medical genetics. Shodair is a unique organization providing mental health services for children and medical genetics for all ages. For 127 years, this non-profit organization has had the sole focus caring for Montana's children. Shodair is the only hospital in the state and region that offers children's acute and residential mental health services in the same building.

Shodair recently constructed a brand new \$66 million replacement hospital and \$10 million medical office building, toward which our foundation staff and campaign volunteers successfully raised \$14 million, the largest campaign in our history. Shodair Children's Hospital has a longstanding positive reputation. Our campaign further strengthened our public image and enriched relationships with existing and new stakeholders including individual, corporate, and foundation donors.

Shodair's Board of Directors recently made the decision to establish a separate, state-wide Board of Directors for our supporting entity—Montana Children's Foundation—to emphasize the importance of increasing philanthropic support for Shodair. The new Chief Development Officer will have the opportunity to join an established mission-driven team that is committed to growing and enhancing future philanthropic impact.

—Craig Aasved, Chief Executive Officer

PRIMARY RESPONSIBILITIES

The Chief Development Officer will

- supervise all aspects of the philanthropy program including campaigns, major and planned gifts, annual fund, events, direct mail, and Children's Miracle Network activities;
- cultivate, build, and sustain partnerships with individual donors and organizations throughout Montana and beyond to foster principal gift support for a wide range of funding priorities;
- maintain an active portfolio of 75-125 major and planned gift prospects;
- work with leadership to identify strategic funding priorities while defining and updating the case for support;
- oversee an effective grants program including regular applications to foundations and corporations;
- liaison with the Board of Directors to advance philanthropic outcomes;
- build and maintain strong relationships with leadership and staff to elevate the culture of philanthropy across the organization;
- ensure maintenance of the donor database including documentation of all donor interactions;
- collaborate with marketing specialists to execute social and traditional media programming;
- establish a plan for intentionally networking throughout the state of Montana on funding initiatives;
- participate in professional groups and educational sessions that benefit the organization;
- keep abreast of current tax laws as they relate to gift planning trends; and
- ensure that all fundraising activities follow federal, state, and local laws, rules, and regulations.

LEADERSHIP

Craig Aasved

Chief Executive Officer

Craig Aasved serves as Chief Executive Officer for Shodair Children's Hospital. Under his leadership, the organization has clarified its vision for quality, growth, and financial stewardship, with a strong focus on culture.

Since joining Shodair Children's Hospital in December 2015, Aasved has focused on future growth, by mentoring the Leadership Team to reduce employee turnover, and create a collaborative environment while keeping patient's needs as the top priority. Knowing the growing need of children suffering from mental illness, Aasved firmly believes in cultivating donors to support Shodair's mission to heal, help, and inspire hope.

Previously, Aasved served as Chief Operating Officer and Regional Chief Management Services Officer for Providence St. Patrick Hospital, a 257-bed level trauma center, located in Missoula, Montana. He also served as Chief Executive Officer of North Valley Hospital, a 25-bed Critical Access Hospital, located in Whitefish, Montana. There he led the construction of a \$30 million replacement hospital, medical office complex, and medical office building in Eureka (50 miles from Whitefish). Aasved has been leading healthcare organizations for 33 years, and strongly believes in establishing and nurturing relationships with internal and external stakeholders.

Aasved earned his Bachelor of Business and Healthcare Administration from Concordia College and his M.B.A. from the University of Colorado.

PREFERRED COMPETENCIES AND QUALIFICATIONS

Shodair Children's Hospital seeks a Chief Development Officer with

- a commitment to the mission of Shodair Children's Hospital—to heal, help, and inspire hope by creating a healthy and hopeful Montana through specialized psychiatric care for children and adolescents along with a nationally recognized genetics program providing care for all ages;
- experience overseeing a philanthropic operation including the successful management of staff, particularly within a healthcare environment;
- a deep understanding of and experience with all aspects of the development cycle;
- experience personally soliciting major gifts with significant institutional impact;
- an ability to establish strong interpersonal relationships with donors, Board members, development staff, executives, and medical staff;
- experience building, managing, and furthering board efforts to ensure the future health and strength of an organization;
- exceptional written and oral communication skills and an ability to interact in a tactful and persuasive manner;
- familiarity with the various forms of planned gifts and their tax implications;
- an ability to analyze data and other documentation accurately and draw appropriate conclusions;
- outstanding social skills, instincts, and judgement and an ability to thrive in a collaborative working environment;
- a commitment to non-violence, social learning, social responsibility, growth and change, open communication, and democracy;
- an ability to utilize cultural tools to problem solve and promote Shodair's mission, vision, and values; and
- working knowledge of Raiser's Edge or similar databases.

Shodair Children's Hospital will consider candidates with a broad range of backgrounds. A bachelor's degree or an equivalent combination of education and experience and at least five years of experience leading a thriving philanthropy operation, including conducting successful major and planned giving solicitations, is preferred.

SALARY AND BENEFITS

The salary range for this position is \$121,430 to \$182,145 annually. Shodair Children's Hospital offers a [comprehensive package of benefits](#).

LOCATION

This position is in Helena, Montana, and requires travel, regionally and outside of the state of Montana (50%).

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of Shodair Children's Hospital as well as the responsibilities and qualifications presented in the prospectus.*** Preference will be given to applications received by August 29, 2023. 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, Shodair Children's Hospital.](#)

To nominate a candidate, please contact Steven Wallace, [stevenwallace@aspenleadershipgroup.com.](mailto:stevenwallace@aspenleadershipgroup.com)