

# ASPEN LEADERSHIP GROUP

**DEVELOPMENT DIRECTOR**  
**DENVER CHILDREN'S HOME**  
**DENVER, COLORADO**



Aspen Leadership Group is proud to partner with Denver Children's Home in the search for a Development Director.

The Development Director will lead all fundraising efforts on behalf of the Denver Children's Home, which encompass foundation support, corporate partnerships, major gifts, annual giving, and in-kind donations. Additionally, the Development Director will oversee key campaigns such as Colorado Gives 365, the Combined Federal Campaign, the Colorado Combined Campaign, and various community events. The Development Director will manage a comprehensive \$1.75M fundraising plan for the upcoming fiscal year, creating monthly cash flow projections, tracking progress towards financial goals, addressing any challenges, and enhancing strategies for engaging with foundations, corporations, and individual supporters. Day-to-day, the Development Director will ensure that all development operations run smoothly and represent the organization in the community, while working closely with the Executive Director and Board of Directors to define and achieve ambitious fundraising goals that allow Denver Children's Home to further its mission of service to children and families.

Denver Children's Home (DCH) is dedicated to bringing hope and healing to children and families who have faced trauma. Through a range of therapeutic, educational, and community-based services, DCH provides a nurturing environment for abused, neglected, and traumatized children and their families dealing with mental health challenges. DCH is at the forefront of using brain-based research and trauma-informed care in its prevention, intervention, and treatment programs. By implementing positive behavior programs and Dialectical Behavior Therapy, DCH equips children and teens with lifelong skills and knowledge to navigate their journeys.

The roots of Denver Children's Home go back to 1876, when the Ladies Relief Society established the Denver Orphans Home to support children arriving in Colorado for railroad and mining work. In 1881, Margaret Evans, the wife of territorial Governor John Evans, recognized the pressing need for a dedicated facility for these vulnerable children. With the help of Iliff Warren and several local women, she opened the Denver Orphans Home. By 1883, the first residence was built in what is now the Wyman Historic District, and within days, it was home to 40 children. Just six years later, that number soared to 1,128. In 1902, DCH moved to its current location at 1501 Albion Street, and in 1962, it became the Denver Children's Home, shifting its focus to support children facing severe abuse or neglect alongside serious mental health challenges.

Denver Children’s Home believes in providing the most effective and least restrictive treatment tailored to each child’s unique needs. Its approach helps children, including those with serious mental health disorders, progress through various levels of care, guiding them towards returning home or to a supportive community-based environment.

DCH offers a range of services, including a 24/7 on-site Residential Program, a fully accredited and integrated school called The Bansbach Academy, a Day Treatment Program, and two transitional group homes for adolescents aged 14 to 18, Discovery Home and Inspire Home. Its Community-Based Services include an Intensive In-Home Program, and Family Needs Assessments, along with an Assessment Program designed for both children and adults seeking to understand their needs better. Most clients come to DCH through referrals from county social services, schools, community mental health providers, hospitals, and juvenile justice organizations.

DCH serves as a compassionate alternative to psychiatric hospitalization, offering a combination of intensive therapy, personalized academic support, and advanced treatments for biologically based mental illnesses. DCH empowers children to take charge of their healing journeys, helping them understand their emotions and responses, take responsibility for their actions, and develop effective coping strategies. DCH also support families and caregivers in accessing the resources they need to create a stable and nurturing home environment.

#### **REPORTING RELATIONSHIPS**

The Development Director will report to the Executive Director, Dr. Rebecca Hea-Wilson and serve on the DCH leadership team. The Development Director will supervise the Donor Development Manager.

#### **FROM THE EXECUTIVE DIRECTOR**

*As the Executive Director of Denver Children's Home, I am excited to announce the opportunity to join our leadership team as the new Development Director. This critical role is key to advancing our mission of providing compassionate care and mental health services to children and families who have faced trauma, abuse, and neglect.*

*We are seeking a strategic, relationship-focused leader with strong experience securing major gifts, building enduring partnerships with foundations and corporate sponsors, and in grant writing. The successful candidate will have a track record of managing all aspects of grantsmanship and stewarding relationships to maximize funding opportunities.*

*You will play a leadership role in supporting the future of Denver Children’s Home, collaborating closely to ensure our mission is fully funded and our programs continue to thrive. You’ll work hand-in-hand with the leadership team, Board of Directors, staff, and donors to enhance and sustain the resources needed for our vital programs.*

*If you're passionate about driving meaningful change and have the skills to lead innovative fundraising efforts, I encourage you to apply. Together, we can continue making a lasting impact in the lives of Denver’s most vulnerable children and families.*

*I very much look forward to your application.*

— Dr. Rebecca Hea-Wilson, Executive Director

## **PRIMARY RESPONSIBILITIES**

The Development Director will

- develop and ensure implementation of a \$1.75M (projected FY25) fund development plan for the development department that includes monthly cash flow projections;
- oversee and monitor progress against goals and create strategies that address potential shortfalls;
- refine and manage annual foundation, corporate, and individual donor stewardship plans that include research, donor and prospect analysis, tracking donor and prospect contacts, cultivation, solicitation, and closing;
- write and submit all grant proposals and reports;
- supervise the agency's Donor Development Manager and efforts in this arena related to Raiser's Edge database maintenance and reporting, donor analysis, the donor acknowledgement process, and volunteer management and recognition;
- oversee day-to-day operations of the development department;
- act as a representative of Denver Children's Home for development and marketing or communications related internal and external activities; and
- manage the Resource Development Committee of the Board of Directors, providing guidance and support as needed.

## **LEADERSHIP**

### **Rebecca Hea-Wilson, PsyD, LP Executive Director**

Dr. Hea-Wilson has been Executive Director at Denver Children's Home since October 2010. Her professional background includes trauma informed care, assessments, cultural competence, training, and outcome research. Prior to becoming Executive Director, Dr. Hea-Wilson served DCH in programmatic and executive capacities for over seventeen years. Through her exemplary leadership style and donor relation expertise, Dr. Hea-Wilson invokes passion for the Home in her interactions with all of DCH's valued employees and dedicated supporters.

## **PREFERRED COMPETENCIES AND QUALIFICATIONS**

Denver Children's Home seeks a Development Director with

- a commitment to the mission of Denver Children's Home — to restore hope and health to children and families who have experienced trauma through a variety of educational, therapeutic, and community-based services;
- experience developing and implementing successful fund development plans at an organization of similar or larger size and scope;
- a history of fundraising successes across fundraising revenue streams including major gifts, foundation, corporate, and annual giving;
- an understanding of Federal and State tax codes and acknowledgment and receipting in relation to outright (cash) gifts, appreciated asset gifts including cryptocurrency, gifts from Donor Advised Funds (DAFs), Qualified Charitable Distributions (QCDs) from Individual Retirement Accounts (IRAs), and in-kind contributions;
- experience in capital campaign planning and execution;
- strong written and verbal communication skills across platforms;
- an elevated level of self-motivation and an ability to work independently as well as with a team;

- outstanding organizational skills and attention to detail;
- an ability to work on multiple complex projects simultaneously, while prioritizing each;
- an ability to manage stress and resolve conflict;
- proficiency with Microsoft Office applications (i.e., Word, Excel, Outlook) and various social media platforms (Facebook, Instagram, LinkedIn);
- knowledge of Raiser's Edge and an ability to learn and adapt to CRM databases;
- cultural awareness and sensitivity; and
- an understanding of and ability to maintain appropriate professional and therapeutic boundaries.

A bachelor's degree or an equivalent combination of education and experience and at least five years of experience in a leadership or director role is preferred for this position as is knowledge of the Colorado funding community. Denver Children's Home will consider candidates with a broad range of backgrounds. If you are excited about this role and feel that you can contribute to DCH, but your experience does not exactly align with every qualification listed above, we encourage you to apply.

### **SALARY AND BENEFITS**

The salary range for this position is \$100,000 to \$115,000 annually. Denver Children's Home offers a comprehensive benefits package including health insurance, dental insurance, vision insurance, life insurance, retirement plan, flexible spending account, employee assistance program, and generous paid time off.

### **LOCATION**

This position is in Denver, Colorado.

### **APPLICATION INSTRUCTIONS**

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of Denver Children's Home as well as the responsibilities and qualifications stated in the prospectus.***

Denver Children's Home and all the programs and activities at DCH, including Bansbach Academy, is dedicated to the principles of equal opportunity for all. It prohibits all unlawful discrimination against applicants, employees, students, and other third parties based on age (40 years and over), race, color, sex, sexual orientation, gender identity, religion, national origin, disability, military status, genetic information, or any other status/class protected by applicable federal, state or local law. This prohibition includes unlawful harassment based on any of these protected classes. Unlawful harassment includes verbal or physical conduct which has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive environment.

To apply for this position, visit: [Development Director, Denver Children's Home](#).

To nominate a candidate, please contact Tonya Malik-Carson: [tonyamc@aspingleadershipgroup.com](mailto:tonyamc@aspingleadershipgroup.com).

*All inquiries will be held in confidence.*