



DIRECTOR OF PHILANTHROPY

ROSE HILL CENTER

HOLLY, MICHIGAN



ROSE HILL

CULTIVATE LIFELONG WELL-BEING

Aspen Leadership Group is proud to partner with Rose Hill Center and the Rose Hill Foundation in the search for a Director of Philanthropy.

The Director of Philanthropy will lead all fundraising functions within the Rose Hill Foundation in support of Rose Hill Center. The Director will partner with the President and Chief Executive Officer and President of the Rose Hill Foundation, the philanthropic arm of Rose Hill Center, to ensure the planning and execution of an effective multi-year plan fundraising strategy that increases financial support with the overall goal of raising restricted, unrestricted, and endowed funds. The Director will oversee the design and implementation of the full spectrum of development activities including prospect research and identification, cultivation, solicitation, and stewardship while ensuring that growth and movement are achieved through robust moves management.

Rose Hill Center provides compassionate residential care for individuals struggling with mental health challenges—specializing in cutting-edge treatment for schizophrenia, schizoaffective, major depressive disorder, bipolar disorder, borderline personality disorder, and autism spectrum disorder. The comprehensive programs and personalized approach at Rose Hill Center help residents achieve their goals and reclaim their lives. Rose Hill Center believes in treating the whole person, not just their diagnosis. The highly trained staff works together to create a customized treatment plan that addresses everyone's unique needs. The state-of-the-art facilities and peaceful environment provide a safe space for residents to heal and thrive.

Rose Hill Center's mission is to achieve the best possible sustainable outcomes using highly therapeutic programs for individuals with mental illness and associated challenges. Its vision is to be one of the leading comprehensive psychiatric treatment and rehabilitation facilities focusing on community and fostering lasting recover.

Since 1992, Rose Hill Center has provided compassionate care for individuals with mental health challenges. Rose Hill is dedicated to empowering residents to achieve their full potential and lead fulfilling lives. As one of the nation's leading long-term mental health facilities, Rose Hill Center offers comprehensive psychiatric treatment and residential rehabilitation services for adults, ages 18 and older, on 400 peaceful and serene acres. The Center combines a healing, pastoral environment with caring and experienced staff, effective therapeutic modalities (including group and individual therapy), and responsible medication management. Surrounded by beautiful woodlands, lakes, and fields—the tranquil setting of Rose Hill Center is also within easy reach of amenities such as shopping, colleges and universities, hospitals, as well as recreation centers and parks. The primary goal of Rose Hill Center is to assist individuals in achieving and maintaining psychiatric stability and their highest level of independence.

Rose Hill Center prides itself on its commitment to excellence. Programs are evidence-based and designed to provide the best possible outcomes for its residents. Rose Hill Center's team of experts are passionate about helping individuals with mental health challenges, and they work tirelessly to ensure all residents receive the care they deserve. Rose Hill Center's team combines medical and mental health expertise with care and compassion that helps residents overcome their challenges of mental illness and achieve functional independence. The Rose Hill team is certified and experienced in several therapeutic modalities, including dialectical behavioral therapy, radically open dialectical behavioral therapy, motivational interviewing, substance use treatment, grief and loss, anger management, cognitive behavioral therapy, and other modalities that allow the team to form a trusting, therapeutic alliance that's personalized for everyone's needs.

As a farm and work-based residential treatment community, Rose Hill Center's approach can help individuals achieve long-lasting mental well-being and a fulfilling life. Rose Hill is committed to creating a safe and supportive environment where residents can feel comfortable and confident in their recovery journey. The comprehensive mental health services include a range of evidence-based therapies, such as cognitive-behavioral therapy, dialectical behavior therapy, and trauma-focused therapy. Rose Hill Center also offers holistic approaches to care, including mindfulness, meditation, and yoga—to help residents heal their minds, bodies, and spirits.

The Rose Hill Center journey begins with residential treatment—living and working alongside other residents and starting individualized therapy. Over the past 30 years, Rose Hill has pioneered residential treatments that help residents uncover the necessary tools to overcome the symptoms of their mental health disorder, build life skills, and achieve a positive future. They focus on meeting individuals suffering with serious mental illness where they are in their journey and providing them with the foundation they need to navigate their diagnosis.

When residents are ready, transitional living services are a step toward independence. Rose Hill Center's transitional services are intended to bridge the gap between residential care and independent living. Eligible residents who have successfully completed the residential programming stages and are ready for more responsibility can move into this next stage of care. These residents will reside with one or two roommates in townhouses that foster a community spirit, while still promoting a distinct sense of independence. As is the case with most of the programs at Rose Hill, a critical aspect of its transitional services is meaningful daily activity geared to help residents feel a sense of purpose as they work toward reclaiming their independence.

For residents requiring additional time to achieve independence, Rose Hill's extended program offers vital care and guidance. Recovery often occurs in stages, where individuals transition from more intensive treatments to less intense ones until they reach their ultimate goal of leading an independent life within their community. The extended residential treatment program provides a safe and supportive setting for residents, offering daily care, supervision, and medication monitoring.

Rose Hill offers continued support to residents who have graduated from the program. Residents who have successfully completed one or more programs may be eligible for the community support program, which empowers these individuals and continues to provide medication, education, and supervision, along with psychiatrist and case management appointments. As part of the community support program, Rose Hill Center also arranges consistent in-home visits to ensure residents stay on the right path to recovery.

REPORTING RELATIONSHIPS

The Director of Philanthropy will report to the President and Chief Executive Officer, James Kubicek with direction received from the President of the Rose Hill Foundation, J. Thomas MacFarlane. The Director will serve on the Rose Hill Center management team and will supervise the Development Coordinator and the Communicators Coordinator, as well as outside contractors for database management and grant writing.

PRIMARY RESPONSIBILITIES

The Director of Philanthropy will

- promote the mission and values of Rose Hill Center and the Rose Hill Foundation;
- develop, implement, and evaluate a multi-year plan to increase strategic solicitation of financial support with the overall goal of raising restricted, unrestricted, and endowed funds;
- develop, implement, and evaluate an annual development fundraising plan, budget, and calendar that support financial goals established each year;
- as part of development planning, establish strategies and activities that support annual giving, major giving, planned giving, grants, and special events through one-on-one personal visits, direct mail, and other engagement tactics;
- design and implement the full spectrum of development activities including prospect research and identification, cultivation, solicitation, and stewardship to secure and sustain philanthropic support from individuals, foundations, and corporations;
- ensure that an effective annual communication plan is in place including newsletters, social media, press releases, videos, brochures, campaign materials, and other tactical pieces that support effective engagement with all stakeholders;
- provide day-to-day oversight to ensure that fundraising operations adhere to Rose Hill policies and procedures;
- ensure timely and accurate processing, recording, reporting, and acknowledgement of all donations received and ensure compliance with IRS guidelines;
- supervise, train, and motivate development staff;
- carry a personal portfolio of 50 to 75 major donors and meet established fundraising goals;
- monitor a moves management portfolio that ensures effective growth and movement;
- develop and oversee the development budget;
- organize three to five donor gatherings and cultivation events per year designed to update and inspire supporters and friends and strengthen their ties to Rose Hill;
- oversee and grow contributions related to the annual golf tournament;
- assist the President and Chief Executive Officer and Board of Directors in reaching their strategic fundraising objectives;
- provide regular reports to the President and Chief Executive Officer and President of the Foundation;
- participate in the development of the annual budget, control operations to meet budgetary constraints, and provide correction action as necessary.

LEADERSHIP

James Kubicek

President and Chief Executive Officer, Rose Hill Center

James Kubicek was appointed as President and Chief Executive Officer of Rose Hill Center effective January 22, 2024. Kubicek is a seasoned leader in the mental health industry with 30 years of experience. He previously served as Vice President of the Behavioral Health Service Line with Ascension Wisconsin and as a Vice President and Chief Operating Officer with Rogers Behavioral Health. He also served eight years as the Chief Executive Officer and Operating Officer of the Milwaukee County Behavioral Health Division. Kubicek has a Master of Science degree in Social Work from the University of Wisconsin and a Bachelor of Arts in Social Work from Marquette University in Milwaukee. He is a Licensed Clinical Social Worker in the State of Wisconsin.

J. Thomas MacFarlane

President, Rose Hill Foundation

Tom MacFarlane joined the Rose Hill Center Board in 2014 and the Rose Hill Foundation Board in 2017. In the 1970s and early 1980s, MacFarlane lived in the same neighborhood as the founders of Rose Hill Center, Dan and Rosemary Kelly. Their son, John Kelly, and MacFarlane were about the same age and worked together for two summers sweeping floors at a local factory. MacFarlane lost contact with John when the Kelly's moved to a new neighborhood. Some years later, MacFarlane and John reconnected after John was diagnosed with schizophrenia. John's diagnosis led the Kelly's on the journey that resulted in the founding of Rose Hill Center. In 2014, Dan and Rosemary asked MacFarlane to join the Rose Hill Center Board. In 2023, MacFarlane succeeded John Tierney as the President of the Rose Hill Foundation. MacFarlane is passionate about the mission of Rose Hill Center and dedicated to the legacy Rosemary Kelly and John Kelly.

PREFERRED COMPETENCIES AND QUALIFICATIONS

Rose Hill Center seeks a Director of Philanthropy with

- a commitment to the mission of Rose Hill Center—to empower its residents to achieve their full potential and lead fulfilling lives;
- a history of building development foundations, departments from the ground up, and strong understanding of fundraising policies, processes, and best practices;
- healthcare experience and a solid understanding of fundraising principles and methodologies in the healthcare space with a preference for mental health fundraising experience;
- excellent organizational and time management skills, and an ability to focus on and achieve goals within deadlines;
- leadership skills and an ability to further a culture of philanthropy within an organization;
- a history of achieving personal and organizational fundraising goals;
- excellent written and oral communications skills, including persuasive and compelling campaigns and presentations;
- strong analytical skills including an ability to analyze trends from quantitative and qualitative data;
- strong leadership skills and an ability to inspire and motivate others;
- a collaborative and team-oriented approach to professional responsibilities;
- an ability to represent Rose Hill and the Foundation within the community, nurturing relationships with current supporters and building new relationships;
- comfort working with high-net-worth individuals in fulfilling their philanthropic objectives; and

- proficiency in Microsoft Office Suite and working knowledge of Salsa, Raiser's Edge, or similar development databases.

A bachelor's degree or an equivalent combination of education and experience is preferred for this role as is at least seven years of major giving and annual fund experience including four years in a director or manager position supervising other development team members. The Rose Hill Center will consider candidates with a broad range of backgrounds. If you are excited about this role and feel that you can contribute to Rose Hill, 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 \$120,000 to \$140,000 annually. Rose Hill Center offers a comprehensive package of benefits including medical, dental and vision insurance; short-term disability; group term life insurance; 401K; flexible savings account; health savings account; and AFLAC.

LOCATION

The position is in Holly, Michigan, 53 miles northwest of Detroit and 44 miles north of Ann Arbor.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of Rose Hill Center as well as the responsibilities and qualifications presented in the prospectus.*** Review of applications will begin immediately and will continue until the successful candidate has been selected.

To apply for this position, visit: [Director of Philanthropy, Rose Hill Center](#).

To nominate a candidate, please contact Steven Wallace, stevenwallace@aspenleadershipgroup.com.

All inquiries will be held in confidence.