



Executive Director • Superior Health Foundation

Position Guide • October 2023

Search for Executive Director Superior Health Foundation

1	OVERVIEW
2	ABOUT SUPERIOR HEALTH FOUNDATION
5	THE OPPORTUNITY
7	POSITION SUMMARY
8	CANDIDATE PROFILE
10	COMPENSATION, BENEFITS, & APPLICATION FOR POSITION
11	EQUAL EMPLOYMENT OPPORTUNITY

OVERVIEW

Position	Executive Director
Reports to	Board of Trustees
Location	Marquette, MI



MISSION

To assist with unmet healthcare needs, with health education, and with programs and research on preventing illness and promoting health in the Upper Peninsula.

VISION OF SUCCESS

To improve the health of the residents in the Upper Peninsula.

THE UPPER PENINSULA

The Upper Peninsula (UP) of Michigan is a beautiful place to live and work. It is known for its natural beauty, outdoor recreational activities, and friendly people. The region has a lot to offer, including hiking, fishing, hunting, boating, and skiing. The area is also home to several state parks and national forests that offer breathtaking views of the landscape. It has millions of acres, more than a thousand miles of coastline and dozens of towns to explore.

Three Great Lakes (Michigan, Huron and Superior) offer sandy beaches, towering dunes and rocky shoals for a wide range of recreation activities that suit a variety of interests. With so much natural beauty, energy and untamed waters and land, it is no surprise that creativity flourishes in the UP. Artists and their work, which features diverse ideas and styles, can be found in hundreds of art galleries and centers, theaters, concert venues, festivals and fairs across the region. The UP also boasts three renowned state universities and five community colleges for higher education. The Upper Peninsula has a strong economy, with job opportunities in various sectors such as healthcare, manufacturing, and construction.

ABOUT SUPERIOR HEALTH FOUNDATION

Superior Health Foundation assists with unmet healthcare needs, with healthcare education, and with programs and research on preventing illness and promoting health in the Upper Peninsula of Michigan.



The Superior Health Foundation (SHF) is a conversion 501(c)(3) foundation that came into existence September 1, 2012, following Duke LifePoint's acquisition of Marquette General Health System. The mission of SHF is to assist with unmet healthcare needs, with health education, and with programs and research on preventing illness and promoting health.

That mission includes supporting the needs of the indigent and uninsured; healthcare education programs; supporting programs and research which have the primary purpose of preventing and reducing illness and disease; and other programs to promote the health, education and welfare of the community. SHF has sought to build and strengthen capacity in health-related organizations across the Upper Peninsula.

The SHF Board of Directors communicates with a variety of stakeholders throughout the Upper Peninsula to receive input and feedback on how SHF can have the most effective impact on health issues in the communities of the Upper Peninsula. The feedback received helps SHF to develop strategic grantmaking opportunities.

The active and engaged Board governs the foundation and participates on several committees such as Grants; Finance and Audit; Special Events, and Governance and Nominating. Non-board members from the community may also serve on these committees.

The Superior Health Foundation awards nearly \$1M annually to non-profit organizations with health-centered programs and service projects across the UP. The foundation has multiple grant cycles which range from monthly to bi-annually. Annual solicited grants are made in the Spring and Fall, along with smaller requests reviewed monthly for equipment, pilot projects and other health-related needs. SHF is dedicated to enhancing the health and wellness of individuals across the UP by empowering communities to come up with solutions at a local level. The foundation's grant committee carefully reviews proposals for equipment, research, programs and services to ensure the projects are health centered and have a broad reach.

Proactive grants include large, multi-year grants that address the health needs in the UP based on broad community input and developed by bringing disparate organizations together and encouraging the creation of groups or activities that cover much if not all of the UP. Proactive grants best demonstrate meeting the mission of the organization. They also include matching funds from partners such as Blue Cross Blue Shield Foundation or the Michigan Health Endowment Fund. With assets over \$40M, in 2021-2022, SHF and its funding partners committed more than \$1.5 million in funding to address food insecurity to help ensure access to healthy food for all Upper Peninsula residents through a variety of innovative programs and projects. Other proactive grants have included expanding the Suicide Hotline to entire UP, access to medical transportation and pediatric dentistry.

Additionally, SHF has other funds, which include:

- **The Breast Health Fund:**

- The SHF Breast Fund exists due to monies that have been raised by the Superior Health Foundation through Painting the Peninsula Pink, an annual fundraiser in October, along with individual gifts.

- **Equipment Fund Grants:**

- The Equipment Fund through the Superior Health Foundation is helping to improve the health of people in the Upper Peninsula. These are mainly small grants (under \$2,500) for items such as winter sports helmets, wheelchairs, automatic external defibrillators, exercise equipment and the like. The fund has enriched lives and improved health outcomes for people all across the Upper Peninsula.

- **Run for Life Organ Donation Fund:**

- The purpose of the Run for Life Organ Donation Fund is to assist organ transplant patients with medical costs, prescription and mileage expenses, as well as assist potential organ donors with travel expenses. All monies will stay in the Upper Peninsula.

Some organizations that have been awarded grants include Great Lakes Recovery Center, Partridge Creek Farm, UPCAP, Big Brothers Big Sisters of Marquette and Alger Counties; Gogebic Medical Care Facility; Marquette County Habitat for Humanity; Upper Peninsula Veterans Community Action Team, and many more.

The foundation has a dedicated fund for operations, so that all funds raised go directly to grants according to donor intent. Additionally, funds are raised through annual events that include a gala, golf outing, breast cancer volleyball or football games.

This is an important time for Superior Health Foundation in addressing the unmet health needs of a diverse region.



The Executive Director will increase the prominence of the Superior Health Foundation in the Upper Peninsula of Michigan and enhance its position in community engagement and philanthropic leadership. The leader will be entrusted with the responsibility to improve the quality of health in the UP and to strive for measurable health improvement in the region through strategic grantmaking in education, health, social services and other areas of unmet health needs. The leader will have the opportunity to represent, collaborate, sustain, grow, and diversify the organization. The next leader will have an opportunity to expand and grow:

- The impact of grantmaking, particularly in:
 - Increasing access to and availability of mental health services in addition to physical health needs.
 - Increasing the number of grants (including requests) from across the UP.
- Community collaborations with key partners such as the other health foundations, local corporations and hospital systems, community organizations among others, to seek and advance innovative opportunities in the community. The Executive Director serves as a leader, partner, and convener, bringing together partners as opportunities arise to work collectively for greater impact.
- Build relationships with First Nations communities and the Michigan Tribal Council along with community groups throughout the region. The Executive Director will have the opportunity to build and sustain relationships being present in communities across the UP to learn, educate and support the health and well-being of people.

- Grow and enhance relationships among other health foundations in the UP, as well as build partnerships with foundations across Michigan, including the Michigan Health Foundation and the Blue Cross Blue Shield of Michigan, among others.
- Promote the awareness of the Superior Health Foundation in the entire funding geography of the foundation, encouraging nonprofits from across the region to learn about the foundation's priorities and apply for grants.
- Expand the marketing and fundraising activities of the foundation to raise the brand and profile of the organization in the region.
- Engage a new generation of leaders in the foundation. With the imminent departure of several board members due to term limits, the next Executive Director will have an opportunity to work with the Board to recruit emerging leaders in the community.



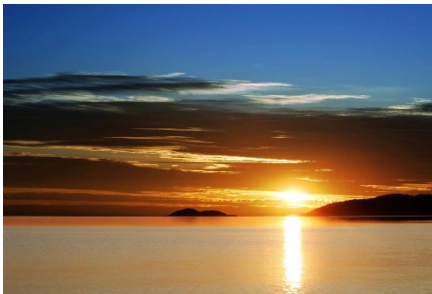
The Executive Director will provide leadership as an empowering catalyst, convener, and leveraged funder to facilitate solutions to challenges. The leader will grow development efforts to increase unrestricted, endowed and other funds available for long-term community benefit. They will also have an opportunity to grow the annual fundraising events for increased visibility and donations. The next Executive Director is expected to continue the well-established commitment to the SHF's nonprofit partners and grantees.

The Executive Director stewards the vision and goals of the Superior Health Foundation.

Reporting to the Board of Directors, the Executive Director is responsible for the overall day-to-day leadership of Superior Health Foundation. Priorities of this position focus on delivering the highest quality grants while safeguarding the financial sustainability of the organization through prudent business practices. A key priority for the incoming leader is to sustain and further develop relations with partners, foundations, top elected and corporate leadership, and other key institutional partners to meet the goals of SHF, while also increasing connections and relations with nonprofit partners, community leaders, and a broad range of community members who can inform Superior Health Foundation's impact strategies.

The Executive Director provides leadership in guiding the strategic direction of the organization; in collaborating with other leaders and decision makers in the broader community; in providing the vision to address health challenges and opportunities in the community; in fostering a developmental organizational climate that builds staff competencies and supports professional growth and development; and by representing the Foundation as its key spokesperson and representative in the UP.

The Executive Director will have oversight of at least 3 employees with the opportunity to grow a larger team to expand outreach efforts across the Upper Peninsula. Current employees have responsibilities for financial and grants management, community engagement and annual giving and office and executive management. The Executive Director will work closely with the Board of Directors to accomplish strategic initiatives.



Experienced Philanthropic & Executive Leader

Superior Health Foundation seeks a leader who demonstrates a strong ability to raise community awareness of and to clearly articulate the vision and direction of the Superior Health Foundation. Words that describe the next leader are: relationship builder, collaborator, empathetic, compassionate, humble, diplomatic yet authentic.

The ideal candidate is a self-starter who pursues, cultivates, and enjoys building and maintaining strong and authentic constituent relationships. This person must be able to engender trust and empathy and relate to others in a highly professional, honest, and caring manner. SHF seeks a leader who is an organization builder, with preference for a candidate who has grantmaking experience. This person should demonstrate an ability to raise awareness and to clearly articulate a message about SHF's vision and purpose. The ideal candidate will show a high level of empathy and compassion for others, especially in under-represented and underserved communities that will be impacted by their actions.

The ability to communicate exceptionally well in oral and written form is necessary for success in this position. As the key spokesperson for SHF, this person must be able to speak professionally on any number of subjects in a clear and transparent fashion to build trust and support.

Visionary Thinker & Thought Leader

The Executive Director must be a strategic and visionary leader who embraces progress and is open to examining different views and ways of working together. This individual must understand the potential of the Foundation to leverage its financial, social, and reputational capital towards building a thriving community for the present and future. The next leader will be committed to engaging a variety of opinions and perspectives on the health of the region aiming to build consensus.

Inspiring Ambassador

The qualified candidate must demonstrate success in reaching out to the community, building authentic relationships with people of diverse racial and socioeconomic backgrounds, urban and rural constituents, and listening to and building rapport with those who have varying viewpoints and perceptions.

Experience convening people who share disparate interests and concerns – so that the aspirations and goals of SHF are pursued in a collegial, transparent, and highly participatory manner – is essential. A willingness to travel to the various regions where SHF makes grants and has partnerships is required.

The successful candidate will bring excellent marketing skills and will be comfortable with expanding the foundation's message and brand on a variety of media platforms that are accessible throughout the UP.

High integrity and sound judgment are essential to success in this role. Strong financial acumen is a highly desired skill with the knowledge of complex charitable giving instruments, charitable tax law, and institutional investment strategy being a plus. A strong affinity for the region is important and existing relationships and connections to the region are beneficial.

Team Builder & Mentor

Career experience in a senior leadership position in a grantmaking foundation is highly desirable. However, an understanding of the public foundation's organizational and financial model is expected. Career knowledge of public health issues in the Upper Peninsula/Michigan is desirable and advantageous. Leading and empowering a highly competent staff and a dedicated, committed Board are needed skills as well. Energy, natural optimism, the ability to be a good listener and a quick learner are important personal attributes. A sense of humor and humility are also valued.

The ideal candidate will show a high level of participation in the life of the region by virtue of civic involvement, public service, volunteerism, or social activities. A bachelor's degree is required. Advanced and continuing education/certification is a plus.

All are welcomed and encouraged to apply. The Superior Health Foundation will provide equal employment opportunity and not unlawfully discriminate on the basis of race, creed, color, national origin, sex, age, disability, marital status, sexual orientation, gender identity, citizenship status, religion, height, weight, veteran status, genetic information, pregnancy, or any other status protected by law.

COMPENSATION, BENEFITS & APPLICATION FOR POSITION

The salary range for this position is between \$115,000 and \$130,000 and will be commensurate with experience. SHF offers a benefits package, including health insurance compensation, paid holidays, vacations, and SIMPLE IRA plan.

How to apply

To apply, please submit a current resume and letter of introduction, as soon as possible, to Kittleman & Associates, LLC.

→ [SUBMIT YOUR APPLICATION TO KITTLEMAN ONLINE HERE](#)
[\(CLICK THE APPLY BUTTON AT THE BOTTOM OF THE PAGE\)](#)

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

Superior Health Foundation is an equal opportunity employer and does not discriminate against any employee or applicant for employment on the basis of race, color, religion, national origin, age, gender, sex, ancestry, citizenship status, mental or physical disability, genetic information, sexual orientation, veteran status, or military status.