



EXECUTIVE DIRECTOR



APPLY NOW

ABOUT CONGREGATIONS FOR THE HOMELESS (CFH)

CFH is a secular 501(c)(3) nonprofit based in Bellevue, WA serving King County's Eastside (Issaquah, Bellevue, Kirkland, Redmond, Woodinville, Bothell, Renton, and Mercer Island). Its mission is to partner with men experiencing homelessness and the community to create a path from homelessness to stable living. CFH provides low-barrier, trauma-informed care, and other resources for men experiencing homelessness. Bellevue inhabits the ancestral homeland of the Coast Salish people.

Currently, approximately 40,000 people in King County experience homelessness over the course of a year, and over 700 men are unhoused each night on the Eastside. These men turn to CFH for a safe place to sleep and to access services to move out of homelessness.

Since 1993, CFH has been the only shelter provider for men experiencing homelessness on the Eastside and serves more than 1,700 clients each year. Generally, men make up two-thirds of the homeless population. CFH lives out its mission by providing a variety of robust services, including street outreach, day center services, shelters, case management, permanent subsidized housing, employment navigation, mental health therapy, and other life-saving support services. CFH's expertise is supporting single men with a continuum of care from homelessness to independent living. CFH is guided by its core values of relationship, community, empowerment, dignity, and respect. Ninety-eight percent (98%) of the men who move into CFH housing remain stably housed for at least two years. In 2021, CFH provided 52,000 bed nights, served 187,000 meals, and moved over 300 people from homelessness to stability. Ninety percent (90%) of the men CFH serves have strong roots in King County.

After a successful capital campaign in 2022, CFH raised \$25+M and broke ground on a new 20,000 sq ft facility in Bellevue that will have a 100-bed shelter and a 125-person day center. CFH's new facility is scheduled to open this spring. It is co-located on Eastgate Housing Campus, an easily accessible 10-acre site developed in a collaboration between CFH, Plymouth Housing Group, Horizon Housing Alliance, and The Inland Group. Eastgate Housing Campus will provide a continuum of care supporting housing insecure community members with access to shelter, wrap-around services, 90 units of permanent supportive housing, and 360 units of workforce housing.

The Executive Director oversees a \$5.5 million budget and five direct reports with approximately 38 staff. This team is committed to the organization's mission, dedicated to its clients, and the community.

You can learn more about CFH and its new facility by clicking [here](#).



THE ROLE

Reporting to the Board of Directors and in partnership with the staff, the Executive Director (ED) will lead the next chapter of CFH, including the visioning process and ensuring that its strategic goals align with the mission and values. The ED will implement these goals with the talented staff, ensuring consistent achievement of its mission, financial goals, delivery of quality and heartfelt programming, and engaging in mutually beneficial partnerships.

In collaboration with the team, more specific areas of accountability include budgeting and fiscal management, strategic planning, organizational structure and development, human resources, board relations and governance, partner cultivation, donor stewardship, government and community engagement and relations, quality operation of multiple programs, fund development, and policy recommendations and implementation.

The ED will model organizational values, shared leadership and decision-making, and support practices of trauma-informed care. They will advance racial and gender equity both structurally and internally.

This is an excellent opportunity for an innovative, strategic, pragmatic, authentic, relational, and experienced nonprofit leader passionate about supporting men experiencing homelessness.



OPPORTUNITIES FOR IMPACT

- Serve as an external spokesperson to build and strengthen CFH's partnerships and relationships for greater program delivery, advocacy, and diversification of funding.
- Foster a culture of equity, collaboration, innovation, and continual improvement throughout the organization.
- Collaborate with the Board of Directors, staff, and external partners to identify, create, and implement an updated strategic plan to actualize CFH's mission.
- Develop, support, and expand CFH's board to better reflect the community and the clients CFH serves.
- Provide high-quality and effective services to transform lives for men experiencing homelessness.
- Provide low-barrier resources for men experiencing homelessness through a year-round safe place where they can access needed services (24/7).
- Ensure the seamless and successful operation of CFH's new facility and its collaboration with the Eastgate Housing Campus and the community at large.
- Implement and promote the agency rebranding to reflect CFH's evolution more accurately.
- Attract, recruit, retain, develop, and support a talented and diverse team.
- Ensure that the organization is structured appropriately and has the necessary staff, expertise, and other resources to achieve goals.



QUALIFICATIONS

Candidates will be evaluated on the full range of their lived and learned experience, professional background, volunteer activities, and direct and transferable skills. CFH seeks candidates with a compelling combination of demonstrated experience and skills in some or all, of the following areas:

- Executive or senior leadership experience in community-based direct service providers, preferably with a focus on homelessness, and knowledge of healthcare and social service partnerships.
- A heart for the mission, organization, clients, staff and community, and a commitment to serving the underserved and unhoused.
- Broad understanding of all aspects of running nonprofit organizations (board development, finances, operations, marketing, information technology, human resources, funding, and facilities management).
- Demonstrated leadership qualities with a successful track record in fiscal management, fundraising, strategic planning, media relations, project management, and program development.
- Proven ability to create a shared vision, inspire and motivate others to join in realizing this vision, and create a path to achieve it.
- Ensure programs are consistent with the mission, vision, and strategic plan.
- A commitment to evidence-based decision-making and continual improvement.
- Ensure the organization complies with all contractual and regulatory obligations.
- The ability to effectively manage people and teams from a strengths-focused and shared leadership mindset, providing real-time coaching and investing in the ongoing development of staff.
- Ability to recruit and retain talented and motivated staff members.
- Manage through influence and use interpersonal/emotional intelligence skills and political acumen respectfully, collaboratively, and diplomatically.



- Set clear and realistic expectations for employees and volunteers, supporting them in reaching these expectations.
- Demonstrated success in building and stewarding effective relations with governmental entities and community stakeholders.
- Acumen for board engagement and development, especially during periods of growth.
- Maintain and develop an effective governance structure that promotes diversity and cultural competency, operates transparently, and provides formal communication channels with its stakeholders.
- Serve as a spokesperson and advocate for the agency and those served by the agency.
- Strong communication skills and ability to tell a compelling story.
- A human-centric approach to situations that values process in nurturing and growing an organization.
- Strong conflict management and negotiation skills.
- Maintain perspective and have a good sense of humor.



TO BE CONSIDERED

This role will remain open until filled with the priority deadline of March 31st. Candidate materials are reviewed on an ongoing basis, and initial interviews will begin in late February.

To be considered, please submit a resume and cover letter (in a single Word or PDF document) as soon as possible addressed to the Search Committee at <https://valtasgroup.hire.trakstar.com/jobs/fk0xuox>.

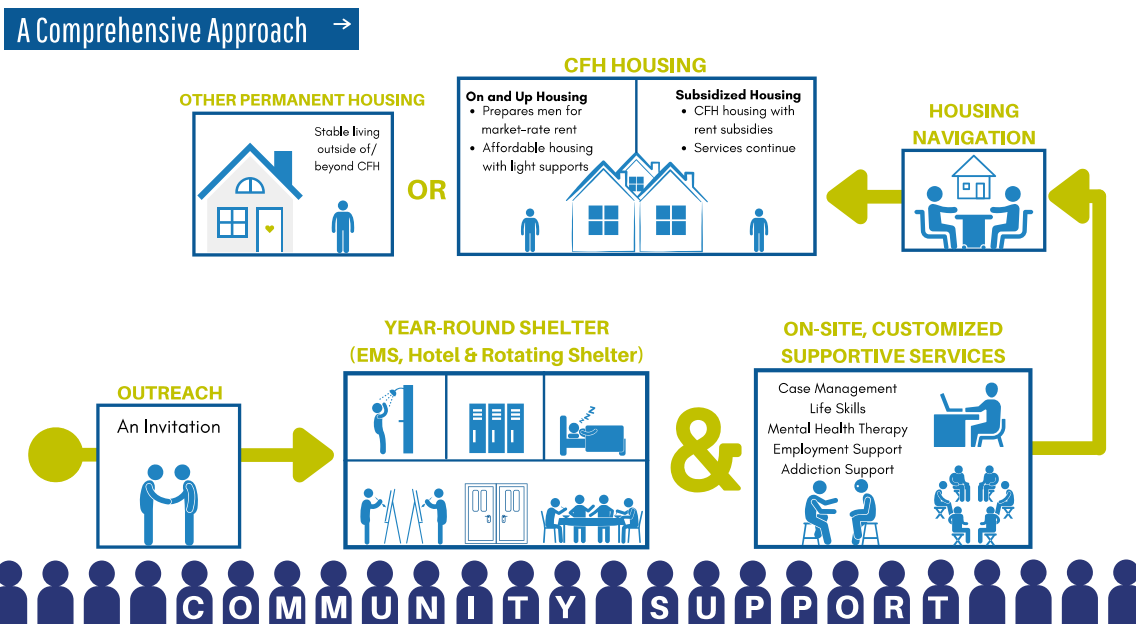
You may direct questions or make referrals to Amy Burton at Valtas Group. Amy can be reached at amy@valtasgroup.com or 206.718.5122.

Congregations for the Homeless does not discriminate on the basis of race, religion, color, age, genetic information, sensory, mental or physical handicap, national origin, gender, sexual orientation, gender identity, gender expression, marital status, familial status, parental status, citizenship status, pregnancy, veteran status, political ideology or any other basis protected by applicable law. CFH serves people from diverse cultures, races, gender identities, sexual orientation, and ages. We value diversity and intentionally work to recruit, hire, and retain staff who reflect the diverse client population we are serving. CFH is an equal opportunity/affirmative action employer. This position is subject to reference checks and a background check completion.

COMPENSATION & BENEFITS

This is a full-time, in-person, exempt position. Commensurate with the experience and qualifications of the selected candidate, the starting salary ranges from \$150,000 – 185,000 per annum, plus comprehensive benefits including:

Medical, Dental, Vision, generous PTO, and paid Holidays.





ABOUT VALTAS GROUP

We are proud of our work as [Interim Executive Directors](#), supporting our clients in times of transition. Our deep experience helps organizations navigate uncertainty during leadership change. We [lead the search process](#) in [partnership with the board](#) and staff leadership, as consultants for [recruiting and search](#) to support your organization as you identify the ideal Executive Director or leader for your future. We partner with board members and senior nonprofit leaders on a variety of strategic consulting assignments.

Valtas Group has a variety of comprehensive resources to guide your transition needs. [Contact us](#) to learn about our [executive interim and placement services](#) and keep your organization moving during any transition or major change.

[CONTACT US](#)