

# new horizons

## Executive Director



*Ensure that youth homelessness is rare, brief, and a one-time occurrence.*

**APPLY NOW**

# About New Horizons

Our mission is to end homelessness, one young person at a time. And since 1978, New Horizons and our community have chosen to see unhoused young adults as some of our community's most cherished assets—full of beauty, worth, and dignity. When a group of people from area churches and the downtown community noticed how many unmet needs a growing population of unhoused young people were facing, they teamed up to create a drop-in center for homeless youth and founded New Horizons.

New Horizons is uniquely positioned and skilled at ensuring that youth homelessness is rare, brief, and a one-time occurrence. New Horizons helped 177 young people secure stable housing in 2024 and served over 500 young people (ages 13-25). Over its long history, from Downtown to Capitol Hill to Belltown, New Horizons has operated its drop-in center as a central access point for any young person looking for support. For nearly 50 years this community has grown and adapted to more effectively fulfill its mission by offering wraparound services, shelter beds, and job training, becoming a leader in helping unhoused young people find stable housing.

New Horizons' core services include Street Bean, a social enterprise coffee shop offering paid work experience for young people. Street Bean provides a relational, supportive, and real-world work experience for young people pursuing greater stability.

To learn more about New Horizons' impact, [click here](#). [You can also view a celebratory video summarizing our work in 2024 here.](#)



## Why We Exist

At New Horizons, we believe that no community should accept that its most vulnerable young people are living unhoused. New Horizons exists at the intersection of failed systems and housing instability to ensure that all young people, regardless of who they are, have a safe place to find connection, support, relationship, and housing stability.

New Horizons was started by the faith community and remains a broadly ecumenical Christian organization. As the leader of the organization, the Executive Director will be expected to affirm the central tenets of the Christian faith as set forth in the [Nicene Creed](#). Now, at a period of unprecedented community need, New Horizons seeks an Executive Director (ED) who, filled with the love of God, will give leadership to the work of New Horizons as it seeks to end homelessness, one young person at a time.

Other staff and those served by the organization are not required to identify as Christians or participate in any faith-based activities.

[Click here](#) to learn more about New Horizons' staff and programs.



# Organizational Values

## HOPE

The young people we serve are assets, not liabilities. We choose to hope for a future of unexpected, beautiful things. Hope is an intentional decision, and we choose to bring that to this work.  
(Hebrews 11:1, Jeremiah 29:11)

## COMMUNITY

Collective commitment by communities is essential for solving homelessness. We intentionally mobilize our community to do this work with us.  
(Corinthians 1:10, Romans 12:4-5)

## EQUITY

To end homelessness, this work must be centered on racial equity and restorative justice. (Matthew 5:3, John 12:34, Mark 12:31)

## EXCELLENCE

Young people deserve our highest commitment and excellence. We are accountable for how we show up for this work.  
(Micah 6:8, Colossians 3:23)

## GRACE

We are all on imperfect journeys and give grace to one another abundantly as we have been given. Grace requires we honor the other and our work with the highest level of integrity. (Ephesians 4:32, Matthew 18:21-22)

## ETHICAL RELATIONSHIPS

As we walk alongside young people experiencing homelessness, we enter a unique power dynamic. It is the responsibility of our community to maintain clear and professional boundaries with youth, colleagues, and community partners that model positive, caring, and healthy relationships.  
(Philippians 4:8, Romans 12:9-10)

## The Role

Reporting to the Board of Directors and in partnership with a staff of thirty (30), including five (5) direct reports, the ED leads the continued delivery of services for young people experiencing homelessness while creatively expanding and strengthening services to meet increased and evolving needs. While no two days will look alike, the incoming ED should expect to lead or participate in the following key areas:

- **Strategic Leadership and Communication:** The ED will engage regularly with the Board of Directors, ensuring transparent communication regarding the organization's operations, finances, and strategic direction. By leading the New Horizons Leadership Team, the ED will inspire collaboration by demonstrating servant leadership in executing our shared mission.
- **Financial Oversight and Resource Development:** In partnership with the Board, the ED will oversee the strategic planning process and manage the organization's budget, ensuring fiscal responsibility and compliance. By fostering relationships with community members and philanthropic entities, the ED will enhance public relations and fundraising efforts, promoting sustainable growth.
- **Talent Management and Organizational Culture:** The ED will play a crucial role in promoting a healthy organizational culture with its foundation in Christian faith and values. By working closely with the Director of Human Resources, the ED will ensure that staff are effectively trained and supported in achieving programmatic and operational goals, ultimately driving the organization's success.
- **Program Administration:** Collaborate with departmental leaders to uphold high standards for program delivery and actively monitor performance through data analysis, ensuring alignment with best practice service models and compliance with contract funder requirements. The ED's contribution will be vital in fostering excellence across all programs.



# What You Bring

Drawing on relevant lived and professional experience, the ED will embody New Horizons' mission, vision, and values, building on a nearly 50-year track record of supporting some of our community's most vulnerable. The new ED will be an authentic ambassador, community builder, people leader, and fundraiser. The ED will bring to this role a history of cultivating and growing internal and external relationships that strategically enhance their organization's visibility, reach, and impact. New Horizons is committed to expanding a diverse, equitable, accessible, and inclusive organization and is investing in promoting a team with a wide variety of backgrounds, identities, languages, cultural ways of knowing, and life experiences. If you meet some of the key requirements below, and you are passionate about our mission, we encourage you to apply.

Candidates will be evaluated on the full range of their lived and learned experience and core competencies, including:

- Demonstrated relevant experience supporting young people navigating homelessness or housing instability, demonstrating a commitment to social equity and inclusion.
  - Effective supervisory and leadership experience coupled with a proven ability to articulate and advance the organization's mission and vision collaboratively.
  - A non-judgmental and enthusiastic approach to engaging with young people, embracing a wide array of religious and spiritual beliefs, racial and ethnic backgrounds, cultural practices, sexual orientations, and gender identities.
  - Experience in providing culturally responsive services and quality care specifically tailored for LGBTQIA+ youth and youth of color, including personal insights regarding housing instability.
  - Strong understanding of Trauma-Informed Care and Positive Youth Development principles, with the ability to implement these practices effectively.
- Aptitude for engaging and collaborating with the board of directors, particularly during periods of organizational growth and transformation.
  - Proven track record in raising philanthropic funds and fostering relationships with donors, government funders, and other stakeholders to support the organization's mission.
  - Demonstrated experience in preparing and managing organizational budgets to ensure financial sustainability and resource allocation.
  - Ability to establish and nurture productive relationships with government agencies, community leaders, and the public to further the organization's goals.
  - Proficiency in tracking and interpreting data to support evidence-based decision-making and promote continuous improvement within the organization.
  - We encourage candidates with diverse backgrounds and experiences to apply, as we believe that a variety of perspectives strengthens our mission and enhances our impact on the communities we serve.



# Total Compensation and Benefits

The annual salary range for this position is **\$130,000 - \$150,000**.

New Horizons is committed to supporting all employees through competitive salary and benefits, a commitment to equity and inclusion, and training and professional development opportunities.

## THE COMPREHENSIVE BENEFITS PACKAGE INCLUDES:

- Paid Time Off (Up to 25 days per year, accrual starting on first day)
- Holidays – 8 hours: 6 paid holidays per year (New Year's Day, Memorial Day, Juneteenth, Thanksgiving Day, Christmas Eve and Christmas Day)
- 403(b) Plan: Eligible after 250 hours of work are met (2% employer match)
- Employee Assistance Program – Unum
- Financial Wellness Program - Key Bank: New account rebates, financial planning, workshops and savings tools
- Medical Insurance - Regence Blue Shield: With employee-only plan, \$0 payroll deduction, Wellness Program
- Health Reimbursement Arrangement (HRA) – BBP Admin: Employees on medical plan are reimbursed up to \$1,000 per year for qualified medical expenses
- Vision Insurance - VSP: With employee-only plan, \$0 payroll deduction
- Dental Insurance - Willamette Dental: With employee-only plan, \$0 payroll deduction
- Group Life/AD&D Insurance – Unum: Organization paid group life insurance of \$10,000 per year



## To Be Considered

The position is open until filled and initial interviews will begin by late-March, although we highly encourage applying as soon as possible. Cover letters (two pages or less) addressed to Board Chair, Jeff Van Duzer and a resume can be submitted to Valtas at:

[valtasgroup.hire.trakstar.com/jobs/fk0pp4k](https://valtasgroup.hire.trakstar.com/jobs/fk0pp4k)

You may direct questions to Ed Rogan at [ed@valtasgroup.com](mailto:ed@valtasgroup.com) - 206.697.8428 or Chris Cannon at [chris@valtasgroup.com](mailto:chris@valtasgroup.com) – 971.666.2621.

*New Horizons is an equal opportunity employer committed to diversity, inclusion, and equity. We are upholding this by recruiting candidates of every race, creed, color, religion, national or ethnic origin, gender or gender identity, age, veteran status, sexual orientation, marital status, disability, and all other historically marginalized and excluded communities and other protected status as provided by law. Qualified individuals who bring diverse perspectives to the workplace are highly encouraged to apply!*



## 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 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.

**Our mission is guiding leadership transitions for social enterprises**

**CONTACT US**



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