

Facing Homelessness

Executive Director Position Profile



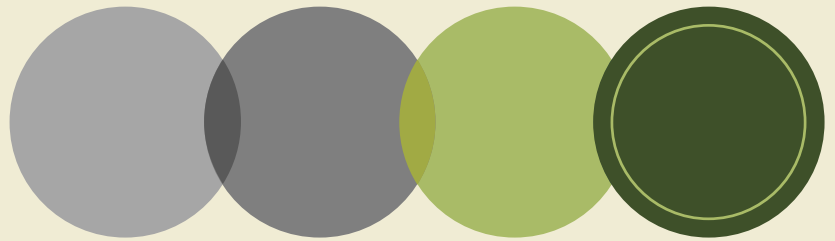
Facing Homelessness seeks a visionary, creative, energetic, compassionate person to help shape and lead the future of the organization and its impact on people experiencing homelessness. Facing Homelessness is a nimble and entrepreneurial organization that provides a truly unique opportunity for professional fulfillment and impact across the entire community.

Facing Homelessness

Located in Seattle, Facing Homelessness is a unique organization. Our programs are designed to bring people closer, reduce fear of the unknown, and build our community's capacity for compassion. Each program is an entry point. Each a doorway for community members to contribute their unique passions and skills to end homelessness.

Facing Homelessness is governed by an eight member volunteer board of directors that is dedicated to contributing its passions and skills toward the effort of ending homelessness. The Executive Director will lead a team of eight talented, committed staff members who provide the programming and support needed by the individuals who connect with Facing Homelessness.

Founded in 2013, the organization is now involved in an in-depth strategic planning process to determine the road ahead for the organization. The final plan will be set in partnership with the new executive director in mid-2021. The 2021 program and expenditure budget for the organization is \$1.3 million. Revenues are primarily derived from loyal individual contributors, annual fundraisers, corporate, and foundation grants. Current programs are outlined below.



Facing Homelessness Programs

Photos + Stories We tell stories and share photos of people on Facebook and Instagram who are experiencing homelessness, with the simple purpose of showing the beauty in each person. For those living inside, this serves as a soft entry to the issue of homelessness. It is a small step toward overcoming the barriers of negative stereotypes and fear. For those living outside, it is a first step toward overcoming feelings of being invisible. It creates a connection to community and resources. Our stories are often accompanied by fundraising campaigns to help the person experiencing homelessness obtain items and services that are critical to their survival or quality of life.

The Window of Kindness is a physical place of connection between community members and people experiencing homelessness. The healing power of listening and connecting extends to everyone who participates. At the window, volunteers hand out thousands of socks, gloves, snacks, sleeping bags, and other supplies essential to staying dry and warm. But people often come for a cup of hot chocolate, conversation, and a listening ear. Everything we give is a vehicle for kindness and human connection. Every connection is a reminder that we all live better when we feel loved.

Community Cleanups People living outside are regularly “swept” from where they are staying, asked to move along with nowhere to go. We gather volunteers to remove trash from encampments, offering an easy entry point for people to get involved and make a difference, and helping to alleviate the tension that often builds surrounding encampments.

The BLOCK Project We build homes for those living on the streets, and we take a bold stand: We will never end homelessness through housing alone. A new approach is needed, one that acknowledges that relationships are the building blocks for healing our communities and that we can no longer see those who are homeless as ‘other’. This bold new model invites all of us to step forward with our own abilities to create societal change. To learn more about this initiative and how you can get involved, please [visit our BLOCK Project site](#).

MISSION

Facing Homelessness invites all of us to come closer and to contribute our unique passions and skills toward the effort of ending homelessness. This mission is founded on the belief that we can and will end homelessness when we inspire and engage community members to be a part of the solution.

HISTORY

Facing Homelessness began its journey in 2010, with a belief that we can and will end homelessness when we invite community to be a part of the solution. The power in humanizing homelessness is that it allows all of us to see the beauty of each person living on our streets, rather than fixating on the complexity of an issue that overwhelms us. This



realization became evident to our founder, Rex Hohlbein, when he began inviting folks living homeless into his architecture office for conversation. He shares that, "The negative stereotype against the homeless was not matching

"Facing Homelessness seeks to build bridges between people experiencing homelessness and people who want to help, but don't know how."

- Member, Board of Directors



"No one chooses to suffer. We all need compassion and support in our lives."

- Facing Homelessness Staff Member

up to the beauty of those I was meeting." From those encounters Rex began the Facing Homelessness Facebook page, sharing black and white photos with stories of people he was meeting. In 2013, what began as a passion project on social media took shape as a nonprofit organization, powered by three staff and the compassion of community. To this day, Facing Homelessness honors a simple purpose: To invite all of us to come closer, and to contribute our unique passions and skills toward the effort of ending homelessness.

"Change and understanding come one greeting, one effort at a time. Thank you for always, always reminding us of that and for modeling just how simple it is to be kind."

- Facebook Contributor



For more information on the organization visit:

<https://www.facinghomelessness.org/>

FACING HOMELESSNESS

Strengths and Focus



Organizational Strengths:

- Leads with love and compassion
- High quality, highly passionate and committed staff, board and volunteers
- Innovative, nimble, responsive and bold
- Has a committed community of supporters just waiting to be leveraged
- Strong programs delivered with love and compassion
- Strong brand and very good reputation
- Unique mission that compels involvement and draws in volunteers and donors



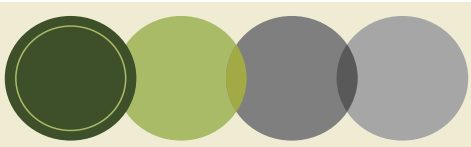
Initial Focus for the Executive Director:

- Increase external communications and social media presence
- Unify the board, staff and volunteers around the mission, vision, values, and Theory of Change to develop a strategic implementation plan
- Evaluate current programming in line with Facing Homelessness' Theory of Change
- Establish formal development plan to steward current donors and increase the number of new donors



Longer Term Focus:

- Implement Theory of Change and Strategic Plan
- Define improved outcome measures for programs
- Focus on financial resource development to ensure future program sustainability



THE POSITION



Reporting to the eight-member Board of Directors, the Executive Director will have overall strategic and operational responsibility for the organization's community presence, donor relations, collaborations and relations with other nonprofits, and mission achievement.

It is expected that the ED will play an active role in helping shape the community's understanding of homelessness and its appreciation for those who are experiencing homelessness.

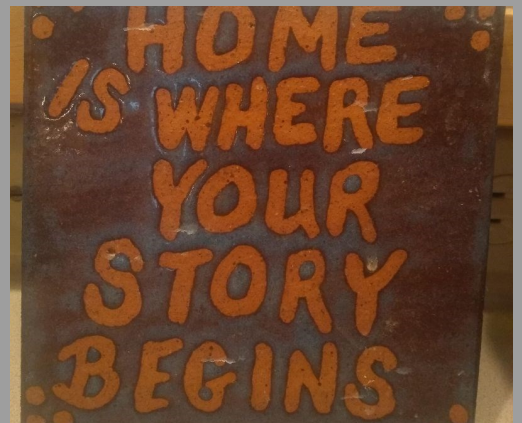
Salary range: \$100,000 to \$120,000 plus medical, dental, vision and retirement benefits.

DESIRED QUALIFICATIONS

Seven-plus years of successful leadership and management, ideally in the nonprofit or public sectors. Demonstrated success in leading organizational transformation, collaboration, team-building, internal and external communications, and fundraising. Experience working with nonprofit, volunteer boards. Demonstrated commitment to principles of Diversity, Equity, Inclusion and Anti-Racism. Lived or professional experience with homelessness or trauma-informed programming a plus.

PERSONAL ATTRIBUTES REQUIRED FOR SUCCESS

- Ability to meet people where they are
- Ability to think strategically and act tactically
- Adaptable
- Appropriate sense of humor
- Committed to Diversity, Equity, and Inclusion
- Decisive
- Empathetic
- Empowers others
- Humble
- Innovative
- Inspirational
- Passionate for the work
- Strong emotional intelligence
- Visionary





TIMING AND APPLICATION

APPLICATION AND SELECTION PROCESS

Applications received by **5:00 p.m. on May 21, 2021** are assured full consideration. It is wise to apply earlier if possible because additional application materials may be requested. It is anticipated that final candidate interviews will be held the week of July 5, 2021 with a decision made shortly thereafter.

To register as a candidate or view more information, please go to:

<http://www.hagelsearch.com/facinghomelessness>

All submissions will be acknowledged and will be held in strict confidence. Finalists for the position will be required to participate in a behavioral assessment. The assessment is web-based, takes about 75 minutes to complete, and helps match the candidate's traits with the desired traits detailed above. All results are held strictly confidential.

Contact Information

For further information please contact: Frank Hagel (253) 572-2439 x304 or Marcia Walker (253) 572-2439 x310. Or email: frank@hagel.net or marcia@hagel.net. DO NOT submit your application to these email addresses.

EQUAL OPPORTUNITY



Facing Homelessness is an equal employment opportunity employer. Every employee has the right to work in surroundings that are free from all forms of unlawful discrimination. Facing Homelessness will not engage in or tolerate any discrimination in the workplace prohibited by local, state, or federal law. Specifically, no employees will be discriminated against on the basis of their race, sex/gender expression, religion/creed, pregnancy, age, physical or mental disability, marital status, national origin, genetics/genetic markers, military or veteran status, sexual orientation (including gender expression or identity), HIV status, the use of trained guide dogs/service animals, or any other characteristic protected by applicable federal, state, or local law.