



Fishline

Neighbors Helping
Neighbors
Since 1967

Executive Director Search Position Profile



North Kitsap Fishline, located in Poulsbo, WA has embarked on a search for an inspiring and skilled person to lead the organization. Fishline is an innovative organization providing key safety net services to the North Kitsap, WA community. Skilled and committed to collaboration, Fishline and its partners provide one stop for food, housing assistance, utility services, transportation, health, budgeting, employment and children's programs in its Comprehensive Services Center.



ABOUT

Fishline's small staff, over 400 volunteers, the board and clients all work to help their neighbors. Working to address homelessness, to provide food to all who need it, to assist in moving people from survival to sustainable success is the heart of Fishline.



Fishline's ultimate goal is to help create a community where a 'safety net' exists for all people, which includes adequate food, shelter, healthcare and employment.

Meeting the Community's Needs During the Covid-19 Crisis



During this challenging time, Fishline staff and volunteers have remained on the frontline and adapted services and procedures to remain safe while ensuring the hungry, homeless and unemployed of North Kitsap receive a generous box of food each week. Fishline is seeing a big spike in need while experiencing inconsistent grocery rescue from the local supermarkets, which is understandable.

Fishline's Client Services team continues to help by remotely

phoning those that who need assistance with housing, utilities, laundry and showers, and navigating available government help that is now being offered.

When asked what she's most proud of at Fishline, one staff member said, "I am so proud of this amazing group of people who are working their hearts out with grace and compassion to serve our clients. Our community's generosity is pouring out daily to support each other."

ABOUT FISHLINE

When Fishline was founded in 1967 its primary mission was that of a food bank for the North Kitsap area. With the innovative and thoughtful leadership of its board, staff and volunteers it has become a central hub for human services in the area. Highly respected and regarded in the community, Fishline has expanded its own programs beyond the traditional food bank to include the new Healthy Foods Market, rent and mortgage assistance, medical bill assistance, firewood, homeless assistance, food delivery to homebound, Food for Thought, birthday and Christmas programs for children and case management services for clients. The market is stocked with fresh fruits and vegetables, meat, dairy, dry/canned goods, baby food and diapers. Clients are provided “fishbucks” allowing greater shopping capacity and a more welcoming, respectful environment.



The Second Season Thrift Store sells housewares, clothes and tools donated by the community and contributes more than \$550,000 annually for Fishline. In 2018 the new food market concept was opened and Second Season moved to a larger space. Second Season doubled its revenue after the move.

Fishline’s Comprehensive Services Center hosts eleven other nonprofit and government agencies that provide a wide variety of social and health services. The agencies share space, with each agency on-site one to five days per week. Clients have a single point of entry close to where they live and can receive multiple services in one visit to our facility. Fishline’s new integrated, individualized case management systems allow the organization to address multiple barriers systemically using a whole-person approach. Most importantly, this model of care has shifted from helping clients survive emergencies to supporting them in making a sustained transition to living in a self-sufficient manner.

For more information about Fishline visit: <http://www.fishlinehelps.org>



MISSION

Serving the North Kitsap Community by providing food, emergency services and resources to transform lives.



VISION

A community where a safety net exists for all people, which includes adequate food, shelter, healthcare and employment.



VALUES

- Treating all people with dignity and respect.
- Working collaboratively with other community organizations.
- Providing quality services to our clients.
- Focusing on ways that we can continue to improve our services.

THE POSITION



REPORTING & AUTHORITY

The Fishline Executive Director will be a high profile leader in the North Kitsap community, recognizing its role as a “go-to” organization for helping people. Reporting to the fifteen-member Board of Directors, the Executive Director will have overall strategic and operational responsibility for Fishline’s budget, programs and mission achievement. The ED leads eleven staff and four hundred volunteers.

The ED will also be responsible for nurturing and strengthening relationships with the eleven partner agencies, providing wrap-around services, that have staff and program people co-located with Fishline in its primary location.

A key responsibility area for the ED is in fundraising and revenue development. Fishline is healthy financially with a 2020 budget of \$3,523,000. Revenues come from a wide variety of sources including \$550,000 from the Second Season Thrift Store and \$1,500,000 of in-kind contributions to the food bank.

While challenging, this can be the dream job for the right candidate!

BASIC QUALIFICATIONS

- Minimum of 7 years of executive level management experience in a complex organization—nonprofit experience is highly desirable
- Experience working with a volunteer board of directors
- Track record of effectively leading a performance and outcome-based organization and staff
- Ability to point to specific examples of having developed and operationalized strategies that have taken an organization to the next stage of growth while ensuring financial stability
- Personal values and ethics that are consistent with those of Fishline are required
- BA (Required), MA or equivalent (Desirable) or a combination of equivalent education and experience

PERSONAL ATTRIBUTES REQUIRED FOR SUCCESS

- Active Learner
- Approachable, Humble, Inclusive
- Collaborative
- Committed to Diversity, Equity and Inclusion
- Decisive but thoughtful
- Healthy Sense of Humor
- Passionate about community and mission
- Receptive to ideas of others/able to view issues from multiple perspectives
- Respectful of others in all ways, able to meet people where they are
- Sensitive to work/life balance
- Team Builder

COMPENSATION & BENEFITS

A competitive compensation and benefit package will be provided for the right candidate with the right skills, background and track record.

EXECUTIVE DIRECTOR FOCUS AND OPPORTUNITIES



INITIAL FOCUS FOR THE EXECUTIVE DIRECTOR

- Actively reach out to build positive community relationships
- Evaluate social media effectiveness including Fishline web presence
- Become fully conversant with Fishline and CSC programs
- Develop strong board and volunteer relationships
- Develop strong staff relationships recognizing their tremendous contributions to clients during the Covid-19 period
- Develop and implement strategies to transition from Covid-19 operations to the new normal environment including restarting Second Season operations when possible and transitioning back to former Healthy Food Market operations
- Review and update overall strategic plan

FOCUS FOR LONGER TERM

- Sustainable funding—Continue to develop and grow diverse and sustainable funding strategies and sources for Fishline including grants, contracts, fundraising and Second Season
- Comprehensive Service Center—Refine vision/purpose of CSC to create a realistic model to ensure it is revenue neutral and widely known in the community
- Housing—Increase level of current effort in providing supportive services and case management for homeless. Increase HomeShare support and identify more housing resources in collaboration with other organizations
- Campus Use—Evaluate potential uses for current annex building
- Disaster Plan—Develop an internal disaster plan



TIMING AND APPLICATION

APPLICATION AND SELECTION PROCESS

Candidates are encouraged to submit their interest as soon as possible. While applications are open until May 24, 2020 Fishline reserves the right to accelerate the selection process.

To apply or view the current status of the position go to: <http://www.hagelsearch.com/fishline>

During this time of social distancing, online tools will be used in the evaluation of candidates. Preliminary interviews will be online with final interviews planned for in-person, if feasible.

All submissions will be acknowledged and will be held in confidence. Finalists for the position will be required to participate in a web-based behavioral assessment in addition to personal interviews and presentations.

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

Fishline's goal is to provide equal employment and equal opportunities to advance all individuals. Employment decisions at Fishline will be based on relevant factors like job performance, experience, qualifications, and abilities. Fishline does not discriminate in employment opportunities or practices on the basis of race, color, religion, creed, gender, sexual preference, age, national origin, citizenship, marital status, veteran status, medical condition, sensory, physical or mental disability, or any other characteristic protected by local, state or federal law.





LIVING & WORKING IN KITSAP COUNTY, WA

Fishline is located in Poulsbo, WA in North Kitsap County. Kitsap County sits in the picturesque central Puget Sound region of Washington State, directly between the urban areas of Seattle and Tacoma and the wilderness of the Olympic Mountains. Surrounded by the Puget Sound waterways, Kitsap County features a wide range of things to do — from outdoor recreation to wine tastings in small towns and in historic vineyards.

Poulsbo is located on beautiful Liberty Bay and is known as “Little Norway on the Fjord.” This enchanting Norwegian heritage town (population 11,180), has blossomed into a visitor destination filled with recreation and shopping opportunities. With its stunning water and mountain views, Poulsbo is as rich in natural beauty as it is in authentic Norwegian charm. Annual events include Viking Fest, Skandia Midsommarfest and Yule Fest. Go to www.visitpoulsbo.com for a complete list of events and amenities.

While Poulsbo has a thriving downtown, with its wonderful old murals, world famous bakeries, art galleries, boutiques and restaurants in the heart of the city, it is also home to high-tech businesses with worldwide clients. The largest commercial development in the county is the College Place project where Olympic College Poulsbo is located. A community proud of its heritage, it boasts a well-maintained and busy marina, beautifully appointed B&B establishments and international company offices.

The nearby communities of Silverdale and Bainbridge Island bring additional interest and beauty to the area. Although the Pacific Northwest is known for its rain, the area is actually far from one of the wettest places in the United States. Summers are gorgeous with mid-70 to 80 degree weather and mild winters occasionally see a few days of snow. The region provides the absolute perfect destination for snow and water sports, plus golf, hiking and camping.

For more information on living in Kitsap County go to www.kitsapgov.com.