



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.

ABOUT FISHLINE

A trio of local churches established Fishline in 1967, making it the second oldest food bank in the United States. During its 54-year tenure, the organization grew to include essential services for individuals and households in the region who have slipped through holes in the community's safety net. We are one of the largest food banks in Kitsap County and often the lone agency standing between struggling residents and hunger and homelessness. Fishline relies on a small staff of 17, over 300 volunteers, and the board of directors to help encourage clients to move from survival to sustainable success.



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 so they 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

Fishline is a North Kitsap hub that provides food and access to resources that offer stability, improve health and well-being, and help people onto a path to self-sustainability.



VISION

Fishline envisions a community in which everyone has access to food, the chance to be self-sufficient and reach their full potential.



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 seventeen staff and three 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 2022 budget of \$4,111,103. Revenues come from a wide variety of sources including \$618,000 from the Second Season Thrift Store and \$1,320,000 of in-kind contributions to the food bank.

BASIC QUALIFICATIONS

- Strong experience in managing a complex organization including staff and volunteer management OR Leadership or senior management experience in a large, complex organization including staff and volunteer management
- Excellent fundraising and marketing skills
- Excellent communication skills - written, interpersonal and public speaking
- Outstanding business acumen including a good understanding of nonprofit finance
- A demonstrated commitment to diversity, equity, inclusion, and accessibility
- A Bachelor’s degree is required. Significant past experience and success may substitute.

PERSONAL ATTRIBUTES REQUIRED FOR SUCCESS

- Both an operational and a strategic mindset
- Creative problem solver
- Rich people skills with a good sense of humor
- Flexible, adaptable, and patient
- High emotional intelligence
- Inclusive
- Able to multi-task with energy and stamina

COMPENSATION & BENEFITS

Fishline is offering a solid compensation plan for the position. The salary range for the position is \$115,000 to \$130,000. In 2023 Fishline is introducing an excellent employee benefits program including medical, dental, vision, EAP and Telemedicine.

ORGANIZATIONAL FOCUS



NOTABLE FACTS—STRENGTHS

Long-term sustainability based on an excellent community reputation and financial resources

Holistic approach to helping people and commitment to treating clients with dignity and respect

Strong collaborative partnerships with key community agencies

Active and committed board of directors



INITIAL FOCUS FOR THE EXECUTIVE DIRECTOR

Develop strong relationships with staff and volunteers to support acceptance of change

Build on existing strong community partnerships with nonprofit organizations, area businesses, and community leaders to meet community needs effectively

Maintain and strengthen existing good working relationship and communications with the Board of Directors

Quickly develop solid understanding of Fishline programs and strategic plan goals



FOCUS FOR LONGER TERM

Continue to develop and implement programs to address unmet community needs which effectively utilize funds available

Continue to strengthen Fishline's fund development program to assure financial support for meeting current and future community needs

Create an integral culture of diversity within the organization and work to extend it into the community



TIMING AND APPLICATION

APPLICATION AND SELECTION PROCESS

Candidates are encouraged to submit their interest as soon as possible. While applications are open until December 9, 2022 Fishline reserves the right to accelerate the selection process.

It is anticipated that preliminary interviews will be held in mid-December and final interviews shortly after the first of 2023.

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

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

Contact Information

For further information please contact: Frank Hagel (253) 572-2439 x304 or Liz Heath (253) 381-9654. Or email: frank@hagel.net or liz@hagel.net. DO NOT submit your application to these email addresses.

EQUAL OPPORTUNITY

Fishline is committed to the principles of equal employment. We are committed to complying with all federal, state, and local laws providing equal employment opportunities, and all other employment laws and regulations. It is our intent to maintain a work environment that is free of harassment, discrimination, or retaliation because of age (40 and older), race (including traits historically associated or perceived to be associated with race, which include, but are not limited to, hair texture and protective hairstyles such as afros, braids, locks, and twists), color, national origin, ancestry, religion, sex, sexual orientation (including transgender status, gender identity or expression), pregnancy (including childbirth, lactation, and related medical conditions), physical or mental disability (including obesity), genetic information (including testing and characteristics), veteran status, uniformed servicemember status, or any other status protected by federal, state, or local laws. Fishline is dedicated to the fulfillment of this policy in regard to all aspects of employment, including but not limited to recruiting, hiring, placement, transfer, training, promotion, rates of pay, and other compensation, termination, and all other terms, conditions, and privileges of employment.





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.