

BMAC:

Blue Mountain Action Council

CEO Position Profile



Blue Mountain Action Council (BMAC) seeks a visionary, creative, energetic, compassionate person to help shape and lead the future of the organization and its impact on people experiencing poverty and its related challenges. BMAC is a nimble and entrepreneurial Community Action Agency that provides a truly unique opportunity for professional fulfillment and impact across the entire community.

Blue Mountain Action Council

BMAC is a multi-program Community Action Agency with multiple funding sources from local, state, federal and philanthropy. It was founded in 1967 as a product of the War on Poverty under President Lyndon Johnson and has flourished as a community resource since that time. An entrepreneurial spirit and strong professional and volunteer leadership have shaped and driven BMAC through its life. Its primary focus is providing relevant, meaningful service to people with low incomes and those experiencing poverty and homelessness. BMAC and its CEO are key leaders in the Blue Mountain Community. Both are highly respected for their leadership and responsiveness to changing community needs. As the community grows BMAC's role will continue to expand.

In 2018 BMAC initiated a focused effort to improve its institutional diversity, equity and inclusion with full staff retreats, surveys, training, and group discussions. The renewed commitment to equity as an organizational priority was a return to the roots of community action. BMAC's staff reflects the racial demographics of the community, but more staff of color are concentrated in front-line positions and not management. Fostering this extraordinary pool of talent into leadership positions is a point of growth for the organization. This work is timely as there are several people in upper-management nearing retirement in the next decade. Supporting a diverse workforce at all levels of the organization and establishing an accelerated equity-minded succession plan are organizational goals.



BMAC Program Areas

Food Bank/Food Assistance—Gathering Hope for the Hungry provides over 4,000 meals daily to pantries in five counties.

Affordable Housing—BMAC owns and manages apartment properties for people who are low-income, have special needs and those seeking safe and affordable housing. It's important that the renters feel comfortable, safe and supported.

Employment & Job Training—BMAC works with low income individuals to help find paid work experience that can unlock the door to personal growth and financial stability.

Adult Literacy & Tutoring—BMAC provides free one-on-one learning. Literacy is more than reading. It means to read, write, compute, solve problems, assess, evaluate, and use information to participate fully at home, at work, and in the community.

Pro Bono Legal Services—BMAC provides legal aid when people need it the most. BMAC works with volunteer attorneys to help individuals and families navigate through the legal system, providing support services for civil cases.

Energy Assistance—The Energy Assistance Program helps households meet the financial challenges of increasing energy bills. BMAC can help pay bills for electricity, gas, propane, wood, and oil. Funds are seasonal and depend on availability.

Supportive Services for Veteran Families—The Supportive Services for Veteran Families Program (SSVF) seeks to prevent veterans and their families from becoming homeless and seeks rapid rehousing for those who are homeless. BMAC serves over 300 Veteran families per year by providing support at a community level.

Home Weatherization—BMAC assists low income people, seniors, people with disabilities, and families with children in proper weatherization of their home.

Homeless Assistance—Any person experiencing homelessness or facing the possibility of homelessness can work with BMAC. Together, they find the best housing option available from all homeless services in the community.

BLUE MOUNTAIN ACTION COUNCIL TODAY

BMAC is emerging from one of its most challenging, yet rewarding and successful, years in its long life. The COVID-19 pandemic reshaped and increased the level of services needed by low-income individuals and families in dramatic ways. BMAC was able to rise, adapt and serve thousands more people than had been served in the past. The incredible sixty-five staff members continue to step up to address the demand for food, housing, homeless services, and other critical safety net services in the Blue Mountain area.

As the pandemic subsides, BMAC is forecasting how services will need to be provided in the future. Collaboration with community partners is deemed critical, with BMAC being willing to take a leadership position where needed and appropriate. As the current, highly regarded, CEO retires, this is a great time for a new CEO to be able to help shape the future of BMAC and its services and role in the Blue Mountain Community.

Building Thriving Communities

MISSION:

BMAC collaborates with our partners to equitably deliver services and support to our neighbors experiencing poverty. Together, we strengthen and build stable and thriving communities.

VISION:

BMAC envisions just and inclusive communities where all people thrive, free from the oppression of poverty.

GOALS:

- Meet the basic needs of low income people: Food, Housing, and Jobs are our pillars
- Offer opportunities to help people become independent and self-sufficient
- Develop ways to reduce and prevent poverty
- Engage community support and volunteerism

For more information about BMAC go to:
<https://www.bmacww.org/>



"Having a place to call home has meant more than we could ever convey. We wouldn't have gotten back on our feet without BMAC's help and support and we will always be grateful for the time we had at Lincoln Terrace." — Former Lincoln Terrace Resident

"I don't see that I could survive without having this extra food. I just don't. I know what it is to go hungry. So this place is a godsend." - Food Bank Client

BLUE MOUNTAIN ACTION COUNCIL

Strengths and Focus



Organizational Strengths:

- Highly respected for the quality and breadth of services it provides for families and individuals with low incomes, and people experiencing homelessness
- Demonstrated ability and agility to identify and address gaps in needs through programming and collaboration with other service providers
- Excellent, committed, long-term staff
- Strong financial position
- True, deep commitment to Diversity, Equity, and Inclusion
- In 2020, BMAC moved to its new service center designed specifically to meet its program needs



Initial Focus for the CEO:

- Develop strong, trusting relationships with staff members
- Actively reach into the community to become involved and develop relations with community leaders, public officials and other service providers
- Develop and nurture relationships with current and potential funders
- Continue the focus on equity in services and staffing
- Become familiar with the 2020-2025 strategic plan



Longer Term Focus:

- Be aware of new funding and service delivery opportunities as BMAC emerges from the COVID-19 environment
- Continue the implementation of the strategic plan
- Study feasibility of providing more non-centralized services to reach deeper into outlying geographic areas
- Study feasibility of providing additional supportive housing to help stabilize more people

THE POSITION

Reporting to the fifteen member Board of Directors, the CEO will have overall strategic and operational responsibility for the organization's \$10.0 million budget, employee group, community presence, donor relations, collaborations and relations with other nonprofits, and mission achievement. The BMAC Board uses the [policy-governance model](#) in its relationship with the CEO.

It is expected that the CEO will play a leadership role in helping shape the community's understanding and support for the needs of people experiencing poverty and other challenges.

Salary range—\$110,000—\$120,000 plus an excellent benefit package.

QUALIFICATIONS

- Community Action Program experience highly desirable
- Bachelor's degree or equivalent experience
- Seven-plus years of success in a CEO or senior management role in a complex, similar or larger sized nonprofit organization
- Success working with a nonprofit, volunteer board of directors
- Strong financial acumen and experience working with local, state and federal contracts
- Demonstrable commitment to Diversity, Equity, and Inclusion.
- Demonstrable success in community leadership and collaboration with other organizations providing community services.

PERSONAL ATTRIBUTES REQUIRED FOR SUCCESS

- Authentic, transparent
- Excellent communicator
- Collaborative, consensus builder
- Comfortable with change
- Committed to DEI
- Empathetic
- Passionate and mission-focused
- Possesses sense of humor
- Relatable, responsive to others
- Resilient
- Strategic thinker
- Visionary
- Well organized





LIVING & WORKING IN WALLA WALLA, WA

It is often said that Walla Walla is such a great place to live that it was named twice. A vibrant reflection of the past and the present, downtown Walla Walla is the place where you begin to discover what makes the city so special. A walk down tree-lined streets reveals an eclectic mix of vintage shops, boutiques, cafes, bookstores, tasting rooms, and restaurants. Downtown Walla Walla has been recognized time and again as one of the best small-town Main Streets in the country. Located right on the Oregon border, Walla Walla proper has 33,000 residents.

The surrounding Walla Walla and Blue Mountain area has more than 145,000 people. It is experiencing tremendous economic growth in the business, agriculture and viticulture industries. Tourists and locals enjoy renowned restaurants, shopping and an active arts community with theater, museums, sculpture and the longest performing symphony west of the Mississippi.

Walla Walla has long been known as one of the most fertile agricultural areas in the nation, producing many crops, including the famous Walla Walla Sweet Onions. The area's beauty is enhanced by its thousands of acres of beautiful wheat lands and wide spread vineyards. Walla Walla is world renowned for its wine with more than 100 wineries in the area attracting wine connoisseurs from all over the world.

Walla Walla is a wonderful place to raise a family. The Walla Walla area has excellent public schools and private schools along with four institutions of higher learning — Whitman College, Walla Walla University, Walla Walla Community College and Blue Mountain Community College. With a classic drive-in movie theater, two large community pools (complete with water slides), and fun events like the annual hot air balloon festival and the Walla Walla Fair & Frontier Days, Walla Walla keeps kids busy and happy. The Walla Walla Sweet Onion Festival is held annually in July, celebrating the onion's rich tradition. Walla Walla currently has two farmers markets, both held from May until October. Golf, hiking, fishing, hunting, skiing and biking round out a high quality outdoor lifestyle.

If you're not familiar with Walla Walla, a quick Google search will provide glowing reviews from The New York Times, Vogue, Forbes and Travel + Leisure, just to name a few.

You can find more information on living in Walla Walla by going to www.wallawalla.org.



TIMING AND APPLICATION

APPLICATION AND SELECTION PROCESS

Applications received by **5:00 p.m. on Monday, July 5, 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 August 16, 2021 with a decision made shortly thereafter.

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

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

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



Blue Mountain Action Council is committed to creating an equitable organization that is inclusive and representative of the communities we serve. We recognize that our diversity is our strength, and it is critical to advancing our mission and enhancing the well-being of participants, staff, volunteers, and the community.

As an affirmative action/equal opportunity employer, it is our policy to provide equal employment opportunities to all qualified individuals without regard to race, color, religion, national origin, marital or veteran status, genetic information, gender, age, non-disqualifying physical or mental disability, sexual orientation or any other legally protected status.