



# TURNING POINTE

*Survivor Advocacy Center*



## Executive Director Search Position Profile

Turning Pointe Survivor Advocacy Center was founded in 2000 as a result of a county-wide survey conducted by the Mason County Health Department and Mason General Hospital identifying domestic violence as one of the top health concerns facing the county



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## Executive Director

If you are looking to lead a outstanding organization with a critical mission, in a welcoming community, with an enjoyable quality of life, look no further! Located in Shelton, WA, Turning Pointe Survivor Advocacy Center has embarked on a search for a top professional to become its new Executive Director. Employees say, "I love my job! Our staff is like a great family!". Board members say, "We have a fabulous board and are fully committed to Turning Pointe".

Shelton is the largest city in Mason County, serving as its county seat of government. It is located along the lush green shores of Oakland Bay in the southwest region of Puget Sound and is the gateway to the Olympic Peninsula. Access to the glories of Hood Canal and Olympic National Park is mere minutes away. It features quiet harbors, waterfront homes, an award-winning hospital system and historic downtown core highlighted by a collection of antique shops, restaurants, and more.

The Executive Director will play a high-profile role in the Shelton and Mason County community recognizing Turning Pointe's position as a significant leader and partner of nonprofits in the area. The Executive Director works with a staff of seventeen other dedicated team members who are highly respected in the community and surrounding area.

Turning Pointe is financially healthy. Total revenue in 2022 was \$1,968,992 with expenses of \$1,678,417. Revenue is a mix of government contracts, foundation grants, capital grants, fundraising events, individual contributions, and in-kind donations.



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# Organizational Overview

Turning Pointe is a highly respected and vibrant organization that is a key leader in domestic and sexual violence services in Western Washington. It is the second largest shelter in the state. Turning Pointe provides a wide group of trauma-informed services to its clients. In 2022 more than 500 people were served.

## Turning Pointe Services

**Legal Advocacy**—supports survivors as they navigate the legal system including protection orders, divorce papers and parenting plans.

**Support groups**—are led by a trained advocate who encourages peer support and discussion. Topics include self-care, dealing with anger, effects of domestic violence on the family, and more.

**Prevention and Education**—efforts focus on the roots of domestic and sexual violence with the goal of preventing abuse.

**Youth Advocacy**—our youth advocate works with both shelter and non-shelter youth who are “secondary” or “primary” survivors of abuse, neglect and sexual assault.

**Shelter Services**—our 56-bed emergency shelter houses female survivors, their children, and pets. We offer hotel vouchers for males over 18 fleeing violence.

**General Advocacy**—Clients often need time to process emotions and feel supported. Advocates are available to listen, provide resources, and support clients in their decisions. 45% of Turning Pointe advocates are Spanish-speaking.

**Housing Advocacy**—our Housing Advocate helps clients navigate the system and find viable housing options and determines if rental assistance is needed.

**Safety Planning**—When someone wants to flee an abusive situation, the abuse often increases, which makes developing a proper safety plan vital.

**24-Hour Crisis Line**—Turning Pointe operates a toll-free crisis phone and text line that is accessible 24 hours a day, 7 days a week, 365 days a year.



## Mission

Our mission is to provide safety and support to sexual and domestic abuse survivors through advocacy, prevention education, and action for social change

## Principles

Ensuring the confidentiality, safety and privacy of persons who have been victimized by domestic violence and sexual abuse

Helping persons who have been victimized by domestic violence and sexual abuse to take control of their lives

Preventing domestic violence and sexual abuse by working to increase public awareness through community education and networking

Serving and relating to all clients, their children, and others in a respectful and nondiscriminatory manner regardless of age, gender, sexual orientation, ethnicity, religion, economic status, or health and physical condition

For more information on Turning Pointe visit <http://www.turningpointe.org>

# Turning Pointe's Strengths and Focus



## Strengths

- Named Mason County's Nonprofit of the Year in 2023
- Excellent trauma-informed services and programs
- Quality, dedicated Board of Directors
- Highly professional and knowledgeable staff team
- Inclusive of all people
- Key leadership organization throughout its rural community



## Initial (6-12 month) Focus for the New Executive Director

- To focus on staff development, training and onboarding to provide clarity of roles and responsibilities
- To gain an early understanding of the multiple funding sources and reporting requirements to funders
- To develop effective relationships with Board members
- To develop effective relationships with all staff members
- To actively reach out to local communities to increase awareness of Turning Pointe programs and partnerships



## Longer-Term Opportunities

- Facility expansion to include early childhood program and administration space
- To expand legislative advocacy for funding expansion of abuse services
- To expand partnerships with other organizations to provide more wraparound services
- To continue the expansion of services program-wise and geographically

# THE POSITION



## REPORTING & AUTHORITY

Reporting to the eight-member Board of Directors, the Executive Director will have overall strategic and operational responsibility for Turning Pointe, its funder, donor and community relations and mission achievement. The Executive Director leads a staff of seventeen.

## BASIC DESIRED QUALIFICATIONS

We welcome candidates with diverse backgrounds and experiences, especially those with at least 7+ years of senior management experience in nonprofit organizations. Candidates with professional experience serving survivors of sexual and domestic violence in a shelter environment are highly desired.

- Understanding of trauma-informed care
- Strong financial acumen
- Demonstrated leadership and team-building skills
- Demonstrated fundraising and grant-writing skills

## PERSONAL ATTRIBUTES REQUIRED FOR SUCCESS

- A connector
- Able to balance diversity of thought
- Able to have difficult conversations when needed
- Authentic, transparent
- Collaborative, a consensus builder
- Committed to diversity, equity, inclusion and access
- Diplomatic
- Ethical and fair
- Excellent communicator, excellent listener
- Flexible/adaptable
- High emotional intelligence - awareness of others
- Inspirational
- Possesses appropriate sense of humor
- Professional demeanor
- Strategic thinker
- Visionary
- Well organized

## COMPENSATION & BENEFITS

The initial hiring range for the position is \$110,000—\$125,000 per year, depending on experience and past success. Employee benefits include Simple Retirement plan with employer contribution, group life insurance, health care/vision care, dental, PTO, 11 paid holidays, YMCA membership



## TIMING AND APPLICATION

### APPLICATION AND SELECTION PROCESS

Candidates are encouraged to submit their interest as soon as possible. While applications are currently open until April 19, 2024, Turning Pointe reserves the right to accelerate the selection process.

**To register as a candidate please go to:**

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

All submissions will be acknowledged and will be held in strict confidence

Finalists for the position will be required to participate in two assessments. The assessments are web-based, take about 75 minutes together and help match the candidate's attributes and competencies with the desired attributes and competencies for the position. All results are held strictly confidential. Formal background checks will be conducted on finalists for the position, with their permission.

### Contact Information

For further information please contact: Frank Hagel (253) 380-1733 or Marcia Walker (253) 380-0401. Or email: [frank@hagel.net](mailto:frank@hagel.net) or [marcia@hagel.net](mailto:marcia@hagel.net). DO NOT submit your application to these email addresses.

### EQUAL OPPORTUNITY

Turning Pointe is an equal opportunity employer committed to workplace diversity. We do not discriminate in employment practices based on age, sex, marital status, sexual orientation, race, creed, color, national origin, citizenship or immigration status, honorably discharged veteran or military status, or the presence of any sensory, mental, or physical disability or the use of a trained dog guide or service animal by a person with disability.

