



EXECUTIVE DIRECTOR SEARCH

DATE POSTED: MAY 13, 2019

***APPLICATIONS SUBMITTED BY JUNE 15, 2019, AT 5:00 PM (PST)
WILL BE GIVEN FULL CONSIDERATION. INTERVIEWING WILL BEGIN
IN LATE JUNE.***

ROOTS Young Adult Shelter is seeking its next leader who will launch the agency into the next twenty years of success. The Vision of ROOTS is that everyone has a place to call home and the Board of Directors is looking for a leader who can realize this vision in new and creative ways. Through community building and important services, ROOTS confronts homelessness daily. ROOTS is the largest young adult shelter in Washington State and the largest low barrier, emergency shelter in the region for young people between the ages of 18-25. ROOTS is in the Historic University District, home to the oldest coffee shop in the city and the University of Washington Main Campus is across the street.

The ideal candidate will have a passion for direct service and understand the complexity of homelessness as a symptom of social and cultural issues. Seattle is a hotbed of homelessness research and learning as the city manages a homelessness crisis that is historically unprecedented. Our ideal candidate is invigorated by the challenge, creative risk-taking in a dynamic social service environment, and who has a penchant for collaboration and partnership. This is a once in a lifetime opportunity to participate in one of the greatest social and cultural challenges in American history.

ABOUT ROOTS YOUNG ADULT SHELTER

MISSION

ROOTS Young Adult Shelter builds community and fosters dignity through access to essential services and a safe place to sleep for young adults experiencing homelessness.

VISION

Everyone has a home and the opportunity for a healthy, fulfilling life.

VALUES

- Integrity
- Collaboration
- Equity
- Results

THE CAUSE: YOUNG ADULT HOMELESSNESS

ROOTS Young Adult Shelter opened in 1999 in response to an unmet need for a shelter specifically for young people between 18 and 25. The agency was founded by the University Temple United Methodist (UTUM) to serve young adults that are too old for youth shelters but often feel unsafe in shelter settings that primarily serve older adults. ROOTS provides a safe place to sleep at night with 2 hot meals and hygiene services and most importantly, opportunities to participate in a community with each other and our dedicated volunteers.

Unlike most emergency shelters, ROOTS is heavily volunteer-driven. Our goal each night is to have one volunteer or staff member present for every three guests that we serve. We average 150-200 volunteers per week. Our volunteer opportunities include evening, morning, dinner, breakfast and overnight shifts.

Volunteers do some logistical tasks to keep the shelter running smoothly, but the focus of our volunteer program is building community with our guests and providing social support.



ROOTS is at the center of finding meaningful solutions to homelessness. As a low barrier, emergency shelter, we provide access for some of the most difficult to reach homeless young adults. Every night in our region, there are approximately 1300 young people unhoused and unsheltered. We are able to provide support to 45 of them, which reveals a huge unmet need for services and support. As the charts below reveal, the population is diverse and requires sensitivity in a number of areas including sexual orientation and gender identity, race and class, mental health, and histories of trauma. ROOTS utilizes both a social justice/anti-oppression lens as well as a Trauma-Informed Approach. These approaches are critical to the success of ROOTS programming and the next leader will embrace and expand on these frameworks to enhance ROOTS' services.

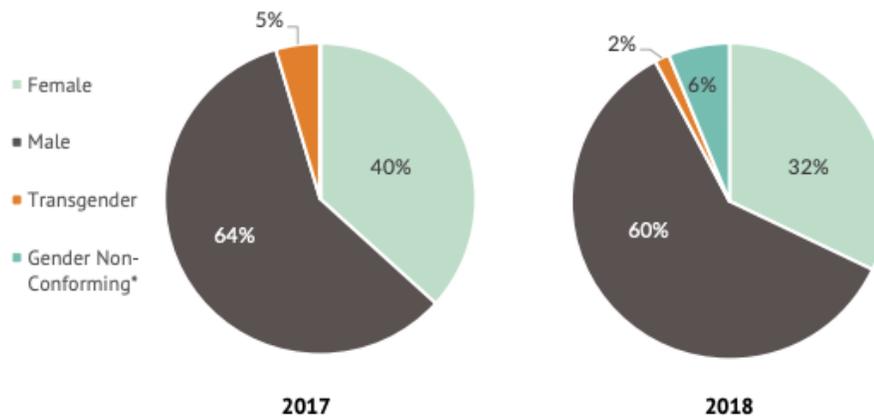


THE FUTURE

In the past few months, service providers in the region have been informed that a new framework for service delivery will be developed and implemented within 2019. ROOTS has spent the past few months exploring opportunities and partnerships to poise themselves to best respond to the changes in approaches. We learned about our strengths and our challenges and we are working to create a foundation for the future of ROOTS.

When the new Executive Director arrives the agency will be working on renovating a new facility and will be in the midst of a capital campaign. All of this activity is a result of UTUM's decision to redevelop their property in the midst of one of Seattle's largest neighborhood redevelopment initiatives. The Board of Directors has decided to stay in the University District, where ROOTS has been for 20 years.

FIGURE 78. UNACCOMPANIED YOUTH AND YOUNG ADULTS EXPERIENCING HOMELESSNESS, TOTAL COUNT POPULATION BY GENDER



2017 n= 1,498; 2018 n= 1,518

Note: In 2018, the U.S. Department of Housing and Urban Development (HUD) updated reporting categories for gender. In 2017, the reporting categories for gender included Female, Male, Transgender, and Don't Identify as Male, Female, or Transgender. In 2018, the categories included Female, Male, Transgender, and Gender Non-Conforming (i.e. not exclusively male or female). For federal reporting purposes, survey respondents identifying as Gender-Queer; Gender Non-Conforming; Non-Binary; Neither Male, Female, or Transgender; or Other Not Listed were included in the Gender Non-Conforming category. Multiple response question. Percentages may not add up to 100 due to rounding.

CHALLENGES & OPPORTUNITIES

FUNDING

The funding landscape in the region is changing dramatically in the upcoming years as the region works to find sustainable solutions. The ideal person for this position will embrace this work and lead ROOTS to be in the best position to access the new funding.

FACILITIES

ROOTS' church home will be sold in 2020 and ROOTS is under a serious time commitment to find a new home. The Board of Directors wants the agency to remain in the University District so the challenge to find adequate facilities is a priority. The ideal candidate will hit the ground running with this in mind.

PARTNERSHIPS

Many of the necessary solutions to ROOTS' challenges emerge from the many actual and potential community partnerships. Many of the youth housing providers are committed to working together to increase their collective capacity and ROOTS can play a key role in bringing these partnerships and services to the guests that we serve. The ideal candidate will approach this work with openness and humility and will openly engage in collective dialogue.

SUSTAINABILITY

One of the greatest challenges facing the nonprofit sector is developing sustainable funding models. Creativity, entrepreneurial spirit, calculated risk-taking, and superior project management skills will be needed to realize the potential of ROOTS.

CREATIVITY

ROOTS uses a social justice framework, which demands creative and engaging problem-solving and management skills. The board, staff, and guests will look to the new leader to create systems that dismantle institutionalized oppression. This includes addressing internal policy issues, pay scales, and access to a living wage. This point is directly related to the sustainability issue.

NEW DIRECTOR RESPONSIBILITIES AND EXPECTATIONS

PROGRAM DEVELOPMENT & DELIVERY

Work in partnership with the Shelter Staff and the Volunteer Services Manager to provide excellent service to ROOTS' guests. The current program is in the transition from being an emergency shelter to providing more advanced services including job training and placement, case management, and emotional and practical support.

STAFF MANAGEMENT

The agency is searching for a strong leader who leads with empathy, can be fully engaged in the full scope and experiences of the agency, and can work to support the staff in all of their work. The new leader will have a strong background in program development and management with a focus on solution-focused and social justice approaches. The staff will depend on the new leader for vision, support, and the resources needed to be effective.

BOARD OF DIRECTORS

The new leader will support the board in embracing the vision of the agency. Board members are excited about becoming a fundraising board and looking to expand their impact in the community. The new leader will find creative and relevant approaches to developing how the board engages in community work.

STRATEGIC DIRECTION

In a quickly changing environment, it is imperative that the new leader embrace a strategic approach to the work. A new leader will work with the board to explore and implement strategic initiatives that will move ROOTS forward in its work to eliminate homelessness. An ability to hold the vision along with the capacity to work in the detail will be important traits to utilize.

FUNDRAISING

The new leader will work with the staff, board, and community to raise the money needed to implement ROOTS' work. In this work, the new leader has the opportunity to develop new relationships and to implement a creative solution for developing sustainable resources.

FINANCIAL MANAGEMENT AND LEGAL COMPLIANCE

Work the board and staff to manage the finances of the agency according to appropriate legal and ethical practice. This work includes regular review of the finances, review of all relevant financial data, annual budgeting process, compliance with all legal nonprofit requirements, and effective oversight of the financial management process.

EVALUATION

The new leader will work to implement evaluation protocols on all areas in the agency to increase the agency's capacity to participate in self-learning.

QUALIFICATIONS

EXPERIENCE

A minimum of seven years of experience with demonstrable success as a steward of responsible fundraising and organization-building; experience working within the nonprofit sector and with a broad range of constituents; experience in the field of homelessness or social services is a plus.

MANAGEMENT

Demonstrable understanding of a collaborative and transparent model for leading and managing; capacity for and commitment to a transparent, honest, ethical and supportive work environment; creative use of limited physical and fiscal resources and familiarity with HR issues; strong interpersonal skills which motivate and lead staff, volunteers, the funder base and the Board. Able to inspire and empower.

FINANCE

Executive experience in the nonprofit sector with budgeting processes of planning, rigorous review, developing and implementing long term budget goals and effectively executing against an annual budget.

FUNDRAISING

A solid track record in developing and executing strategies for annual fundraising campaigns to increase support from individual donors, corporations, foundations, and government entities; a record of actively soliciting funds and inspiring donors to donate.

MARKETING AND COMMUNICATIONS

Strong communication skills to serve as an effective spokesperson, increasing public awareness and broadening the organization's reputation. Able to communicate a clear vision to both internal and external constituencies.

PUBLIC SPEAKING

Media and public speaking skills for being "the face" of the organization both internally and externally including with government officials and community partners.

EDUCATION

An undergraduate degree is expected and an advanced degree in a discipline relevant to carrying out the organization's mission is a plus.

PASSION AND COMMITMENT

Commitment to the mission and to serving the needs of the community, ability to broaden public understanding of homelessness, help clients access services and be able to develop strategies for addressing those needs.

CREATIVITY AND PROACTIVITY

Demonstrable high level of initiative and collaborative leadership: an individual who thinks broadly and is open to fresh ideas from a variety of sources, able to include all levels of staff and partners in defining and supporting the mission and able to impart credibility, trust, enthusiasm, and integrity. An individual who can motivate and inspire others.

DIPLOMACY

Demonstrable grace and consensus building skills: an individual who negotiates and navigates change while communicating clearly and maintaining decisive, proactive and fair treatment of others.

COLLABORATION

Skills for establishing and maintaining a strong, inclusive working partnerships with the staff, the Board, volunteers, the community and stakeholders; ability to gain their trust and forge relationships that will bring forth their best ideas and efforts for supporting and enhancing programs to carry out the mission and raising the funds required to support those activities.

STRATEGIC PRIORITIZING AND PLANNING

Organization and management skills for the details of the day-to-day running of the business as well as strategic thinking about the organization; clear thinking for prioritizing and leading staff and initiatives to fruition.

COMPENSATION

The annual compensation for this salaried exempt position is \$110,000.00. ROOTS offers a generous benefits package ROOTS is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

ROOTS Young Adult Shelter
1415 NE 43rd Street
Seattle, WA 98105

HOW TO APPLY

Please submit a cover letter and a resume and respond to the following items in your cover letter. We encourage you to be creative and take this opportunity to introduce yourself to ROOTS. Brevity and clarity are encouraged with a full application limited to 2 pages of a cover letter and a resume. All applications must be submitted via email to arthurp@rootsinfo.org by June 15, 2019. Application review will begin immediately and the position will remain open until filled.

- 1) Please describe why you are the optimal applicant for this position
- 2) Based on the position description, what motivates you or calls you to this work?

3) How would you describe your social justice framework? How have you been active in anti-oppression work both in direct service or through policy development and management?

4) Please describe your history related to homelessness and positive youth development.

ROOTS does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, hiring and firing of staff, selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, clients, volunteers, subcontractors, vendors, and guests.