



Now Hiring **EXECUTIVE DIRECTOR**



LOCATION

Shoreline and
North Seattle, WA

SALARY RANGE

\$140,000—\$170,000
annually

KEY DATES

Posted:

September 8, 2026

Priority Submission:

October 2, 2026

Reviewed as received.

Desired Start:

Late 2026/Early 2027

Lake City Partners Ending Homelessness (LCP) is entering an exciting next chapter. We are known in our community for compassionate, evidence-based, trauma-informed care and for building meaningful relationships that help people move from homelessness toward stability and permanent housing. Our experienced and deeply committed staff and board bring a collaborative, resourceful spirit—and genuine joy—to this work. With a strong financial foundation and a committed team, LCP is well positioned to expand our reach and impact.

We are seeking an Executive Director who is inspired by the possibility of ending homelessness through compassionate service and bold leadership. The successful candidate will build on LCP's strengths while helping shape what comes next: strengthening partnerships, developing resources, supporting and inspiring staff, collaborating with the board, and positioning the organization for sustainable growth and a greater capacity to serve our community.

Organizational Overview



Lake City Partners Ending Homelessness (LCP) envisions a compassionate community where everyone has access to a home. We work to end homelessness by building trusting, individual relationships and accompanying people on their journey from tent to front door. Through shelter, day center, outreach, and client services, LCP creates pathways to stability, recovery, and permanent housing, primarily in North Seattle and North King County. **Our approach is grounded in evidence-based, trauma-informed care, and we believe that every person deserves dignity, connection, and a place to call home.**

Lake City Partners is a committed, high-performing team of 35 staff and a dedicated, supportive board of eight. Our culture of trust and openness creates space for ideas from staff at all levels to shape our programs and inform how we respond to emerging challenges. The board is clear about its governance role and enthusiastically supports staff in carrying out the work. **Together, we are curious, innovative, adaptable, scrappy, passionate, resourceful, and unified in our mission. We share a common goal: ending homelessness by helping people move into housing.**

At LCP, we work with people as humans, not just clients, and build real relationships along the way. Our trauma-informed approach is the foundation for how we support both the people we serve and our staff. We care deeply about our community and each other, and we value a sense of humor and joy in our work together.



Aurora Oaks Enhanced Shelter



Our Values

- Dignity and Respect
- Equity and Inclusion
- Compassion and Empathy
- Collaboration and Partnership
- Empowerment and Self-Sufficiency
- Housing First
- Innovation and Adaptability
- Accountability and Transparency
- Community Engagement

See our website for information about [our programs](#), [our partners](#), and [our impact reports](#).

Opportunities and Essential Duties



We expect the new Executive Director will focus their time in these areas:

STRATEGIC VISIONING AND ADVOCACY

Guide LCP's strategic direction and priorities for its next chapter of growth, serving as a champion for ending homelessness one person at a time. You will:

- Set organizational vision and strategic priorities in collaboration with staff and board, mindful of our complex and shifting landscape.
- Champion LCP's work and vision by cultivating strong external relationships and partnerships with local government, nonprofit providers, funders, and neighbors, ensuring LCP's work is understood, valued, and supported.
- Serve as an effective spokesperson, representing LCP in forums and networks that advance LCP's strategies and vision.
- Lead the board and staff to look creatively at where the organization can have the most impact, exploring and addressing exciting strategic questions.

ORGANIZATIONAL LEADERSHIP AND CULTURE

Lead our committed, purpose-driven team while strengthening internal alignment and fostering a collaborative, evidence-based, and trauma-informed organizational culture. You will:

- Partner with the leadership team and board of directors to advance the organization's mission and strategic vision.
- Invest deeply in staff, supporting individual and collective development, effective performance management, and retention of our 35-member team, including four direct reports.
- Develop structures and frameworks for transparent decision-making and change management.
- Support ongoing training and skill-building around trauma-informed principles, racial equity, and social justice.
- Partner with the board of directors to strengthen governance, clarify roles and responsibilities, and engage board members in advancing LCP's mission and strategic priorities.

SUSTAINABLE RESOURCE DEVELOPMENT AND OPERATIONS

Ensure LCP's long-term operational and financial sustainability while maintaining our commitment to our unhoused neighbors. You will:

- Oversee and manage LCP's \$3.9 million budget, including complex government grants and contracts, with thoughtful expense management and anticipation of shifting funding, operational, and capital needs.
- Lead the development and implementation of a long-term financial strategy that strengthens LCP's sustainability, diversifies revenue beyond public grants, and positions the organization to navigate uncertainty and future capital needs.
- Engage, equip, and activate the board in fundraising.
- Ensure compliance with legal, regulatory, and contractual obligations while maintaining high-quality programs.
- Utilize systems to collect, analyze, and use data and performance reporting to inform decision-making, storytelling, and strategy.



The Leader We Seek



In addition to being qualified to meet the opportunities and essential duties described above, the ideal candidate will bring many of the following qualities, skills, and areas of expertise:

VISIONARY, STRATEGIC, AND ENTREPRENEURIAL NONPROFIT LEADERSHIP

- Proven nonprofit leadership experience, including partnering with boards to set vision, develop long-term strategy, and translate it into effective programs and sustainable financial and organizational models.
- Strategic and forward-thinking, with the ability to anticipate political, sector, and organizational shifts; address current challenges; and identify emerging opportunities.
- Entrepreneurial, growth-oriented, and adaptable, with experience scaling organizations through partnerships, programs, or new locations and developing creative solutions in changing or ambiguous environments.
- Broad expertise across nonprofit management, operations, governance, finance, compliance, and human resources, with a commitment to equitable organizational practices and effective programs.
- Comfortable using data, performance measures, and organizational learning to guide decisions, communicate impact, and inform strategy.

COLLABORATIVE, PEOPLE-CENTERED, AND BOARD-FOCUSED

- Collaborative leader who builds, coaches, mentors, and invests in strong teams and creates a culture where people's ingenuity and creativity can thrive.
- Transparent, fair, and thoughtful in communication and decision-making, with the ability to create role clarity and align staff, board, and other constituents around mission, strategy, and organizational priorities.
- Curious and open-minded listener who genuinely values the perspectives and expertise of staff, board members, and other constituents.
- Skilled in change and project management, with a track record of moving ideas from development to implementation.
- Effective board partner who strengthens governance by clarifying roles, structures, and responsibilities; building board capacity; and connecting board members' skills and passions to the organization's needs and mission.

DYNAMIC, COMPELLING AMBASSADOR AND RELATIONSHIP BUILDER

- Clear, compelling, and engaging communicator across written, verbal, and public settings.
- People-centered and energized by building and stewarding relationships with staff, board members, donors, partners, elected officials, neighbors, and clients.
- A passionate ambassador for LCP who can advocate for and amplify its work while expanding opportunities for partnerships and funding.

KNOWLEDGE OF HOMELESSNESS SERVICES AND COMMITMENT TO OUR COMMUNITY

- Experience in direct social services, preferably homelessness services in King County or a comparable metropolitan area, with a strong understanding of the systems, services, policies, providers, and funders working to end homelessness.
- Deep understanding of homelessness and its intersecting issues, paired with a commitment to learning from and valuing staff experience and expertise.
- Familiarity with shelter operations is a plus.

STEEPED IN TRAUMA-INFORMED CARE AND EQUITY

- Demonstrated commitment to applying trauma-informed care with clients and staff alike.
- Equity and trauma-informed practice shapes how you lead and make decisions, and are foundational to creating inclusive workplaces and communities rooted in belonging.

FINANCIAL SUSTAINABILITY, RESOURCE DEVELOPMENT, AND OPERATIONS

- Strong fundraising experience, including securing and managing public and private grants and contracts.
- Proven ability to diversify revenue and develop long-term financial strategies that support sustainability in a shifting funding landscape.
- Experience partnering with staff to build fundraising capacity, steward donors, and turn volunteer engagement into philanthropic support.
- Creative approaches to generating revenue for facilities expenses not covered by operating grants are a plus, as is capital campaign experience.



Compensation and Benefits



This is a full-time, exempt, salaried position based in Shoreline and North Seattle, WA. Some evenings, weekends, and local travel may be required. The **salary range is \$140,000–\$170,000 annually**, depending on qualifications and experience.

Lake City Partners offers a **comprehensive benefits package**, including:

- **Medical, dental, and vision insurance:** 100% of employee-only medical insurance premiums paid by LCP through Kaiser Permanente
- **Retirement:** 401(k) retirement plan matched up to 3% of employee's contribution
- **Paid time off:** Three weeks of vacation annually, plus sick leave accrual of approximately one day per month
- **Paid holidays:** 11 holidays annually
- **Bereavement leave**
- **Paid family and medical leave**

To Apply

Please send a cover letter and résumé as a PDF to search@annekatahiraconsulting.com, with “**LCP Executive Director: Name**” in the subject line. In your cover letter, please explain what has prepared you to lead Lake City Partners at this time and how your experience, interests, and values align with LCP's mission and the Executive Director role.

Applications received by October 2, 2026, will be prioritized.

Initial interviews are anticipated to begin in mid-October. All applicants will receive a confirmation receipt. The desired start date is late 2026–early 2027. The position is open until filled.

Inquiries, referrals, and requests for accommodations with the job application process can be directed to LCP's search partner, Anne Katahira, Anne Katahira Consulting LLC at search@annekatahiraconsulting.com.



Anne
Katahira
Consulting
LLC



Anne Katahira Consulting LLC partners with mission-driven organizations through executive search, leadership coaching, and organizational development to imagine into existence new futures where we all thrive.

