



Helping Homeless Families Find Housing and Hope Since 1989

Executive Director Search Summer 2017

OUR MISSION.

Bringing our community together to partner with homeless families by providing affordable housing and empowering them with practical case management and hope.

OUR VISION.

A safe and supportive community, wherein opportunity exists for all families to achieve stable housing and self-sufficiency.

OUR HISTORY.

Attain Housing is the result of the merger of two Eastside nonprofit organizations originally founded in 1989 by local citizens committed to addressing homelessness in their community: KITH and Housing at the Crossroads.

KITH: In Kirkland, members of five churches came together to form the Kirkland Interfaith Transitions In Housing (“KITH”). In its early years KITH provided homeless families with vouchers at local motels and rent subsidies, along with counseling and other support services to guide families to permanent housing. With assistance from local government funding, KITH acquired a 12-unit apartment (Salisbury Court) and began housing homeless families in its own property and providing case management services. With the assistance of Kirkland businessman, Bill Petter, and others in the community, KITH acquired two more fourplexes – Petter Court I and Petter Court II – to provide additional housing for its clients. In 1998, KITH launched a unique fundraising event called the 7 Hills of Kirkland, which provided a supported 38 mile long bike ride over 7 hills in and around Kirkland. The event has grown from an initial ridership of 200 cyclist to over 1,000 cyclist per year. With the sponsorship of Evergreen Medical Center and other business and rider fees, the event raised over \$110,000 in 2015.

Housing at the Crossroads: In Bellevue of 1989, the Social Concerns Committee of the St. Louise Catholic Church decided to develop a transitional housing project to address homelessness on the Eastside. It created a nonprofit organization, Housing at the Crossroads (“HAC”). HAC purchased a 3-bedroom home in East Bellevue with funding from St. Louise Catholic Church, ARCH and King County. In response to HAC’s request for assistance from other local churches, Bellevue Presbyterian Church (“BelPres”) became a partner in the project. A member of BelPres heard about HAC and made their fourplex apartment available for four more families. Eventually, the owner of this 4-plex donated it to HAC. In 1996, with the assistance of the Windermere Foundation, HAC acquired a duplex in South Bellevue. HAC contracted with KITH beginning in 2003 to provide professional case management services for its transitional housing clients. In 2004, HAC sold its original home and used the proceeds to acquire land and architectural plans for a 6-unit complex in East Bellevue which became known as Kensington Square. With state and local funding and assistance from the Master Builders Foundation and Common Ground, HAC completed Kensington Square in 2008. .

For 23 years, HAC’s operations were conducted entirely by its board and volunteers. In 2012, HAC decided it was time to either develop its own staff or merge with another organization which had staff support. HAC elected the latter option and chose to merge with KITH.

Attain Housing: The merger of the two organizations became effective January 1, 2013. With properties in both Kirkland and Bellevue, the merged organization engaged professionals to assist in a systematic search for a new name and rebranding of the organization which reflected its broader mission of serving homeless families throughout the Eastside. In 2014, the organization formally changed its name to Attain Housing.



OUR PROGRAMS.

Transitional Housing. Attain Housing provides 33 units of family-centered housing and services to King County residents who are experiencing homelessness. While meeting their critical needs for housing and services, Attain Housing assists families as they work to transform their lives.

Attain Housing works with families in crisis to stabilize their situation. At the heart of Attain Housing's Transitional Program is Case Management, a structured program in which participants regularly meet with trained case managers to establish and work toward individualized goals. As families achieve their goals, including gaining employment skills, improving credit, or furthering their education, they interrupt the cycle of homelessness and build the strength they need to return to self-determination and self-sufficiency.

Attain Housing refers clients to needed services, homeless prevention resources, and ultimately assists them in securing permanent housing. Attain Housing also partners with a wide range of community programs and agencies to provide participants with every resource possible.

Welcome Home. Attain Housing assists homeless families moving into housing leased by private landlords by providing help with first month rent, security deposits and short term rent subsidies as necessary. Our staff interviews families seeking help to assess their needs and how Attain Housing may best assist them. Follow up calls are made to monitor their success in remaining housed and to recommend any other services which may be needed.

Homelessness prevention. Attain Housing works with lawyers and social service agencies to help families facing eviction reach a settlement with their landlord to allow them to stay in their home. Attain Housing will help fund the settlement. Our staff interviews clients to assess their needs and determine whether a settlement with the current landlord is the best solution for keeping the client from becoming homeless. If moving is a better solution, the client may be entered into the Welcome Home Program. In many cases, avoiding an eviction is the best means of keeping a family from descending into cycle of homelessness

Community Supper



Community Supper is a community meal, cooked and served by volunteers, held each Tuesday at Holy Spirit Lutheran Church, located at 10021 NE 124th St, Kirkland. Clients and community members are welcomed from 6:00 to 7:00 pm for this free, healthy, and delicious meal. At certain times of the year there are also special events for children and adults held during Community Supper. The organization has plans to better support this event with regular attendance by Attain Housing staff. This supper is well established in the community and the dinners are staffed by volunteers for the entire year

THE OPPORTUNITY.

The problem of homelessness in King County has reached crisis proportions. Attain Housing is in a strategic position to assist in addressing the crisis for Eastside families who are homeless or are facing imminent danger of becoming homeless. Attain Housing has a strong staff, engaged Board, a large donor base and strong financial condition. Its new Executive Director (ED) will have the opportunity to guide the expansion of its programs to assist more families and help reduce homelessness. For two years, Attain Housing has been led by its current ED, Cheri Kilty, who has strengthened it in many ways. Cheri was recently approached by a recruiting agency to become part of a national research project on domestic violence and homelessness and to become the executive director of the Yakima YWCA which operates domestic violence and shelter programs. While the Board of Attain Housing will deeply miss Cheri, they recognize she has an opportunity for career advancement and participation in a national dialogue on matters she cares about and cannot pass it up. The new ED will have the benefit of her work and commitment to a smooth transition to new leadership at Attain Housing.

KEY PRIORITIES FOR OUR NEW EXECUTIVE.

Organizational Assessment

Every leadership transition brings the opportunity to bring a fresh set of eyes to the organization's work. The successful candidate will review and analyze the existing organization and make suggestions for changes, improvements and new directions.

Facilities Management & Acquisition

Continue the process of professionalizing the management and upkeep of all units owned and supported by Attain Housing, ensuring safe, respectful homes for all clients. Attain Housing is actively working towards acquiring additional properties and adding to their inventory of housing units. The ED will play an active role in identifying and acquiring suitable properties.

Program Expansion

Explore the expansion of programming for homeless families served by Attain Housing in East King County, working with public and private partners to ensure that more families experience a helping hand out of homelessness towards stable, secure futures.

Donor and Community Outreach

Help take our community outreach and support to the next level with strategic fundraising initiatives, including a focus on communications, major donors and stewardship of all supporters.

THE IDEAL CANDIDATE.

The ideal candidate will be:

An organizational leader who recognizes the talents and challenges of the existing team, directs the activities of staff to meet the organizations goals, and keeps staff pulling toward goals while still 'staying in their own lanes'.

An effective and persuasive communicator who can capably convey the organization's mission to donors and the community at large; someone who is comfortable with public speaking, lobbying and advocacy.

A flexible and creative thinker who meets challenges and obstacles with a can do attitude and new solutions.

A generous leader who meaningfully and appropriately engages the Board in the success of the organization, and liberally expresses gratitude for all team members.

Passionately committed to ending homelessness for families in our community in a respectful, compassionate and urgent way. Big plus for leaders with experience in successfully leading housing programs.

TO BE CONSIDERED.

Hands on experience (5 years or more preferred) in an executive leadership role, including experience with the operational program and administrative management.. A bachelor's degree is required. The position is based in East King County, in downtown Kirkland, WA. Please submit a cover letter and resume indicating your qualifications for this terrific and exciting opportunity to:

searchcommittee@attainhousing.org Please use Executive Director Application as the subject line of your email.

Salary range: \$80,000-90,000

Preferential screening of applications will begin on **July 28, 2017 and will continue until** the position is filled.

attain

H O U S I N G

ATTAIN HOUSING is an equal opportunity employer and prohibits discrimination in all employment activities on the basis of race, color, national origin, age, disability, and where applicable, sex, marital status, familial status, parental status, religion, sexual orientation, genetic information or political beliefs.