



EXECUTIVE DIRECTOR



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THE ORGANIZATION

Founded in 1999, Goosefoot (GF) is a locally focused 501c3 that works together with the South Whidbey community to create essential solutions for emerging needs in the community. GF addresses community needs, helps local businesses grow, preserves great places, and connects neighbors. GF is a 501c3 nonprofit organization that owns and develops commercial real estate and a for-profit grocery. GF reinvests the net profits from these entities back into the South Whidbey community. Known as a convener of and collaborator with diverse stakeholders, GF identifies challenges and creates solutions important to and in support of the community.

GF operates with integrity and alignment to its:

PROMISE:

- GF works together with the South Whidbey community to create essential solutions.
- We address community needs, fund local nonprofits, help local businesses grow, preserve great places, and connect neighbors.

MISSION:

- Bring neighbors together to nurture a sense of place and community, preserve the rural landscape, and enhance local commerce.

VISION:

- A thriving, socially vibrant community on South Whidbey Island.

GF FOCUSES ITS RESOURCES ON:

- Bringing neighbors together to build a sense of place and community
- Preserving the rural character of Whidbey
- Support South Whidbey businesses and jobs.
- Support social safety net for community members



Over the past two decades, GF has grown its operations, partnerships, and impact. GF has an active and working board of 13, eight (8) committed, skilled, and self-organized staff, an annual budget of \$1.5+M, \$14+M in assets, and disburses approximately \$250k annually in community grants.

With the upcoming retirement of its Executive Director, GF seeks a dynamic, discerning, innovative, collaborative, realistic, relational, and visionary leader to serve as the next **Executive Director** to lead and support the organization's continued evolution and important work.

GF is a high-functioning, agile, and impactful organization that has a culture based on autonomy, trust, and performance. The **Executive Director** leads and stewards an engaged, committed, skilled and collaborative board and staff to enable outward and forward-looking community-centered work. Currently, all board members and staff participate in at least one committee. This inclusive model has enabled GF to take calculated risks and work on thorny issues with success. The charitable giving model allows GF to better understand and address community needs. Current projects include food resilience, reinvesting in GF infrastructure and preservation, creating affordable workforce housing opportunities including setting up a new housing non-profit, meeting essential needs for the community, fostering, and operationalizing anti-racist culture, and building a commercial kitchen.

Click [here](#) to learn more about Goosefoot.



YOUR ROLE

The Executive Director reports to and works in partnership with the board of directors to provide leadership and vision to advance the organization's strategic goals and direction. As a trusted partner and mentor, the ED collaborates to develop strategy, effectively engages the community to identify and support programs and projects that center on community needs, aligning with GF's mission and unique role. The ED supports the board, develops community partnerships, leads external relations, oversees real estate holdings and management contracts, monitors charitable giving, and supports staff in their work.

The ideal candidate will share a personal and professional commitment to GF's core values of community, equity, collaboration, integrity, have a growth mindset, and will be able to show evidence of these traits in their leadership. They will inherit a competent and resourceful staff who appreciate ownership of their programs and processes and enjoy autonomy.

The position is located on Whidbey Island, WA. Whidbey Island is set in Puget Sound northwest near Seattle with easy connections to Anacortes, Mukilteo, and Everett. Whidbey Island offers art, culture, and numerous opportunities for boating, fishing, hiking, biking, golfing, and other outdoor recreation in a friendly community with a forested and rural landscape.



OPPORTUNITIES FOR IMPACT

- Learn and understand the organization and its history. Develop relationships, trust, and credibility with community members and different stakeholders (board, staff, nonprofits, county commissioners...)
- Provide support and assistance to staff to help them achieve organizational goals.
- Become known and know the community.
- Concentrate on improving the skill levels of the board and staff.
- Learn and understand the basic workings of:
 - Grocery business and maintain a positive relationship with the Myers Group which manages grocery store operations.
 - preservation,
 - food resilience,
 - affordable workforce housing,
 - community events.
- Spend time with all the different committees: finance and operations, anti-racism, executive, affordable workforce housing, fundraising, and charitable giving.
- Identify, invest in and finish improvements to the grocery store and other real estate holdings.
- Steward the work of the affordable workforce housing organization as it becomes a stand-alone nonprofit.
- Diversify funding streams including targeted special projects and developing planned giving programs.



- Be the face of the organization. Be able to articulate a very complex organization in a way that simplifies them and helps people understand what GF does.
- Strengthen the nascent programs and assets and then expand them.
- Ensure continued adaptability to address new challenges that arise in the community.
- Provide for long-term sustainability and financial stability.
- Build and open a community commercial kitchen.



WHAT YOU BRING

Candidates will be evaluated on the full range of their lived and learned experience, professional background, volunteer experience, and direct and transferable skills. GF seeks candidates with a compelling combination of demonstrated knowledge and skills in some, or all, of the following areas:



- Experience serving as a CEO, Executive Director, or senior staff member in an entrepreneurial nonprofit organization, or private-public partnership of similar size. A blend of profit and non-profit experience in real estate, food resilience, economic development, and/or charitable giving is desired.
- Ability to lead with humility and a growth mindset, willing and encouraged to take informed risks, acting with integrity and a balanced point of view.
- Demonstrated experience building strong, collaborative relationships to reach common goals. History of building successful partnerships with people and organizations from diverse backgrounds, points of view, and sectors.
- Be a solutions-focused strategic thinker who can move from vision to strategy to action. Experience in creating and implementing strategic plans and working to solve problems at a community-wide scale preferred.
- A deep commitment to justice, equity, and inclusion and a history of applying this lens in every facet of an organization.
- A commitment to evidence-based decision-making and organizational improvement.
- A strong business acumen, sound fiscal management, including long range planning and capital improvement. Experience working in property management or direct-to-consumer sales preferred.
- Acumen for board engagement and development, especially during periods of growth.
- Write clearly, and succinctly.
- Be the face of the organization, able to communicate its complexity and impact in the community.
- Foster and evolve an inclusive, anti-racism culture, and workplace.
- Ensure programs are consistent with the mission, vision, and strategic plan.
- Effectively manage change in a dynamic, evolving community-based organization while assuring stakeholder engagement.
- Manage through influence and use interpersonal/emotional intelligence skills and political acumen in a respectful, collaborative, and diplomatic way.
- Quickly build rapport and establish professional credibility in a new setting. Have a sense of humor.





TO BE CONSIDERED

The position is open until filled and initial interviews will begin by late October, although we highly encourage applying as soon as possible. Please submit a resume and cover letter as a single WORD or PDF document addressed to Jean Singer at:

<https://valtasgroup.hire.trakstar.com/jobs/fk02e1v/>

Please upload the resume and cover letter as a single, combined WORD or PDF document. Should you have any questions, please reach out to Amy Burton at Amy@valtasgroup.com, or 206.718.5122.

Goosefoot is an Equal Opportunity Employer and does not discriminate based on race, color, sex, religion, age, national origin, marital or military status, sexual orientation, gender identity, the presence or perception of any sensory, mental, or physical disability, genetic information, actual or perceived status as a victim of domestic violence, sexual assault, or stalking, or any other status or characteristic protected by local, state, or federal law. This position is subject to reference checks and a background check completion.

COMPENSATION & BENEFITS

The annual salary range for this position is \$100,000 – 125,000.

Goosefoot is committed to supporting all employees through competitive salaries and benefits, a commitment to equity and inclusion, and training and professional development opportunities.

The comprehensive benefits package includes:

- Generous Holiday and PTO
- Medical insurance or stipend
- Relaxed, flexible, engaged, and fun work environment
- Simple IRA retirement plan with a match of up to 3% of the employee's annual salary





ABOUT VALTAS GROUP

We are proud of our work as [Interim Executive Directors](#), supporting our clients in times of transition. Our deep experience helps organizations navigate uncertainty during leadership change. We [lead the search process](#) in [partnership with the board](#) and staff leadership, as consultants for [recruiting and search](#) to support your organization as you identify the ideal Executive Director or leader for your future. We partner with board members and senior nonprofit leaders on a variety of strategic consulting assignments.

Valtas Group has a variety of comprehensive resources to guide your transition needs. [Contact us](#) to learn about our [executive interim and placement services](#) and keep your organization moving during any transition or major change.

[CONTACT US](#)