



## Job Announcement

Executive Director for Bridge to Home, a homeless services agency located in Santa Clarita, CA

## Organization

Beginning in 1996, Bridge to Home provided an emergency winter shelter for individuals and families experiencing homelessness in Santa Clarita Valley. What started as a volunteer effort to provide shelter during the winter months twenty years ago has evolved into a multiple program, year round homeless services agency. In addition to offering a year-round, 24/7 interim housing facility, Bridge to Home provides comprehensive support services that help individuals and families transition out of homelessness.

The Bridge, our case management center, works with clients to assess, plan, implement, coordinate, monitor, and evaluate the options and services required to meet the client's health, housing, and service needs to transition out of homelessness. Bridge to Home is a subcontractor to Los Angeles Family Housing for family and individual Rapid Rehousing, is a partner in the SPA 2 Coordinated Entry System for housing access for individuals, contracts with the Los Angeles Homeless Services Authority to fund interim housing services, contracts with the Los Angeles County Dept. of Health Services for Housing for Health, and contracts with the City of Santa Clarita for participant intake.

Bridge to Home currently operates with an annual cash budget of \$3.8M and an in-kind budget of approximately \$500,000. There are 45 staff employed year-round.

Bridge to Home's goals include building a permanent interim housing facility in 2022 to house 60 individuals and 8 families, expanding case management services to increase the number of people we place and retain in housing, and supporting efforts to bring permanent supportive housing to the Santa Clarita Valley.

Bridge to Home receives tremendous support from the local community and the in-kind donations consist of more than 1,000 meals provided each year by community service groups, the faith community, individual families and businesses. Local community support is the foundation on which we are able

to build support from the private sector and grant funding from private foundations to meet our short-term and longer-term needs

The new Executive Director will work with an energetic and talented board of directors, a strong, compassionate staff, and a supportive community as we design and implement new ways to effectively serve the homeless residents of the Santa Clarita Valley and assist their moves into permanent housing.

## Candidate Qualifications

As the primary individual entrusted with maintaining the public image of Bridge to Home, the Executive Director must possess and project the utmost integrity and highest standards of professional conduct.

Knowledge and an understanding of the nonprofit sector are desired, combined with an appreciation for the diversity and the cultural landscape in both Santa Clarita and Los Angeles County.

Key qualifications, attributes, and characteristics include:

- Demonstrated success in leadership positions in the field of social and human services; experience with agencies providing a continuum of integrated supportive services for people experiencing homelessness will be highly valued. Candidates with business, public sector, or other nonprofit executive experience, a history of volunteer leadership experience, and a commitment to social justice and disadvantaged people will also be considered.
- Demonstrated expertise in raising funds from public and private sources.
- Demonstrated expertise in capital campaign fundraising and experience with new facility construction will be highly valued.
- Ability to navigate complex government funding and programming streams by building effective relationships with government and regulatory agency personnel, maintaining and increasing government funded programs and funding streams.
- Demonstrated experience in managing an organization, business, or a program with at least a \$3 million annual operating budget.
- A mission-driven professional who possesses exemplary decision-making skills, judgment, and personal or professional commitment to the clients served by Bridge to Home.
- With an ability to work with Bridge to Home's numerous public, private, elected, community, media, and client stakeholders, the Executive Director will be an inspirational and motivational leader who has demonstrated the ability to further the mission and goals of an

organization. The Executive Director will build rapport with a diverse work force, client population, and significant volunteer base.

- An inclusive leadership style that endorses collaboration, teamwork, transparency, and open communication, comfortable with accomplishing goals through motivation, the delegation of authority, and the use of systems designed for effective planning, evaluation, and accountability.
- A clear and compelling communicator possessing strong interpersonal skills, effective public speaking skills, and excellent writing skills.
- Demonstrated experience successfully collaborating with a hands-on Board of Directors.
- Proven success developing and leading the strategic vision and initiatives for a comparable organization.
- Willingness to be conversant with current thinking and best practices for addressing the problems of homelessness including a willingness to advocate for adopting those practices in a positive and proactive way in a wide variety of public and private settings.
- Comfortable in addressing issues of oppression, racism, and social justice.
- Demonstrated experience in facilities management.
- Experience overseeing construction projects and managing large capital campaigns is highly desirable.

## Education

Bachelor and graduate degrees are preferred.

## Salary & Benefits

Salary and benefits will be commensurate with the selected candidate's experience and qualifications.

## Process

Interested individuals should submit a cover letter and a current resume reflecting work experience and educational accomplishments in sufficient detail to allow the selection committee to fully assess experience, credentials and qualifications for this position. Please provide five professional references. **References will not be contacted without the candidate's approval/consent.**

Initial screening of applications will begin on October 15, 2021, and will continue until the position is filled. The initial review may include an interview, which may be conducted electronically. Final candidates may be asked to interview in-person with our Selection Committee in Santa Clarita. Out-of-area candidates are encouraged to apply, however no relocation or travel reimbursement will be provided.

## **Contact**

Please send applications to:  
Tracey Carpentier  
President, Board of Directors  
tfcarpentier@gmail.com  
OR

Bridge to Home  
23752 Newhall Ave.  
Santa Clarita, CA 91321