

Lifelong.

Lifelong Position Profile **Chief Executive Officer** **Seattle, Washington**

Overview

Lifelong was formed in 2001, as a result of the Seattle-based non-profit organizations, Chicken Soup Brigade, Northwest AIDS Foundation, and Evergreen Wellness Advocates merger. The entities came together as a consolidated agency focused on addressing the needs of individuals affected by HIV/AIDS and other health disparities. Chicken Soup Brigade was founded in 1983 with its roots of passing a soup can around to collect funds for people living with HIV/AIDS. Northwest AIDS Foundation which began in 1982 (or 1983 reports vary) aimed at helping people facing critical health issues navigate governmental bureaucracy which posed barriers to disability payments. In addition, the Northwest AIDS Foundation launched educational and safe-sex campaigns geared for men promoting condom use, Seattle's first sex-education campaign of its kind. Evergreen Wellness Advocates began as the AIDS Community Services in 1983 and assists individuals with payment of healthcare premiums.

In 2001, these organizations merged to form Lifelong with the goal of expanding their reach and impact. Since then, the number of AIDS-related deaths has declined. Lifelong expanded its services to address a broader range of health needs and inequities including food and nutrition, healthcare navigation, aging and disability support and housing assistance programs.

Mission and Values

Lifelong's mission is to remove barriers to health with relentless compassion so that no one faces illness and injustice alone.

These are our shared values:

- **Collaboration:** Lifelong creates valuable partnerships with clients, other organizations, funders, and the communities it serves. The organization recognizes that it is stronger together and that each individual plays an important synergistic role in achieving Lifelong's mission.
- **Growth:** Lifelong is a learning organization that evolves based on the needs of its clients, partners, and the communities it serves. The organization seeks opportunities to improve and build upon its successes and expertise by fostering a

culture of humility and continuous learning. Lifelong tests new ideas and applies what is learned in innovative ways to create timely, positive outcomes.

- **Justice:** Lifelong advocates for health care, housing, and food as basic human rights. Where it does not directly drive these decisions, the organization lends its voice, knowledge, and resources to break down barriers that limit opportunities for people to live their healthiest lives. Lifelong prioritizes diversity, equity, and inclusion in all aspects of its work.
- **Integrity:** Lifelong operates with honesty, ethics, and trustworthiness, aligning actions with words. Integrity is used as a lens for decision-making, guiding the organization to do the right thing even when it is difficult. Commitments are kept, and open, honest communication is encouraged to foster accountability and trust. The team takes responsibility for its actions—and inactions—in order to learn, improve, and grow.
- **Respect:** Lifelong's commitment to people is rooted in respect. The organization celebrates differences in perspective and strives to treat everyone with dignity and appreciation. Boundaries are honored, and staff are supported in bringing their authentic selves to work, promoting happiness, satisfaction, and well-being.
- **Teamwork:** Lifelong recognizes that success is a collective effort. When working collaboratively, the organization believes it can accomplish far more than individuals can alone. By fostering a culture of teamwork, Lifelong cultivates joy, creativity, and innovation, and creates a workplace where everyone can thrive.

Programs

Food & Nutrition

Lifelong's Food & Nutrition Program includes the Chicken Soup Brigade, which delivers healthy, home-cooked meals and nutritious groceries. Additionally, the program offers medically-tailored meals, nutrition counseling, and healthcare partnerships.

Housing Services

Lifelong offers four different housing options including emergency, transitional, permanent, including tiny house villages.

Aging & Disabilities Services

Community Living Connections (CLC) provides older adults, adults with disabilities and their caregivers with information about and assistance with navigating long-term care systems, community resources and medical benefits.

HIV Support

Lifelong provides case management, dental program, health insurance program, and social support groups for those living with HIV.

For a more comprehensive look at Lifelong programs and services, and the values and philosophies upon which the organization operates, please see lifelong.org

About the Position

Lifelong is seeking a seasoned and visionary CEO to lead the organization through an exciting period of transformation. The incoming leader will be charged with shepherding an integration process which will bring together service lines, establish/centralized data systems to inform operational and financial efficiencies and enhance client's access to Lifelong's wrap-around services. This project, while well underway, will be the precursor to branding efforts aimed at unifying the organization and better positioning it for diversified funding streams and future strategic partnerships. If you are a mission-driven leader with strong business acumen, proven executional grit, and a passion for health equity, this is a unique opportunity to make a lasting impact in the community.

Key Priorities

In the early stages of their tenure, the new Lifelong CEO must prioritize internal organizational efforts to integrate programs, strengthen organizational structure and accountability, address brand identity and funding concerns while maintaining cohesion and alignment of strategic initiatives. The incoming leader will need to leverage the talents of executive leadership to create actionable and achievable goals that will strengthen Lifelong's financial position and clarify the identity to which all other activities will cascade. Building upon this, the new CEO will need to address the following key priorities in their first 18-24 months:

1. **Organizational Evolution:** Integrating service lines operationally, culturally, and systematically to enhance reporting, financial analysis, customer navigation, and unify Lifelong's brand, mission, and market position.
2. **Focus on funding:** Leading a strategic shift toward financial sustainability by supporting program viability studies, exploring new revenue streams, and identifying where philanthropy can make the greatest impact.
3. **Business Development:** Exploring strategic partnerships, evaluating potential market opportunities, and expanding philanthropic opportunities to strengthen Lifelong's impact.
4. **Board Recruitment & Development:** Supporting growth and development of the Board of Directors through recruitment and governance activities.

Essential Qualifications, Skills and Attributes

Experience

- Seasoned Executive with experience leading organizations with high-performing C-Suite/Executive teams; nonprofit experience preferred.
- Experience leading organizations with annual operating budgets exceeding \$10M
- Strong understanding and command of organizational design and structure
- Ability to bring a collaborative leadership style that invites innovation while maintaining delineation of roles and responsibilities.
- Demonstrated experience in diversifying revenue sources.
- Background in contract negotiations
- Hands-on experience with integration, including systems, strategies, cultures, and operations. This could be through connecting new service lines and identifying M&A opportunities or other strategic alignments.
- Experience with board governance and recruitment
- Track record of operating in collaboration with union management, or similar collective bargaining or workforce organizations.
- Experience leading strategic planning and related activities
- Strong background in fund development (government contracts, grants, case for support)
- Advocacy experience highly desired

Attributes

- Visionary and strategic thinker, able to forecast market opportunities and translate vision into strategy, and strategy into actionable activities
- A collaborative, empathic, and positive individual able to skillfully lead a culturally diverse team.
- Ability to build trust, motivate, and empower others and hold them accountable
- Skilled communicator, with professional speaking, public relations and presentation experience

Education

- A college degree in a relevant field such as nonprofit management, public health or equivalent experience required.
- Advanced degree preferred.

Compensation

\$250,000- 300,000 depending on experience. Eligible for performance-based bonus compensation.

Benefits include:

- Health, vision, and dental insurance

- Life insurance
- 401k + match
- Flexible spending account
- Vacation Days: 120 hours, vacation accrual increases over time based on tenure
- Sick Days: 96 hours
- Personal Days: 16 hours
- Holidays: 15 Holidays
- End of Year Paid Holiday Closure: Lifelong is closed for the week between Christmas and New Years Day

Application Process

Lifelong has retained Glick Davis & Associates, LLC to facilitate this search on their behalf.

To apply, interested candidates should e-mail their cover letter and resume as a single pdf file to: lifelong@glickdavis.com

The position is open until filled.

Inclusiveness

Lifelong is committed to creating an accessible, supportive environment and experience that recognizes diversity and cultural competence as integral components of what they do.

Lifelong is an Equal Employment Opportunity Employer and as such, does not discriminate based upon race, religion, color, national origin, gender (including pregnancy, childbirth, or related medical conditions), sexual orientation, gender identity, gender expression, age, status as a protected veteran, status as an individual with a disability, or other applicable legally protected characteristics.