



RECRUITMENT ANNOUNCEMENT



EXECUTIVE DIRECTOR

Salary Range: \$120,00-\$135,000

The Opportunity

Rod's House is seeking a highly strategic, execution-oriented Executive Director to lead the organization through a critical phase of stabilization, growth, and systems integration. This leader will partner closely with the Board of Directors to strengthen financial sustainability, deepen community relationships, and build a high-performing internal organization.

This is a defining leadership role requiring a balance of financial acumen, external leadership, and operational execution. The Executive Director will ensure Rod's House continues to meet the evolving needs of young people across Yakima County while building a resilient, accountable, and scalable organization.

Organizational Overview

Founded in 2009, Rod's House serves youth and young adults experiencing homelessness and housing instability across Yakima County. Through a comprehensive continuum of programs, including emergency shelter at the Hope Center, a drop-in Resource Center, street outreach, case management, behavioral health services, and a Donation Center, the organization provides access to safety, stability, and pathways to independence. These programs ensure young people can meet immediate basic needs such as food, clothing, hygiene, and safe shelter, while also building long-term stability through education, employment support, life skills development, and housing placement.

Rod's House operates with an annual budget of approximately \$4 million and a team of 45 staff, reflecting both the scale of its impact and its capacity to meet complex community needs. The organization is a trusted, community-rooted leader with strong cross-sector partnerships and a deep commitment to relationship-based, trauma-informed care.



\$4 Million Budget
45 Staff
6 Departments



Essential Duties & Responsibilities

Financial & Turnaround Leadership

- Lead financial stabilization and long-term sustainability
- Oversee budgeting, forecasting, and financial transparency
- Align organizational strategy with funding realities
- Make timely, strategic financial decisions
- Ensure grant compliance and disciplined execution

External Leadership & Fund Development

- Serve as the organization's lead fundraiser and ambassador
- Build and maintain strong relationships with donors, government, and partners
- Expand and diversify revenue streams

Strategic & Execution Leadership

- Translate strategy into actionable, measurable plans
- Drive organizational focus and prioritization
- Ensure strong implementation and accountability

Board Governance & Transparency

- Maintain proactive communication with the Board
- Provide clear financial and operational reporting

People & Culture Leadership

- Build a culture of trust, accountability, and professionalism
- Develop staff and leadership capacity

Operational & Systems Leadership

- Strengthen internal systems, processes, and infrastructure
- Ensure compliance and operational discipline

Program & Mission Alignment

- Ensure programs are high-quality and responsive to community need
- Maintain a trauma-informed, equity-centered approach



Required Qualifications

- Proven executive leadership experience
- Financial management and/or turnaround experience
- Fundraising and relationship-building track record
- Ability to lead complex organizations

Preferred Qualifications

- Serve as the organization's lead fundraiser and ambassador
- Build and maintain strong relationships with donors, government, and partners
- Expand and diversify revenue streams
- Bilingual (English/Spanish)



Compensation & Benefits

The salary range for this position is **\$120,000 – \$135,000** and the starting salary will be dependent upon experience.

Rod's House offers the following benefit for this full-time, salaried position includes a full package of benefits, including health, dental, vision, and retirement options.



Works Schedule & Leadership Presence

This is a full-time executive leadership role requiring a flexible and responsive schedule. The Executive Director is expected to provide consistent, visible, in-person leadership, maintaining a strong presence with staff and within the broader community.

While some administrative tasks may be performed remotely, the core functions of this role are primarily on-site and community-based. Success depends on active, day-to-day engagement, relationship-building, and the ability to respond in real time to organizational and community needs.

The position includes regular responsibilities outside of standard business hours, including evenings and occasional weekends, to support Board meetings, community events, donor engagement, and partner collaboration.

Rod's House supports flexibility in scheduling to promote sustainability in the role; however, this flexibility operates within the expectation of consistent on-site leadership and an active, in-person presence.



The Yakima Opportunity

Yakima offers a unique combination of professional opportunity, quality of life, and community impact that is increasingly rare in today's leadership landscape.

Located in the heart of Central Washington, Yakima is a vibrant and growing region known for its agricultural leadership, thriving wine and craft beverage industries, and over 300 days of sunshine each year. The Yakima Valley produces a significant share of the nation's hops and is home to more than 90 wineries, contributing to a strong and evolving local economy.

Beyond its economic strengths, Yakima offers a high quality of life with a lower cost of living than major metropolitan areas, shorter commutes, and easy access to outdoor recreation. Residents enjoy year-round opportunities including hiking, biking, rafting through the Yakima River Canyon, and skiing at nearby White Pass.

Yakima is also a relationship-driven community where leaders are visible, collaboration is essential, and impact is tangible. Cross-sector partnerships

between nonprofits, public agencies, healthcare systems, and philanthropy are active and accessible. Leaders in Yakima have the opportunity to shape systems, influence regional outcomes, and see the direct results of their work.

For an Executive Director, this means:

- The ability to build deep, meaningful partnerships across sectors
- A leadership environment where decisions translate quickly into action
- A community that values engagement, visibility, and collaboration
- The opportunity to make a measurable difference in the lives of young people

Yakima is a place where you can lead at a high level, live well, and have a direct and lasting impact on your community

Instructions for Applying

To apply, please submit the following materials:

- Resume
- Cover letter describing your interest and relevant experience

Materials should be submitted to hr@rodshouse.org by May 29, 2026. Applications will be reviewed on a rolling basis until the position is filled.

