Executive Director Announcement
Spring 2023

TIERRA VILLAGE

Could this be you?

Tierra Village seeks an entrepreneurial, self-motivated Executive Director who brings a strategic perspective and new ideas to the table. Our next leader will define and articulate a forward-looking agenda to advance our mission and inspire others. Confident, welcoming, and enthusiastic, they cultivate people and partnerships, engaging the broader community in our growth and success.

The Opportunity

Our ideal candidate has **deep knowledge and expertise** in the field of developmental and intellectual disabilities, as well as the systems of care and policies in Washington State. An experienced **leader in nonprofit administration**, they seamlessly step in to oversee programs, provide overall management, ensure financial performance, and ignite fundraising.

Tierra Village opened its doors in 2013 as an integral part of the Tierra Learning Center, a campus community of for-profit and non-profit organizations that **passionately believe inclusive community holds gifts for everyone and individuals with developmental disabilities are intrinsically capable of community contribution**.

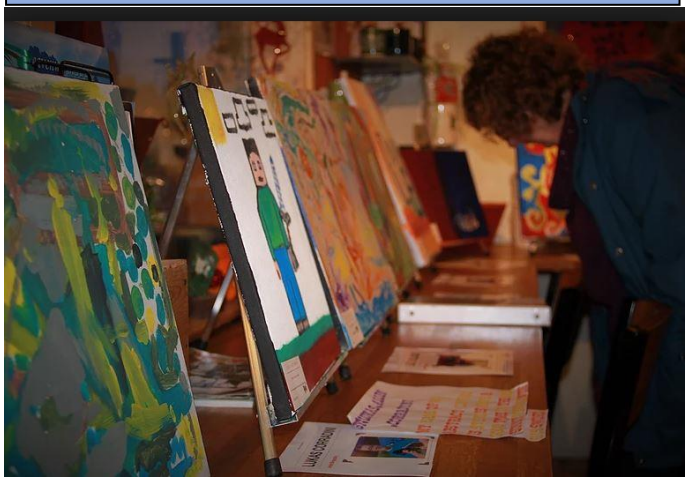
Nestled in Sunitsch Canyon at the eastern base of the Cascade Mountains in Central Washington, all the organizations – which include Tierra Village, a retreat center, a certified organic farm, a ceramics studio, and a pre-school – **promote sustainable stewardship of the 300+-acres and share a culture of life-long learning and inclusion**. From person-centered planning for residents, to professional and personal interactions across enterprises, people contribute energy, willingness, and positive enthusiasm to provide the best outcome and create solutions.

Because community, inclusion, and life-long learning are at the heart of what we do **collaboration, relationship management, and community engagement** are essential to our new leader's success. They have **an articulate, inspiring** way of communicating and involving others in a conversation about people with complex needs so that others feel they are, and want to be, involved. **Approachable and genuine,** they have a warm, easy manner that puts people at ease. They demonstrate **a commitment to developing community-based, person-centered programs and services**, and preferably have experience with **life-sharing, community supported living** and other **nature-based, sustainable community models**.

Our stabilization and growth over the last several years has prepared us for next steps. We are ready for our next leader **to strengthen administrative processes and systems, bring successful programming to our newly opened (April 1st) community center and support the construction of new homes**. This is a rich opportunity for someone who **understands and enjoys living and working in rural communities** and is ready to apply their skills and experience in **a nature-based environment and inclusive community** with shared goals and dreams.

Reporting to the Board of Directors, the Executive provides overall leadership for Tierra Village's residential services and programs, fundraising and financial management, community engagement, and expanding awareness of Tierra Village in the region. They collaborate regularly with Tierra Learning Center to implement person-centered, inclusive opportunities for residents and others with developmental disabilities. The Executive's work is multi-faceted and hands-on, from talking with families about their hopes and concerns to community networking.

Key Priorities



<u>Learn about Tierra Village, Tierra Learning Center, and local culture</u>.

- Get to know residents and families, staff and Board, and others affiliated with Tierra Learning Center. Listen deeply, observe and act thoughtfully, and bring people along with you.
- Come up to speed on what's going on in Leavenworth and the Upper Valley to support individuals with intellectual and developmental disabilities and their families.
- If not already, become familiar with the culture and dynamics of Eastern Washington rural communities.
- Work closely with the Board to maintain and cultivate strong governance, establish clear lines of communication and organizational transparency, and actively inform and engage the Board in issues of importance to operations and strategy.

<u>Intentionally grow Tierra Village and further its community impact</u>.

- Co-create and implement a strategic plan that addresses the complexities of our business environment, leverages sustainability, and allows Tierra Village to scale up and expand.
- Help figure out the nexus between a vision rooted in a nature-based, community setting and making this vision a cost-effective and affordable reality. Develop strategies to increase and diversify revenue streams.
- Launch programming of our new community center, and proactively pursue community collaborations for maximum impact.
- With the Board of Directors, Tierra Learning Center and other key partners, successfully finish building and opening additional residences as outlined in the Master Plan Resort.

<u>Cultivate community participation.</u>

- Be a visible presence in the local and regional community to further build Tierra Village's profile and increase community participation and support.
- Develop and build the authentic partnerships that are key to Tierra Village's future.
- Develop and implement effective fundraising and communications strategies to grow philanthropic supporters and build awareness of Tierra Village.

Vision, Mission, Values

Our **vision:** to be the leading recognized resource in North Central Washington for adults with intellectual disabilities.

Our **mission:** to provide homes and services for people with developmental disabilities in a collaborative, integrated and diverse community located in a beautiful natural setting.

Our **values:** self-determination, meaningful work opportunities, a celebration of diversity, the experience of lifelong learning and compassionate service.

Who We Are

Tierra Village is a vibrant, progressive nonprofit that provides residential and person-centered support services for adults with intellectual and developmental disabilities. Located in Leavenworth, Washington, Tierra Village operates Coyote House, a licensed, six-person adult family home, the TRAILS Program and Tierra Employment Services.

Tierra Village has an annual operating budget of $600,000 and a $3.5 million endowment. There are eleven staff, one AmeriCorps volunteer, and community volunteers implement programs and services. A seven-member board of directors provides governance and oversight. Currently we serve 30 – 35 people annually including five, full-time residents who live at Coyote House.

Under the current Master Plan Resort, Tierra Learning Center recently finished building a 5,000 sq. ft. community center. It includes a large open studio space for visual art, a gallery space that can exhibit artwork and host programs and events, a commercial kitchen that is designed to use produce from the garden and offers training space for employment services and office space. The community center will be run and managed by Tierra Village.

Potential expansion under Master Plan Resort

Additionally, there are plans for seven residential homes, three of which will be completed in 2023. The primary purpose of this housing is to support additional adults with disabilities to live in Sunitsch Canyon. Currently there are two families who are planning to move in with their adult children in order to be part of a community that has structures and supports for the disability population.

Current Programs

Coyote House is a beautifully designed adult family home that has five independent residential rooms, shared kitchen, and activity spaces. 24/7 care providers ensure the education and training needed for residents to be leaders of their own life and live as independently as possible. Additionally. there is one bed apartment that can be used for respite and a neighboring apartment offers more independent living options. ADA features are seamlessly integrated into the architectural design and layout.

Environmentally sensitive features include extra thermal insulation, energy efficient systems and appliances, and sustainably harvested building materials. The building itself is embedded into the gentle slope of the canyon so that the lower floor benefits from the cool earth in summer and its protective warmth in winter. Its setting creates a peaceful, retreat-like atmosphere that settles and opens the heart.

Our Community Partners

- Tierra Village Organics
- Waste loop
- Leavenworth Chamber of Commerce
- Leavenworth Rotary
- Wenatchee River Institute
- Brave Warrior Project
- Alatheia Therapeutic Riding Program

The TRAILS (Tierra Recreational Arts and Life Skills) Day Program is a continuing education day program for adults with developmental disabilities. Open to residents of Coyote House and those who live in the Upper Valley, participants learn life skills through recreation/adventures, self-expression through art, and engagement in the local community. Key activities include art, experiential education, sports, field trips, dance and movement, and Employment Services.

TRAILS is the only program of its kind in all of Chelan/Douglas counties and individuals travel from as far away as Seattle, Chelan, and Quincy to access our services. We also offer a Virtual TRAILS program which allows participants both locally and across the state who have been isolated through the pandemic, to stay connected with a community of peers.

Tierra Employment Services is the only DDA contracted employment services agency located in the Upper Valley. Tierra Village provides opportunities and assistance for people with disabilities to find and retain employment in the greater community. We assist individuals with developmental disabilities in obtaining, maintaining, and advancing in community paid employment that is consistent with their vocational goals.

Tierra Village was recently featured in NW Life Magazine!

Minimum Qualifications

- A **deep passion, understanding, and joy** to serving people with intellectual and developmental disabilities. Ability to **work effectively with clients and families** and be sensitive to their needs, rights, and wishes.
- BA in related field such as Education, Special Education, Health and Human Sciences. Advanced degree in related field and/or **experience with life-sharing, community supported living and other nature-based, sustainable community models** is strongly preferred.
- 5+ years nonprofit leadership, finance, operational and fundraising experience in the field of services for people with disabilities or related field**. Direct experience in adult family home licensing and compliance in Washington**.
- **Demonstrated strategic planning, implementation, evaluation, and adaptive thinking skills** with a curiosity and a desire to explore new ideas and innovative approaches to solving problems.
- Track record of **working directly with a board of directors,** actively engaging, supporting, and equipping them to fulfill their responsibilities and serve as ambassadors for Tierra Village.
- Proficient **financial literacy**, able to develop and manage budgets, allocate resources strategically, and provide contract oversight.
- **Pragmatic, caring and highly inclusive** work-style. Knows how to **establish clarity, set boundaries, balance priorities, and establish an internal culture of accountability**.
- **Willing to 'wear many hats'** with a small team and tight budgets as capacity grows. Computer savvy and comfortable with Microsoft Office Suite.
- Proven ability to **effectively supervise, mentor, and motivate** a small and dedicated staff, and bring out their best efforts.
- **Possess understanding, patience and tact** in dealing with residents and their families in achieving the balance of quality of life and business objectives. **Compassionate and kind**, handles conflict with **thoughtfulness, grace, and diplomacy**.
- **Can relate to and comfortably interact** with diverse community members and build effective networks. Ability to **navigate political disabilities** with respect and neutrality.
- **Demonstrated ability to secure funds** from both the private and public sectors, steward individual donors, lead fundraising activities, and secure and manage grants.
- High level of **personal accountability, integrity, transparency, and ethical standards**.
- Top-notch **written, verbal and presentation communication skills**, including the ability to clearly articulate the "big picture" and strategy.
- **Proven success scaling and transforming an organization** while maintaining its ability to meet current obligations is desired.
- Successfully complete the required pre-employment background, drug, and tuberculosis screenings.

To Apply: Submit a cover letter and resume to the Executive Search Committee at TVSearch@roamconsultingllc.com. In your cover letter, please share why you are interested in this job, and what you will uniquely bring as the next leader of Tierra Village. We accept emailed applications only, no paper submissions. Incomplete applications will not be considered. *Priority consideration given to applications received by May 26th.*

Compensation: A competitive compensation package will be offered, including a stipend for medical benefits, employer-paid vision and dental, 403 (b) with employer contribution, and PTO. Relocation and housing assistance are available. Tierra Village encourages application from individuals with diverse backgrounds and experiences. The expected salary range for this position is $100,000–$115,000 commensurate with experience. The Executive Director is expected to work on the premises and be regularly available for security and emergency issues.

Life in Leavenworth, Washington

The only thing better than visiting Leavenworth is living in Leavenworth. It is a small Bavarian-themed town (population ~3,000). Leavenworth sets itself apart with its community spirit and year-long schedule of annual festivals, accentuated by celebrations such as Salmon Festival, the Autumn Leaf Festival and Oktoberfest.

Only two hours east of the greater Seattle area, Leavenworth is nestled in the central Cascade Mountains and is a mountain gateway between western Washington and the agricultural areas of the Columbia Plateau to the east. The town sits at 1,600' elevation, with surrounding mountains rising rapidly to peaks between 5,000 and 8,000 feet. Added to that breathtaking scenery are glacial lakes and rivers, nearby National Forests and dozens of wineries.

National Geographic has ranked Leavenworth as one of its top adventure towns. From blankets of wildflowers covering the mountainsides in spring to the famous Christmas Lights Festival and the undeniable magic of winter, Leavenworth is a year-round haven for outside activities and fun. Hiking, downhill and cross-country skiing and snowshoeing, music concerts and theater, mountain biking, horseback riding, river rafting and tubing, birding, backcountry camping and more are minutes from your back door. Leavenworth is a great place for outdoor enthusiasts, raising a family, and having the best of rural living with a major metropolitan area close by.