



BYRD BARR
PLACE

CHIEF EXECUTIVE OFFICER



ABOUT BYRD BARR PLACE



In 1965, grassroots organizers set out to address poverty and racism in Seattle's Central District, uniting the Black community through neighborhood programs to build self-sufficiency, economic mobility and civic engagement. Starting as the Central Area Motivation Program (CAMP), then Centerstone, today it is now Byrd Barr Place.

Expanding on the organization's more than 55-year legacy of social service and justice, Byrd Barr Place is committed to its founding purpose: helping people help themselves. Every day, Byrd Barr Place works to fulfill its mission to create an equitable future for all Washingtonians through innovative programs, services and advocacy that empower people to live healthy, prosperous lives. Byrd Barr Place envisions abundant communities where all prosper. In partnership with communities, Byrd Barr Place is fostering a strong, vibrant Seattle and Washington state, where everyone has the opportunity to build a good life.

Byrd Barr Place's most recent milestone is moving back into its newly renovated firehouse home in the summer of 2022. The organization secured the deed to the historic building in October 2020 after a decade-long negotiation with the City of Seattle, and raised nearly \$13 million for the renovation. This renovation preserves Black heritage and a cultural home for the community in the Central District.

The new building has beautiful exhibits that chronicle the history and impact of the organization over nearly 60 years, as well as lift up Ms. Roberta Byrd Barr, the organization's namesake and founder.

Ms. Roberta Byrd Barr was a powerful civil rights leader, educator and journalist, who helped forge the path to self-determination for Black people and others who have been systematically marginalized. Roberta embodied the values that are the foundation of Byrd Barr Place: truth, community, equity, excellence, and resiliency.



SIGNATURE PROGRAMS & SERVICES

Byrd Barr Place helps people meet their basic needs and promotes civil rights on a broad scale to effect systemic change.

In Seattle's Central District, Byrd Barr Place provides essential services — food, shelter, warmth and financial tools — to help neighbors build stability and self-sufficiency..

- Families access nutritious meals through **The Market**, the newly renovated food bank designed as a grocery store experience where clients can shop for quality food with dignity. The Market is open three days a week: Tuesday 11 a.m. to 4 p.m.; Wednesday 12 to 4 p.m.; and Thursday 10 a.m. to 2 p.m.
- Through its **Energy + Water Assistance Programs**, the organization offers support for Seattle residents to pay for home energy; furnace cleaning, repair or replacement; and water utilities. Byrd Barr Place also provides financial support to cover past-due rent for individuals and families facing eviction, and connects people to other housing resources.
- **Community Connectors** assist individuals with navigating community resources by providing referrals to support with child care, job readiness and employment services, health care and transportation, as well as application assistance or meeting other needs.
- Through **personal finance resources and workshops**, Byrd Barr Place helps community members gain confidence and skills to budget, save, and take control of their money.

Across Washington state, Byrd Barr Place mobilizes communities to dismantle poverty and racism and create sustainable change.

- Byrd Barr Place was founded by the Black community, and continues to be led by the Black community, to advance solutions that can create an equitable future for all.
- Community engagement and advocacy are vital tools developed and used in anti-poverty and anti-racist efforts.
- Byrd Barr Place authors op-eds on needed policy change, advocates for Temporary Assistance for Needy Families (TANF) improvements, and partners with other organizations to mobilize investment in the Black community.
- In partnership with Black Future Co-op Fund, Byrd Barr Place released the Black Well-being report in December 2022, a tool for advocacy, policy change and building power. The report builds on Byrd Barr Place's 2015 report, Creating an Equitable Future in Washington State: Black Well-being & Beyond, which has been an invaluable resource in understanding the state of Black Washingtonians.

SIGNATURE PROGRAMS & SERVICES

IN 2022 BYRD BARR PLACE SERVED:



4,700 HOUSEHOLDS

through its **Market**, supplying fresh, nutritious food for families.



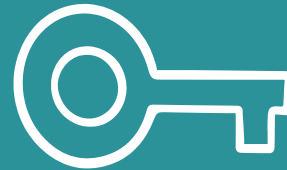
6,650 HOUSEHOLDS

through its **Energy Assistance Program**, providing relief on past due balances, cool air in the summer and heat in the winter.



530 HOUSEHOLDS

with its **Water Assistance Program**, helping families maintain vital drinking water and wastewater services.



1,065 HOUSEHOLDS

through **rental assistance** to avoid eviction and remain in the place they call home.



800 INDIVIDUALS

through its **community connectors**, getting folks set up with services to meet their needs.



875 INDIVIDUALS

through its virtual **personal finance workshops**, helping community members gain confidence and skills in achieving their personal financial goals.



CURRENT SITUATION

Byrd Barr Place completed a \$12.5M renovation of its current offices in the historic Firehouse #23, and moved back into their facilities in summer of 2022. The Market, a key component of the food assistance program, was especially designed to reflect the core values of Byrd Barr Place, which are respect, dignity and compassion for clients in need. The organization also manages a weekly food delivery service for those clients not able to physically shop at the Market.

Gentrification continues to transform the Central District, once the center of the African American community, now reflecting just 8% African American residency. Many families and residents are unable to afford to remain in the community. Byrd Barr Place and Other local nonprofits, as well as the faith community have organized to address this ongoing challenge and respond in ways that engage the Black community.

Byrd Barr Place was part of the first generation of community-inspired organizations funded by the Economic Opportunity Act, and continues to operate as one of Washington's network of 30 community action agencies. The financial assistance programs are and still remain an important line of business that presents an opportunity for strategic expansion and constant evolution with technological advancements.

Today, in addition to the resident profile changing, the needs of the African American community have also changed. Building on the Black Well-being report, Byrd Barr Place has the opportunity to serve as a thought leader, an advocacy platform and a community convenor. Finally, expanding the support of community needs through financial counseling and other strategic partnerships is and will continue to be a substantial path for growth. Many of these programs and services, are positioned to grow exponentially. As such, many exciting opportunities await the new CEO.



ROLE OF CEO OF BYRD BARR PLACE

Reporting to the Board of Directors, the Chief Executive Officer (CEO) oversees the total operation of the organization, including but not limited to: refining and operationalizing Byrd Barr Place's strategic plan and mission; fundraising, development and management of the organization's financial sustainability; overseeing programmatic execution and goals to advance the mission of Byrd Barr Place; managing organizational financial sustainability; organizational growth and development; and progressive advocacy and stakeholder engagement in accordance with the execution of the mission and vision of Byrd Barr Place.

The CEO provides overall leadership to a passionate, committed and community-centric team of 23 employees. The CEO ensures the fiscal and fiduciary well-being of the organization by overseeing an annual operating budget of approximately \$8 million.

The CEO works effectively with the Board, staff and key partners to ensure the organization is the nonprofit of choice within the social service, workforce development and economic mobility sector that advocates for and impacts systemic change in the Black community. The CEO is the primary trusted voice and advocate of the organization providing thought leadership on behalf of the clients, coalitions and Black Washingtonians served by Byrd Barr Place.

MAJOR STRATEGIC OBJECTIVES

Over the course of the next 18 to 24 months, the new CEO will be expected to achieve the following:

- Conduct a comprehensive organizational/operational assessment of Byrd Barr Place's functions, structure, systems and policies to learn the organizational culture, staff, programs, community connections and philanthropic landscape.
- Create and initiate a strategic plan that explores the future direction and strategic vision of Byrd Barr Place to expand the portfolio of programmatic work to have a greater impact, advance the advocacy footprint, and respond to how to best meet the needs Black Washingtonians or Black people in greater Seattle.
- Develop and execute a fiscal strategy and fund development plan that ensures the continued financial viability of Byrd Barr Place programs and diversifies revenue streams to fund Byrd Barr Place's growth and expansion.
- Develop a robust and proactive marketing/communications/public relations strategy that celebrates the impact of Byrd Barr Place and builds brand awareness/visibility as a Black community advocate and thought leader.

RESPONSIBILITIES

Leadership & Management:

- Ensure ongoing local programmatic excellence, rigorous program evaluation, and consistent quality of finance and administration, fundraising, communications and systems; recommend timelines and resources needed to achieve the strategic goals.
- Actively engage and energize Byrd Barr Place volunteers, board members, event committees, alumni, partnering organizations and funders.
- Develop, maintain and support a strong Board of Directors; seek and build board involvement with strategic direction for both ongoing local operations, as well as for the national rollout.
- Lead, coach, develop and retain a high-performance executive leadership team.
- Ensure effective systems to track scaling progress, and regularly evaluate program components to measure successes that can be effectively communicated to the board, funders and other constituents.

Fundraising & Communications:

- Expand local revenue generating and fundraising activities to support existing program operations and regional expansion.
- Deepen and refine all aspects of communications—from web presence to external relations with the goal of creating and maintaining a strong brand.
- Use external presence and relationships to garner new opportunities.

Planning & New Business:

- Begin to build partnerships in new regions statewide, establishing relationships with funders, policymakers and community leaders..
- Be an external local and national presence that publishes and communicates program results with an emphasis on the successes of the local program as a model for regional and national replication.



THE IDEAL CANDIDATE

Byrd Barr Place seeks an outstanding, passionate, entrepreneurial leader who has appreciation for the historic significance of the Central District of the city of Seattle and a demonstrated commitment to the Black community. The position requires the demonstrated ability to be a visionary, executive and organizational leader who can strategically, successfully and collaboratively lead a team to drive outcomes and achieve results. At the same time, the CEO will demonstrate the passion and ability to be a community leader and advocate with the fortitude to lead, direct and respond to the changing needs of the community.

The ideal candidate would have the following characteristics:

1. Strong leadership skills: demonstrated by their historic ability to inspire, motivate and manage a team effectively towards achieving the organization's mission.
2. A deep understanding of the challenges faced by low-income Black communities and communities with low-incomes, and have experience working with the population and the community.
3. Proven track record of successful community engagement, including building partnerships with local organizations, businesses and government entities.
4. Passion for social justice especially as it relates to social justice and equity for Black communities and communities with low-incomes.
5. Excellent communication and interpersonal skills with the ability to effectively communicate with diverse groups of stakeholders, including community members, government officials and funders.
6. Strong strategic planning and problem-solving skills marked by the ability to think critically and creatively to develop and implement effective strategies to address complex social problems.
7. Financial management expertise with specific experience managing budgets, grants and fundraising to ensure the organization's long-term financial sustainability.
8. A servant leadership style shaped by authentic community commitment.

EDUCATION & EXPERIENCE

Education

Bachelor's degree from an accredited college or university. An appropriate advanced degree is desired but not required.

Experience

Seven to ten years of senior executive level management experience with a track record of effectively leading and scaling a performance and outcomes-based organization to the next stage of growth.





COMPENSATION & BENEFITS

The salary is \$180,000 to \$200,000. Byrd Barr Place provides a comprehensive benefits package including, medical, dental and vision coverage; employer contributed FSA or HSA, employer-matched 401(K) plan, short and long-term disability, group life and accident insurance. One floating holiday per year, annual vacation leave accrual, annual sick leave accrual and paid holidays.

HOW TO APPLY

The CEO of Byrd Barr Place search is being conducted on a regional and national basis by **The Byers Group**. First consideration will be given to applications received by **March 31, 2023**. To apply for this outstanding opportunity, please electronically submit your resume, letter of interest to The Byers Group at: **BBP.CEO@byersgroupca.com**. The letter of interest should outline why you are interested in the role and your relevant accomplishments. Please provide two examples of why you would be a strong candidate and the key attributes you would bring to this position. The position will remain open until filled.



THE BYERS GROUP
EXECUTIVE SEARCH AND C-SUITE CONSULTING

Confidential inquiries are encouraged and can be directed to:

Ms. Brett Byers
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323-403-8279



Ms. Christine Boulware
christine@byersgroupca.com
312-691-6098

Byrd Barr Place is an EEO/ADA Employer that values workforce diversity, inclusion and equity. BBP complies with all federal, state and local laws mandating Equal Employment Opportunities. All qualified applicants will be considered in accordance with applicable laws prohibiting discrimination on the basis of race, color, religion, national origin, ancestry, sex, gender, age, veteran status, disability, marital status, hair style and hair texture, gender identity or sexual orientation.