



Helping **good** causes recruit and retain **great** leaders.

**President and CEO
Lutheran Social Services of Northern California**

About Lutheran Social Services of Northern California

Lutheran Social Services of Northern California (LSSNC) offers the hope of lives transformed to people of all faiths (or no faith), providing housing and compassionate support when people are in need because of homelessness, mental illness, physical disability, substance abuse or disaster. LSSNC case management and support services serve more than 4,000 clients throughout a service area that encompasses Northern California, with offices and programs in Sacramento, San Francisco, Contra Costa and San Joaquin counties.

With origins in social ministry efforts dating back to 1883, LSSNC is the social services arm of two denominations, the Lutheran Church-Missouri Synod and the Evangelical Lutheran Church of America, and their member congregations. The organization is part of Lutheran Services in America, a network of nearly 300 Lutheran social ministry organizations constituting one of the largest non-profit care systems nationally. LSSNC has an annual budget of \$7.5m, and a staff of 70, with administrative offices in Concord.

The Opportunity

Lutheran Social Services of Northern California seeks a values-driven executive with a deep commitment to their mission of serving the most vulnerable in our society. Prior experience as an executive director of a well-regarded community-based nonprofit or as senior executive with a state-wide or national nonprofit, or equivalent mix of business and volunteer experience is required.

Candidates should possess a track record of success in management and growth of programs; experience achieving financial stability; and a history of sustaining strong teams and maintaining external stakeholder relationships. Strong business management skills are essential, with the proven expertise to oversee complex budgets, develop long-range plans, and sustain efficient administrative operations. LSSNC seeks candidates with experience implementing and managing effective fundraising strategies and the ability to leverage the efforts of contractors, volunteers and board members to maximize the organization's fundraising potential.

The ideal candidate will share LSSNC's beliefs in the resilience of the human spirit and the fundamental worth of all people.

Qualifications:

- The proven ability to manage effectively in a collaborative, team-based working environment;
- The ability to increase and sustain both earned and donated income from multiple sources over time;
- Experience leading strategic and operational planning processes; management and oversight of plan implementation, including development and monitoring of success metrics;
- Strong business skills, including budgeting, operations, systems and facilities management;
- Comfort navigating public sector funding streams, and ability to maintain strong relations with multiple funding agencies;
- Affinity for working with low-income and at-risk populations in a multicultural environment;
- Experience reporting to a board of directors, or equivalent experience serving on and working with volunteer boards and councils;
- Knowledge of the Lutheran faith and a high level of credibility within the Lutheran community.

Salary and Benefits

Lutheran Social Services of Northern California offers a competitive compensation and benefits package, including vacation and holiday leave; medical, vision and dental insurance; retirement plan (403B); life insurance; and a voluntary FSA plan.

Application Process

Lutheran Social Services of Northern California is an equal opportunity employer and prohibits discrimination based on race, religion, gender or sexual preference.

Leyna Bernstein Consulting, an executive search firm, is conducting this search on behalf of Lutheran Social Services of Northern California. Please send cover letter and resume to wendy@leynabernstein.com with LSSNC in the subject line. No phone calls, please.