



Executive Director

Safe Crossings Foundation | Seattle, WA

(Hybrid work environment based in the greater Seattle area; some in-person events required)

About Safe Crossings Foundation

Safe Crossings Foundation (SCF) is dedicated to helping children grieving the death of a parent, sibling, or other loved one to heal and thrive. For more than thirty-five years, we've funded proven and innovative programs across the Puget Sound region that make a profound difference in the lives of bereaved kids in our community.

We fund services that help children safely navigate loss, rediscover joy, and emerge as emotionally healthy and resilient members of their families and communities. Our mission is to be a leader in funding services that help grieving children heal. Our vision is that all kids who've lost a loved one receive the emotional support they need.

As an organization, we know our success depends on the success of every member of our team. We work to create and foster an environment of respect, appreciation, and inclusion for everyone who joins Safe Crossings Foundation. Our values:

- We acknowledge and support the complexity of the grief process.
- We value community and relationships as a key source of resilience for young people.
- We value impact and accountability.

Role Overview

Safe Crossings Foundation is seeking a strategic, compassionate, and grounded Executive Director (ED) to lead the organization into its next chapter of impact. The key opportunity for the next ED is to develop and execute a strategic plan, leading the organization through a period of change to realize our vision that no child in Washington state grieves alone. We seek a dynamic leader to innovate on SCF's fundraising and business model while continuing to build and develop a team of committed staff, thereby increasing our capacity to deliver on our vision of statewide impact.

The ED reports to a Board of Directors and serves as the chief visionary, manager, and ambassador. The ED guides organizational strategy and operations, oversees revenue planning in collaboration with staff, stewards effective grantmaking, advances partnership development, and builds a healthy and transparent workplace culture. The ED fosters strong board-staff collaboration, provides clear direction, and holds the organization accountable to outcomes and values.

The ideal candidate is an empathetic, decisive, and proactive leader, comfortable with both

representing SCF as a trusted voice in the community and internal operations, including people management. They facilitate transparent communication, set clear expectations, and inspire the team and board to strive for continuous improvement and achieve ambitious strategic goals.

Primary Responsibilities

Organizational Leadership & Strategy

- Provide consistent, visible, and engaged leadership by setting organizational direction, managing and prioritizing staff time, and ensuring alignment between daily work and organizational goals.
- Lead the implementation and evolution of SCF's strategic plan; translate mission and vision into clear goals, timelines, and metrics.
- Foster a transparent, inclusive, positive culture where staff and board do their best work.
- Serve as SCF's primary ambassador; deepen relationships with community partners, providers, and peer funders.
- Champion SCF at events, conferences, and coalitions to elevate leadership in children's grief support.

Culture, People, and Performance

- Lead and inspire staff through proactive and respectful management, clear goals, consistent performance feedback, and professional coaching.
- Champion transparent and direct communication, demonstrating the courage to address performance issues, manage conflicts fairly, and engage in tough conversations with respect and integrity.
- Foster a culture that embraces change, continuous learning, and accountability, and actively seek opportunities to improve internal processes and organizational capacity.

Fundraising

- Act as the organization's chief fundraiser, responsible for overseeing the vision, strategy, staff capacity, technology, and culture necessary to secure financial sustainability.
- Serve as the primary solicitor for major individual and institutional gifts, personally cultivating, stewarding, and closing the highest-level contributions.
- Manage, mentor, direct and oversee the Development Director as the Development Director performs their fundraising responsibilities, ensuring the team has the necessary materials and internal support to build a robust fundraising infrastructure.

Financial Management and Operations

- Develop and manage the annual operating budget and grantmaking allocations with the Finance Committee.
- Oversee revenue planning at the organizational level (forecasting, scenario planning, and alignment of commitments)
- Maintain sound financial controls to ensure accurate reporting, audits, and full legal/fiduciary compliance.

Board Relations & Governance

- Partner with the Board Chair and Executive Committee to ensure strong governance and shared accountability.
- Provide clear, consistent communication and actionable reports for board decision-making.
- Support board recruitment, development, and engagement to sustain a diverse, high-performing board.

Program & Grantmaking Oversight

- Oversee SCF's grantmaking strategy and ensure alignment with community needs and SCF's strategic priorities while identifying opportunities for collaboration and innovation.
- Build relationships with grantee partners, service providers, and funders, while researching and soliciting potential grantees to strengthen the regional grief support network.
- Ensure alignment with partner agencies' child-safety, privacy, and compliance policies; manage grantmaking risk.

Preferred Qualifications

- 5+ years of nonprofit leadership experience, ideally in grief support, child welfare, philanthropy, social services, or a related mission-driven field.
- Demonstrated success in strategic planning, organizational management, fundraising and partnership development.
- Ability to interpret and leverage key financial statements—including budgets, income statements, balance sheets, and cash flow—to drive strategic decision-making and ensure long-term economic stability.
- Strong understanding of grantmaking, program evaluation, and nonprofit governance.

- Experience leading change and scaling operations in a small-organization context.
- Exceptional communication and relationship-building skills.
- Proven experience collaborating with a board and leading small, high-performing teams.
- Commitment to diversity, equity, inclusion, and belonging in operations and community engagement.

Compensation & Benefits

- The salary range for this position is \$115,000 - \$155,000, commensurate with experience.
- Benefits: Comprehensive package including health insurance, paid personal and sick leave, retirement matching, healthcare stipend, transportation stipend, and professional development opportunities.
- Flexible, hybrid work schedule with occasional evening and weekend events.

To Apply

Safe Crossings Foundation is a proud equal opportunity employer committed to an inclusive work environment and to building a team that reflects the rich diversity of our community. People of color, people with disabilities, and people of diverse sexual orientations, gender expressions, and identities are encouraged to apply.

Please submit your resume and a brief cover letter describing your interest and qualifications for the position to careers@safecrossingsfoundation.org. Please note "Executive Director Application" in the subject line. Applications will be reviewed on a rolling basis until the position is filled.