

House District(s) \_\_\_\_\_

Senate District(s) \_\_\_\_\_

**THE TWENTY-NINTH LEGISLATURE  
APPLICATION FOR GRANTS  
CHAPTER 42F, HAWAII REVISED STATUTES**

Log No: \_\_\_\_\_

For Legislature's Use Only

Type of Grant Request:

GRANT REQUEST – OPERATING

GRANT REQUEST – CAPITAL

"Grant" means an award of state funds by the legislature, by an appropriation to a specified recipient, to support the activities of the recipient and permit the community to benefit from those activities.

"Recipient" means any organization or person receiving a grant.

STATE DEPARTMENT OR AGENCY RELATED TO THIS REQUEST (LEAVE BLANK IF UNKNOWN): \_\_\_\_\_

STATE PROGRAM I.D. NO. (LEAVE BLANK IF UNKNOWN): \_\_\_\_\_

**1. APPLICANT INFORMATION:**

Legal Name of Requesting Organization or Individual:

StrangersWeKnow

Dbas: n/a

Street Address: 83-5456 Painted Church Rd, 96704

Mailing Address: P.O Box 196, Captain Cook, HI 96704

**2. CONTACT PERSON FOR MATTERS INVOLVING THIS APPLICATION:**

Name JERRAD TROTTER

Title Volunteer Executive Director

Phone # 855-593-2732

Fax # n/a

E-mail info@strangersweknow.org

**3. TYPE OF BUSINESS ENTITY:**

- NON PROFIT CORPORATION INCORPORATED IN HAWAII
- FOR PROFIT CORPORATION INCORPORATED IN HAWAII
- LIMITED LIABILITY COMPANY
- SOLE PROPRIETORSHIP/INDIVIDUAL
- OTHER

**6. DESCRIPTIVE TITLE OF APPLICANT'S REQUEST:**

CAPES 4 KIDDOS. INCREASING STABILITY FOR CHILDREN IN TRANSITION

4. FEDERAL TAX ID #: \_\_\_\_\_

5. STATE TAX ID #: \_\_\_\_\_

**7. AMOUNT OF STATE FUNDS REQUESTED:**

FISCAL YEAR 2019: \$ 50,000.00

**8. STATUS OF SERVICE DESCRIBED IN THIS REQUEST:**

- NEW SERVICE (PRESENTLY DOES NOT EXIST)
- EXISTING SERVICE (PRESENTLY IN OPERATION)

SPECIFY THE AMOUNT BY SOURCES OF FUNDS AVAILABLE AT THE TIME OF THIS REQUEST:

STATE \$ 0.00

FEDERAL \$ 0.00

COUNTY \$ 0.00

PRIVATE/OTHER \$ 500.00

TYPE NAME & TITLE OF AUTHORIZED REPRESENTATIVE:

JERRAD TROTTER EXECUTIVE DIRECTOR

NAME & TITLE

1-17-2018  
DATE SIGNED

JAN 20 2018 JPT 10AM

## Application for Grants

*Please check the box when item/section has been completed. If any item is not applicable to the request, the applicant should enter "not applicable".*

### **I. Background and Summary**

This section shall clearly and concisely summarize and highlight the contents of the request in such a way as to provide the State Legislature with a broad understanding of the request. Please include the following:

1.  A brief description of the applicant's background;

-My name is Jerrad Trotter and I am the owner/operator of StrangersWeKnow. I have been doing outreach since 2007 and became a federally recognized 501c3 non-profit in 2014. My background is in social and behavioral science and organizational management, however, my career with the Department of Child, Youth, and Family services is what ultimately inspired me to create the program, Capes 4 Kiddos.

After years of watching children place their belongings into trash bags when being removed from their homes and being placed into foster care, I have created simple, handmade bags with handmade blankets in an effort to effectively remedy this.

2.  The goals and objectives related to the request;

-My ultimate goal is to successfully launch, grow, and maintain Capes 4 Kiddos through procurement of a long term rental location and conversion of the Volunteer Executive Director position to a paid position.

3.  The public purpose and need to be served;

-The public purpose is to provide increased stability to children experiencing transition by securing a long term rental location and creating a paid position within the organization. Transition can include, but is not limited to; entering foster care, experiencing homelessness, extended hospital stays due to illness, or those impacted by natural disasters.

-The need to be served is providing increased stability for children in otherwise unstable situations by providing fun, personal bags with helpful necessities, such as toiletries and blankets.

4.  Describe the target population to be served; and
- The target population to ultimately be served are children ages 0-15 experiencing one or more of the following; foster care, homelessness, extended time away from home due to illness, and instability due natural disaster.
5.  Describe the geographic coverage.
- During fiscal year 2018/2019, geographic coverage will be the state of Hawaii, including: Niihau, Kauai, Oahu, Molokai, Maui, Lanai, Hawaii (Big Island)

## **II. Service Summary and Outcomes**

The Service Summary shall include a detailed discussion of the applicant's approach to the request. The applicant shall clearly and concisely specify the results, outcomes, and measures of effectiveness from this request. The applicant shall:

1.  Describe the scope of work, tasks and responsibilities;
- StrangersWeKnow will be responsible for securing a viable location from which to create, store, and distribute bags. Doing this will entail continued research, viewing locations, choosing a location, and eventually signing a long term lease of 2 years or more. Once this has been done, focus will shift to creating, maintaining, and distributing inventory for Capes 4 Kiddos. This will include, but is not limited to: Procuring materials such a fleece fabric, bolo cord, metal grommets, and cord stops. Purchasing shelving and plastic storage containers. And delivering or mailing finished bags throughout the state of Hawaii.
  - StrangersWeKnow will utilize funding to provide compensation for the Volunteer Executive Director position in efforts to enable full time focus on the growth of programs and the pursuit of organizational goals, mission, and vision. With funding for the Executive Director position and full time focus, measurable growth will continually increase in a way that positively serves the community.
2.  Provide a projected annual timeline for accomplishing the results or outcomes of the service;
- Secure a suitable location from which to successfully operate Capes 4 Kiddos and host both volunteer and outreach opportunities for the community by January 1<sup>st</sup>, 2019. This location will also serve as a physical address from which bags can be made, stored, picked up, and distributed.
  - Fully convert Volunteer Executive Director position to a compensated position by January 1<sup>st</sup>, 2019.

3.  Describe its quality assurance and evaluation plans for the request. Specify how the applicant plans to monitor, evaluate, and improve their results; and

-StrangersWeKnow will regularly evaluate progress and perform quality assurance reviews in the following ways:

- Creation, implementation, and regular review of board approved budget.
- Biannual, third party audit and review of spending and budget
- Create and maintain detailed records of board approved spending
- Make board recommended, approved adjustments as needed
- Quarterly board meetings to review progress of funding goals
- Monitor and gauge success based upon outlined goals (ex. Location has been secured within the 2018/2019 fiscal year. Productivity, meaning reach of programs, has measurably increased with funding of Executive Director position.)

4.  List the measure(s) of effectiveness that will be reported to the State agency through which grant funds are appropriated (the expending agency). The measure(s) will provide a standard and objective way for the State to assess the program's achievement or accomplishment. Please note that if the level of appropriation differs from the amount included in this application that the measure(s) of effectiveness will need to be updated and transmitted to the expending agency.

-StrangersWeKnow will make progress reports available in the following ways:

- Create and maintain a webpage specifically for measurement of program achievements and accomplishments
- Webpage will contain electronic and printable progress reports; Board minutes, decisions, and suggestions; Any and all board recommended adjustments; Third party review of spending and budget; Photos of new location, volunteer and outreach events; Charts and graphical representation of measurable program growth

### **III. Financial**

#### **Budget**

1.  The applicant shall submit a budget utilizing the enclosed budget forms as applicable, to detail the cost of the request.
- a. Budget request by source of funds ([Link](#))
  - b. Personnel salaries and wages ([Link](#))
  - c. Equipment and motor vehicles ([Link](#))
  - d. Capital project details ([Link](#))
  - e. Government contracts, grants, and grants in aid ([Link](#))

2.  The applicant shall provide its anticipated quarterly funding requests for the fiscal year 2019.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$5,000.00	\$25,000.00	\$10,000.00	\$10,000.00	\$50,000.00

3.  The applicant shall provide a listing of all other sources of funding that they are seeking for fiscal year 2019.

- Partnership with Hawaii Island United Way
- Contingency Funds through Hawaii County
- Non Profit Grant through Hawaii County
- Discount Fabric Hawaii

4.  The applicant shall provide a listing of all state and federal tax credits it has been granted within the prior three years. Additionally, the applicant shall provide a listing of all state and federal tax credits they have applied for or anticipate applying for pertaining to any capital project, if applicable.

-N/A Not applicable

5.  The applicant shall provide a listing of all federal, state, and county government contracts, grants, and grants in aid it has been granted within the prior three years and will be receiving for fiscal year 2019 for program funding.

-N/A Not applicable

6.  The applicant shall provide the balance of its unrestricted current assets as of December 31, 2017.

\$500.00

#### **IV. Experience and Capability**

1.  **Necessary Skills and Experience**

The applicant shall demonstrate that it has the necessary skills, abilities, knowledge of, and experience relating to the request. State your experience and appropriateness for providing the service proposed in this application. The applicant shall also provide a listing of verifiable experience of related projects or contracts for the most recent three years that are pertinent to the request.

- Started and operated my own non-profit organization on volunteer basis since 2014
- Combined 5 years of experience with Arizona's Department of Child, Youth, and Family Services actively assisting with investigations, removals, and working directly with children entering foster care.
- 11 years of outreach and community service experience.
- Combined 4 years of experience as Executive Director of non profit

- Created and successfully implemented continuous outreach programs since 2014
  - BRIDGES program for youth aging out of foster care
  - HomeFree program for chronically homeless individuals
  - Letters from Santa for anyone wanting joy during the holidays
- Consistent demonstration of ability to network and interface with community leaders, community supporters, and program participants.
- Studious, responsible, passionate, and highly motivated individual with a heart to serve.
- Maintains and continuously builds community support.
- Personal and professional references willing to speak to career and character.
- Educational background in organizational management and social/behavioral sciences.
- Studied, researched, and refined process to create bags for children experiencing transition through foster care, homelessness, natural disaster, or illness.

2.  **Facilities**

The applicant shall provide a description of its facilities and demonstrate its adequacy in relation to the request. If facilities are not presently available, describe plans to secure facilities.

-StrangersWeKnow does not currently have a location, but have been actively seeking a location since June of 2017. We plan to continue our search and secure a location with funding from this grant. A location will enable us to provide volunteer opportunities to the community, while also increasing the inventory of bags for children. It will also provide a storage space as well as a pick up/drop off location for agencies and organizations that utilize us as a resource.

**V. Personnel: Project Organization and Staffing**

1.  **Proposed Staffing, Staff Qualifications, Supervision and Training**

The applicant shall describe the proposed staffing pattern and proposed service capacity appropriate for the viability of the request. The applicant shall provide the qualifications and experience of personnel for the request and shall describe its ability to supervise, train and provide administrative direction relative to the request.

-StrangersWeKnow is requesting funding for the existing Executive Director position, which has thus far been a volunteer position. Since receiving our determination from the IRS, I have acted as the Volunteer Executive Director for StrangersWeKnow. Attached is the existing job description for the position. I have happily met requirements for the position consistently and look forward to continuing doing so full time. In order to grow the organization and strengthen our outreach efforts throughout the community, I believe making the position of Executive Director a paid position is very important. I will continue working under the direct supervision of the board of directors and maintain my duties.

2.  **Organization Chart**

The applicant shall illustrate the position of each staff and line of responsibility/supervision. If the request is part of a large, multi-purpose organization, include an organization chart that illustrates the placement of this request.

-StrangersWeKnow currently exists as a volunteer organization. We have no paid employees, however, with this grant, we are seeking to make the Executive Director position a paid position. The Executive Director will continue to operate under the supervision of the board of directors as outlined in the job description below.

3.  **Compensation**

The applicant shall provide the annual salaries paid by the applicant to the three highest paid officers, directors, or employees of the organization by position.

-StrangersWeKnow currently operates on a completely volunteer basis.

**VI. Other**

1.  **Litigation**

The applicant shall disclose any pending litigation to which they are a party, including the disclosure of any outstanding judgement. If applicable, please explain.

-N/A Not applicable

2.  **Licensure or Accreditation**

The applicant shall specify any special qualifications, including but not limited to licensure or accreditation that the applicant possesses relevant to this request.

-Regarding funding of the Executive Director position, which I hope to continue in, I have a degree in social and behavioral science as well as an educational background in organizational management. I have completed courses in management, procurement, state procedures, and child, youth, and family services.

3.  **Private Educational Institutions**

The applicant shall specify whether the grant will be used to support or benefit a sectarian or non-sectarian private educational institution. Please see Article X, Section 1, of the State Constitution for the relevance of this question.

-This grant will not be used to support or benefit a sectarian or non-sectarian private educational institution.

**4.  Future Sustainability Plan**

The applicant shall provide a plan for sustaining after fiscal year 2018-19 the activity funded by the grant if the grant of this application is:

- (a) Received by the applicant for fiscal year 2018-19, but
- (b) Not received by the applicant thereafter.

-Our plan to sustain our organization following receipt of funding is to continue utilizing the strict budgeting practices that have enabled us to grow, albeit slowly, with very little outside funding, thus far. We accomplish a great deal on a very small budget, but we hope to expand the scope and reach of the organization with the help of this grant. Increasing program reach and community engagement by securing a location and making the Executive Director a paid position, enabling further dedication to organizational goals, will place us in a better position to secure donations and funding from other sources as well. I believe a grant from the Hawaii state legislature will lend credibility and further legitimize our organization, which will also help us to sustain and continue pursuit of our mission, with or without additional funding.

**5.  Certificate of Good Standing (If the Applicant is an Organization)**

If the applicant is an organization, the applicant shall submit one (1) copy of a certificate of good standing from the Director of Commerce and Consumer Affairs that is dated no earlier than December 1, 2017.

-StrangersWeKnow has only recently registered with the Department of Commerce and Consumer Affairs, and therefore, we are unable to submit a copy of a certificate of good standing prior to December 1<sup>st</sup>, 2017. This does not, however, mean we are non-compliant in anyway. I am happy to provide proof of this, if needed. I hope the state governing board and committee will take this into consideration when considering this application.

**6.  Declaration Statement**

The applicant shall submit a declaration statement affirming its compliance with Section 42F-103, Hawaii Revised Statutes. ([Link](#))

-StrangersWeKnow hereby certifies that, to the best of our knowledge we are compliant with the following statutes as outlined in Section 42F-103, Hawaii Revised Statutes:

- (1) Are licensed or accredited, in accordance with federal, state, or county statutes, rules, or ordinances, to conduct the activities or provide the services for which a grant is awarded;



- (2) Comply with all applicable federal and state laws prohibiting discrimination against any person on the basis of race, color, national origin, religion, creed, sex, age, sexual orientation, or disability;
  - (3) Agree not to use state funds for entertainment or lobbying activities; and
  - (4) Allow the state agency to which funds for the grant were appropriated for expenditure, legislative committees and their staff, and the auditor full access to their records, reports, files, and other related documents and information for purposes of monitoring, measuring the effectiveness, and ensuring the proper expenditure of the grant.
- (b) In addition, a grant may be made to an organization only if the organization:
- (1) Is incorporated under the laws of the State; and
  - (2) Has bylaws or policies that describe the manner in which the activities or services for which a grant is awarded shall be conducted or provided.
- (c) Further, a grant may be awarded to a nonprofit organization only if the organization:
- (1) Has been determined and designated to be a nonprofit organization by the Internal Revenue Service; and
  - (2) Has a governing board whose members have no material conflict of interest and serve without compensation.
- (d) If a grant is used by an organization for the acquisition of land, when the organization discontinues the activities or services on the land acquired for which the grant was awarded and disposes of the land in fee simple or by lease, the organization shall negotiate with the expending agency for a lump sum or installment repayment to the State of the amount of the grant used for the acquisition of the land. This restriction shall be registered, recorded, and indexed in the bureau of conveyances or with the assistant registrar of the land court as an encumbrance on the property. Amounts received from the repayment of a grant under this subsection shall be deposited into the general fund. [L 1997, c 190, pt of §3; am L 2007, c 184, §1; am L 2014, c 96, §7]

7.  **Public Purpose**

The applicant shall specify whether the grant will be used for a public purpose pursuant to Section 42F-102, Hawaii Revised Statutes. ([Link](#))

-This grant will be used for a public purpose. Funding will be utilized to procure a rental location, fund the executive director position, and provide outreach services and opportunities to children and families throughout Hawaii.

## BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2018 to June 30, 2019

Applicant: Strangers We Know

BUDGET CATEGORIES	Total State Funds Requested (a)	Total Federal Funds Requested (b)	Total County Funds Requested (c)	Total Private/Other Funds Requested (d)
<b>A. PERSONNEL COST</b>				
1. Salaries	15,896	0	0	0
2. Payroll Taxes & Assessments	4,104			
3. Fringe Benefits	0			
<b>TOTAL PERSONNEL COST</b>	<b>20,000</b>			
<b>B. OTHER CURRENT EXPENSES</b>				
1. Airfare, Inter-Island	0			
2. Insurance	1,000			
3. Lease/Rental of Equipment	0			
4. Lease/Rental of Space	18,000			
5. Staff Training	500			
6. Supplies	1,500			
7. Telecommunication	3,000			
8. Utilities	6,000			
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				
<b>TOTAL OTHER CURRENT EXPENSES</b>	<b>30,000</b>			
<b>C. EQUIPMENT PURCHASES</b>	<b>0</b>			
<b>D. MOTOR VEHICLE PURCHASES</b>	<b>0</b>			
<b>E. CAPITAL</b>	<b>0</b>			
<b>TOTAL (A+B+C+D+E)</b>	<b>50,000</b>			
<b>SOURCES OF FUNDING</b>		Budget Prepared By:		
(a) Total State Funds Requested	50,000	Jerrad Trotter	855-593-2731	
(b) Total Federal Funds Requested	0		Phone	
(c) Total County Funds Requested	0		1-17-2018	
(d) Total Private/Other Funds Requested	0		Date	
<b>TOTAL BUDGET</b>	<b>50,000</b>	Jerrad Trotter      Volunteer Exec Director Name and Title (Please type or print)		

**BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES**

Period: July 1, 2018 to June 30, 2019

Applicant: Strangers We Know

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
Executive Director	40	\$20,000.00	100.00%	\$ 20,000.00
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
<b>TOTAL:</b>				20,000.00

JUSTIFICATION/COMMENTS:  
*Requesting slightly more than minimum wage. Approximately \$10.42 per hour.*

**DECLARATION STATEMENT OF  
APPLICANTS FOR GRANTS PURSUANT TO  
CHAPTER 42F, HAWAII REVISIED STATUTES**

The undersigned authorized representative of the applicant certifies the following:

- 1) The applicant meets and will comply with all of the following standards for the award of grants pursuant to Section 42F-103, Hawai'i Revised Statutes:
  - a) Is licensed or accredited, in accordance with federal, state, or county statutes, rules, or ordinances, to conduct the activities or provide the services for which a grant is awarded;
  - b) Complies with all applicable federal and state laws prohibiting discrimination against any person on the basis of race, color, national origin, religion, creed, sex, age, sexual orientation, or disability;
  - c) Agrees not to use state funds for entertainment or lobbying activities; and
  - d) Allows the state agency to which funds for the grant were appropriated for expenditure, legislative committees and their staff, and the auditor full access to their records, reports, files, and other related documents and information for purposes of monitoring, measuring the effectiveness, and ensuring the proper expenditure of the grant.
- 2) If the applicant is an organization, the applicant meets the following requirements pursuant to Section 42F-103, Hawai'i Revised Statutes:
  - a) Is incorporated under the laws of the State; and
  - b) Has bylaws or policies that describe the manner in which the activities or services for which a grant is awarded shall be conducted or provided.
- 3) If the applicant is a non-profit organization, it meets the following requirements pursuant to Section 42F-103, Hawai'i Revised Statutes:
  - a) Is determined and designated to be a non-profit organization by the Internal Revenue Service; and
  - b) Has a governing board whose members have no material conflict of interest and serve without compensation.

Pursuant to Section 42F-103, Hawai'i Revised Statutes, for grants used for the acquisition of land, when the organization discontinues the activities or services on the land acquired for which the grant was awarded and disposes of the land in fee simple or by lease, the organization shall negotiate with the expending agency for a lump sum or installment repayment to the State of the amount of the grant used for the acquisition of the land.

Further, the undersigned authorized representative certifies that this statement is true and correct to the best of the applicant's knowledge.

Jerrad Trotter, StrangersWeKnow, Capes 4 Kiddos  
(Typed Name of Individual or Organization)



1-17-2018

(Date)

JERRAD TROTTER

(Typed Name)

Volunteer Executive Director

(Title)

## **StrangersWeKnow**

### **Executive Director Job Description**

Reporting to the Board of Directors, the Executive Director (ED) will have overall strategic and operational responsibility for StrangersWeKnow's staff, programs, expansion, and execution of its mission. She or he will initially develop deep knowledge of field, core programs, operations, and business plans.

#### **In program development and administration, the Executive Director will:**

1. Assure that the organization has a long-range strategy which achieves its mission, and toward which it makes consistent and timely progress.
2. Provide leadership in developing program, organizational and financial plans with the Board of Directors and staff, and carry out plans and policies authorized by the board.
3. Promote active and broad participation by volunteers in all areas of the organization's work.
4. Maintain official records and documents, and ensure compliance with federal, state and local regulations.
5. Maintain a working knowledge of significant developments and trends in the field.

#### **In communications, the Executive Director will:**

1. See that the board is kept fully informed on the condition of the organization and all important factors influencing it.
2. Publicize the activities of the organization, its programs and goals.
3. Establish sound working relationships and cooperative arrangements with community groups and organizations.
4. Represent the programs and point of view of the organization to agencies, organizations, and the general public.

#### **In relations with staff, the Executive Director will:**

1. Be responsible for the recruitment, employment, and release of all personnel, both paid staff and volunteers.
2. Ensure that job descriptions are developed, that regular performance evaluations are held, and that sound human resource practices are in place.
3. See that an effective management team, with appropriate provision for succession, is in place.
4. Encourage staff and volunteer development and education, and assist program staff in relating their specialized work to the total program of the organization.
5. Maintain a climate which attracts, keeps, and motivates a diverse staff of top quality people.

**In budget and finance, the Executive Director will:**

1. Be responsible for developing and maintaining sound financial practices.
2. Work with the staff, Finance Committee, and the board in preparing a budget; see that the organization operates within budget guidelines.
3. Ensure that adequate funds are available to permit the organization to carry out its work.
4. Jointly, with the president and secretary of the board of directors, conduct official correspondence of the organization, and jointly, with designated officers, execute legal documents.

**In Leadership & Management, the Executive Director will:**

- 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 StrangersWeKnow volunteers, board members, event committees, alumni, partnering organizations, and funders.
- Develop, maintain, and support a strong Board of Directors; serve as ex-officio of each committee; 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 StrangersWeKnow's high-performance senior management team
- Ensure effective systems to track scaling progress, and regularly evaluate program components, so as to measure successes that can be effectively communicated to the board, funders, and other constituents.

**In Fundraising & Communications, the Executive Director will:**

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

**In Planning & New Business, the Executive Director will:**

- Design the national expansion and complete the strategic business planning process for the program expansion into new markets.
- Begin to build partnerships in new markets, establishing relationships with the funders, and political and community leaders at each expansion site.
- 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.

## **Qualifications**

The ED will be thoroughly committed to StrangersWeKnow's mission. All candidates should have proven leadership, coaching, and relationship management experience.

Specific requirements include:

- A degree, with at least 5 years of combined management experience; track record of effectively leading and regionally and/or nationally scaling a performance- and outcomes-based organization and staff; ability to point to specific examples of having developed and operationalized strategies that have taken an organization to the next stage of growth
- Unwavering commitment to quality programs and data-driven program evaluation
- Excellence in organizational management with the ability to coach staff, manage, and develop high-performance teams, set and achieve strategic objectives, and manage a budget
- Past success working with a Board of Directors with the ability to cultivate existing board member relationships
- Strong marketing, public relations, and fundraising experience with the ability to engage a wide range of stakeholders and cultures
- Strong written and verbal communication skills; a persuasive and passionate communicator with excellent interpersonal and multidisciplinary project skills
- Action-oriented, entrepreneurial, adaptable, and innovative approach to business planning
- Ability to work effectively in collaboration with diverse groups of people
- Passion, idealism, integrity, positive attitude, mission-driven, and self-directed

## **Salary**

The position of ED will be salaried and based upon experience, qualifications, as well as current suggested rates. If possible, rates should be confirmed and verified by at least three (3) trusted sources.