



# Island Senior Resources

LANGLEY, WASHINGTON

## EXECUTIVE DIRECTOR

Every day, Island Senior Resources helps thousands of seniors and adults with disabilities live with dignity, independence, and connection. We are looking for an Executive Director with the vision, heart, and operational skill to lead the largest community social services organization in Island County into an exciting future. The compensation for this role is set at \$130,000 - \$160,000, and the position offers excellent benefits.

*Apply by*

**May 31, 2026**

*(First Review, Open Until Filled)*

 **PROTHMAN**



## THE COMMUNITY



Island Senior Resources serves residents across Island County, a two-island county in north-western Washington composed primarily of Whidbey Island and Camano Island. The county is home to more than 86,000 full-time residents, with a higher-than-average proportion of residents aged 60 and older, reflecting its role as a retirement destination within the Puget Sound region. Proximity to Seattle and Everett supports regional access while maintaining a distinct island setting supported significantly by tourism and the military.

Whidbey and Camano Islands form a connected regional community defined by shoreline, forested uplands, and agricultural valleys. Elevations range from sea level to over 500 feet, with extensive waterfront along Puget Sound. The climate is classified as marine west coast, with mild temperatures, limited snowfall, and annual precipitation averaging 20 to 30 inches due to the Olympic Mountain rain shadow. Summers are generally dry and temperate, while winters are cool and overcast.

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Oak Harbor, located at the north end of Whidbey Island, is the largest community in the region, with a population of just over 24,000. The city is home to Naval Air Station Whidbey Island and serves as the primary center for shopping, services, and employment in the region.



Coupeville, centrally located on Whidbey Island, is the county seat and is known for its historic waterfront, preserved Victorian homes, and long-standing community traditions. WhidbeyHealth, the region's primary hospital and healthcare provider, is also located here. South Whidbey communities, including Langley, are recognized for their artistic character, galleries, and cultural programming. Langley, accessible by ferry from Mukilteo, offers views of Saratoga Passage and the Cascade Range and is a destination for whale watching, particularly orcas.

Housing throughout the region includes a mix of single-family homes, rural properties, and small-town centers, with development patterns ranging from compact historic communities to more dispersed residential areas, particularly on Camano Island, which has approximately 17,000 residents and no incorporated cities.

Education is supported by multiple school districts, including Oak Harbor, Coupeville, South Whidbey, and Stanwood-Camano, along with access to Skagit Valley College and WSU Extension Island County. Primary transportation connections include State Route 20 via Deception Pass Bridge and ferry service between Clinton and Mukilteo on Whidbey Island, and State Route 532 on Camano Island. Island Transit is a free bus service that connects the Island community.

Recreation and community life are shaped by natural and cultural assets, including Deception Pass State Park, Ebey's Landing National Historical Reserve, local farms, galleries, wineries, and an extensive network of parks, beaches, and trails. Whidbey Island is dog-friendly with many dog parks and public places where dogs are welcome.

## THE ORGANIZATION

Founded in 1972, Island Senior Resources (ISR) is a 501c3 nonprofit organization that serves older adults, adults with disabilities, caregivers, and families throughout Island County, Washington. ISR is headquartered on Whidbey Island and partners with local jurisdictions, senior centers, and community organizations to coordinate service delivery. ISR is recognized within the community for delivering a comprehensive range of services tailored to older adults and caregivers, and for maintaining service continuity through both in-person and remote program delivery. With more than 50 years of service, ISR supports independence, aging in place, and access to services that promote wellbeing. The organization serves over 10,000 individuals annually across Whidbey and Camano Islands through direct services and community partnerships. Previously known as 'Senior Services of Island County,' in 2017 the organization started doing business as Island Senior Resources.



ISR is governed by an engaged 12-member Board of Directors responsible for oversight, policy direction, and fiduciary accountability. The Board appoints an Executive Director to manage operations and implement strategic priorities, supported by an executive team overseeing program operations, finance, development, marketing, and community engagement.

ISR operates with approximately 57 employees and more than 219 volunteers. The organization reports annual revenue of \$3.7 million, and an operating budget exceeding \$3.4 million, supported by a mix of public funding, grants, donations, and program revenue. ISR's values emphasize building trust and respect while using human and financial resources wisely, by fostering collaboration and participatory decision-making, striving for excellence in everything the organization does.

ISR is the largest service provider for seniors and adults living with disabilities in Island County. Over the last 53 years, ISR has provided nutrition services, including Meals on Wheels and community meals, Information & Assistance, Medicare benefits advising, medical transportation, case management for Medicaid recipients, support groups, medical lending libraries, and classes and community programming to support social engagement, wellness and fitness. ISR convenes the monthly meeting of the Senior Alliance that supports collaboration with partner organizations across Whidbey and Camano Islands.

## THE POSITION

Reporting to the Board of Directors, the Executive Director leads the organization in delivering high-quality programs and services for seniors and adults living with disabilities in Island County. The Director mobilizes and aligns staff, volunteers, and community partners around ISR's mission and priorities, and is accountable for the overall leadership, management, and strategic direction of Island Senior Resources (ISR), including stewardship of its vision, operations, and financial sustainability to ensure long-term impact.

As ISR's principal representative, the Executive Director cultivates and sustains relationships with community organizations, government agencies, and funding partners to expand reach and deepen impact. The position holds primary accountability for resource development, including grants and philanthropic support, ensuring programs remain relevant, scalable, and operationally sound. The selected Executive Director will travel throughout the county to ISR service locations and events, community events, fundraisers, and meetings with partners.

To learn more about the full responsibilities of this position, view the full job description [here](#).



## IDEAL CANDIDATE

### Education and Experience:

A bachelor's degree in business, social impact, or a related field is required, with a master's degree preferred, along with at least ten (10) years of progressively responsible management experience in a social service organization, community nonprofit leadership, or an equivalent combination of business leadership and social service nonprofit involvement.



### Necessary Knowledge, Skills, and Abilities:

- Knowledge of nonprofit management practices, including strategic planning, organizational leadership, and day-to-day operational oversight in mission-driven environments.
- Knowledge of applicable laws, regulations, and compliance requirements governing nonprofit organizations, including employment standards, safety protocols, and funding agency reporting obligations.
- The ability to lead financial planning efforts, including budget development, monitoring, and adjustment in response to shifting funding landscapes and policy changes.
- Experience with human resources management, including staff development, performance management, and fostering a positive and inclusive workplace culture.
- The skill to oversee and implement project management processes that align organizational initiatives with strategic priorities and measurable outcomes.
- Proficiency in Microsoft Office 365, digital communication tools, social media platforms, and emerging AI-enabled productivity technologies to enhance operational efficiency.



- The ability to translate strategic direction from governing bodies into actionable, tactical plans that achieve organizational goals.
- The ability to communicate effectively with diverse audiences, including staff, volunteers, clients, partner organizations, and funders with varying backgrounds and levels of expertise.
- The skill to build, sustain, and strengthen partnerships with public agencies, nonprofit organizations, and community stakeholders to advance shared objectives.
- Knowledge of fundraising strategies, including experience supporting or leading capital campaigns and diversifying revenue streams.
- The ability to assess organizational needs, identify opportunities for innovation, and implement solutions that enhance service delivery and organizational impact.
- The ability to foster collaboration across departments, break down silos, and align teams toward a unified mission and shared outcomes.
- The ability to operate with both strategic vision and practical execution, maintaining awareness of long-term goals while addressing immediate operational needs.



- The skill to manage multiple priorities simultaneously, adapt to changing circumstances, and reprioritize effectively in a dynamic environment.
- The ability to demonstrate emotional intelligence, sound judgment, and composure in complex or high-pressure situations.
- The ability to lead with empathy and compassion, particularly in serving vulnerable populations such as seniors and adults with disabilities.
- The ability to engage visibly in the community and represent the organization with credibility, authenticity, and professionalism.
- The skill to support organizational branding and positioning efforts, effectively communicating mission, impact, and value to the community and funding partners.
- The ability to collaborate with boards and stakeholders, incorporating feedback while exercising independent judgment and accountability in decision-making.
- The ability to delegate effectively, empower subject matter experts, and make informed, timely decisions when necessary.
- The ability to cultivate a culture of transparency, trust, and continuous improvement through open communication and active listening.
- The ability to demonstrate adaptability, humility, and a willingness to learn quickly in response to evolving organizational needs.
- The skill to approach challenges with creativity, problem-solving acumen, and a solutions-oriented mindset.
- The ability to act as a connector of people and resources to advance the well-being of aging and disabled adults within the community.

## COMPENSATION & BENEFITS

- **\$130,000 - \$160,000 DOQ**
- Vacation - 12 days of vacation accrued per year.
- Paid Holidays - 11 federal holidays with full office closure plus 1 anniversary holiday per year.
- Sick Leave - accrued at a rate of 8 hours per month.
- Health Insurance - Employer-paid Health Insurance for the employee with buy-up options available; employee-paid options are available for dependents. Employees who opt out of the group plan because they have other minimum essential coverage may be issued cash up to \$420 per month.
- Vision Insurance - Employer-paid Vision Insurance for the employee; employee-paid options are available for dependents.
- Group Term Life and Accidental Death and Dismemberment (AD&D) Insurance - up to a \$10,000 benefit.
- Employee Assistance Program.
- Optional 401K.
- Relocation Assistance.



For more information on  
Island Senior Resources, please visit:  
[www.senior-resources.org](http://www.senior-resources.org)

Island Senior Resources is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **May 31, 2026** (open until filled). Applications, supplemental questions, resumes and cover letters will only be accepted electronically. To **apply online**, go to **www.prothman.com** and click on "**Open Recruitments**", select "**Island Senior Resources, WA – Executive Director**", and click "**Apply Online**", or click [here](#). Resumes, cover letters and supplemental questions can be uploaded once you have logged in.



[www.prothman.com](http://www.prothman.com)

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