



EXECUTIVE DIRECTOR

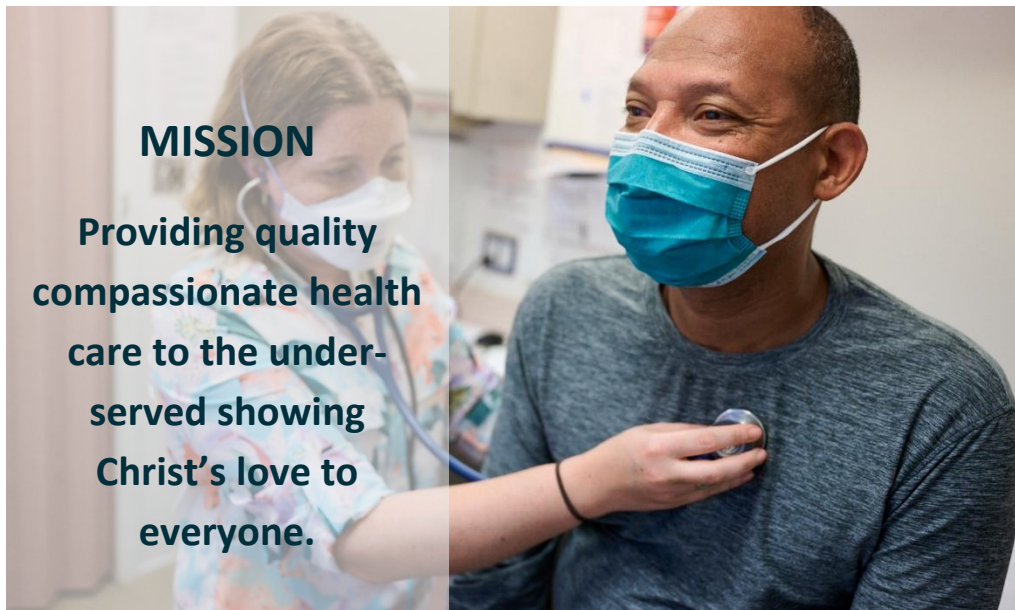
OPPORTUNITY PROFILE

Presented by Ardent Search Company



OVERVIEW

Lahai Health is a free and charitable clinic providing high-quality, primary care in King and Snohomish Counties focused on the uninsured and those living on low income. Services include integrated and comprehensive, medical, dental and mental health counseling.



VISION

To bring life-giving physical, emotional and spiritual wholeness through partnering with the community.

HISTORY

Lahai Health was founded in 2003 as Puget Sound Christian Clinic by a group of volunteer doctors responding through their faith to a critical lack of access to care—when 1 in 5 people lacked medical and dental services. Since then, Lahai has grown to meet evolving community needs, expanding services and locations across King and Snohomish Counties.

Milestones include the launch of a Mobile Medical Clinic in 2010, a Mental Health Counseling program in 2013, and the opening of a state-of-the-art Dental Clinic in Lynnwood in 2016. In 2019, the organization was renamed Lahai Health to better reflect its inclusive mission. Recent efforts include remodeling the original North Seattle medical clinic in 2023, expanding to 9 weekly clinics across 6 locations by 2024, an update to the dental office in 2024, and the opening of a dedicated 4 room counseling center in 2025. A new mobile medical clinic with two exam rooms has been fully funded with delivery expected in March of 2026.



For over 20 years, thousands of dedicated volunteers have helped Lahai provide compassionate, quality healthcare to underserved neighbors—continuing to grow in response to the needs of the community. In 2025 over 465 people volunteered in all aspects of the ministry.

CORE VALUES

Christ Centered

- Following where Christ leads.
- Loving people as Jesus does.
- Journeying together in service.
- Responding to people from a heart of love.

Professional

- Practicing excellence in the administration of healthcare.
- Respectful in all interactions.
- Demonstrating responsibility and accountability for actions.

Relational

- Knowing patients and their families deeply.
- Connecting with patients and partners intentionally and thoughtfully.
- Demonstrating kindness, mercy, and respect for all people, from all backgrounds, religions, orientations, and nationalities - each of whom is created in the image of God.





OVERVIEW OF SERVICES

Lahai Health delivers comprehensive care to underserved individuals through the dedication of licensed and registered health professionals who volunteer their expertise. Each year, these volunteers contribute more than \$600,000 in in-kind services, making Lahai's mission possible.

MEDICAL CARE



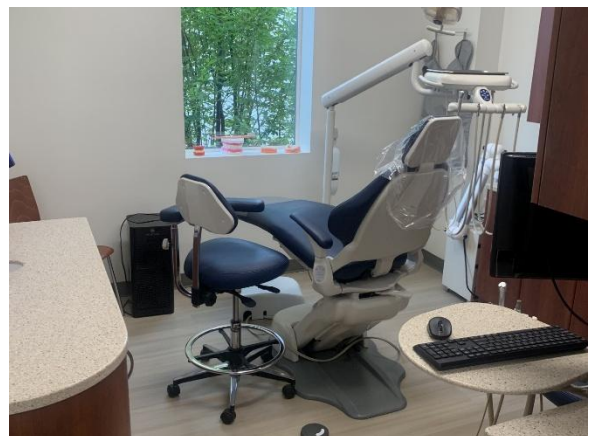
Preventative and primary medical services are offered at a fixed site in North Seattle and 4 other locations through the Mobile Medical Clinic (MMC). Patients are seen at no cost; there is a suggested \$10 donation per visit. Each clinic is run by a Nurse Case Manager overseeing providers, nurses, and support volunteers. Services include exams, access to affordable prescription medications, laboratory testing, imaging, nursing case management, and referrals to specialists.

Lahai also provides specialty care such as diabetic education, physical therapy, ophthalmology, cardiology, and chiropractic services. The MMC—equipped with two exam rooms, a nursing station, and an intake area—operates in collaboration with community partners and relies on host sites for additional clinic functions.

Support for medical services is strengthened through partnerships with organizations such as Verdant Health Commission, Northwest Hospital, Project Access Northwest, Direct Relief, and Paclab.

DENTAL CARE

At Lahai's Lynnwood site, dental services are delivered on a low sliding scale based on income. With five operatories, the clinic offers exams, x-rays, cleanings, fillings, crowns, root canals, extractions, and dentures. In addition to volunteers, there is a staff managing dentist, assistant, and part time hygienist. The University of Washington Dental School contributes by bringing students weekly to run a geriatric clinic. Key partners include Verdant Health Commission and Patterson Dental Group.





PROFESSIONAL COUNSELING



Mental health counseling is offered weekly at both the Lynnwood and Seattle sites. Patients are seen at no cost; there is a suggested \$10 donation. Counseling is provided by master's-level interns under the supervision of licensed supervisors, offering individual, couples, and family long term psychotherapy. For those who request it, spiritual support and prayer are also available.

[Lahai Health Locations](#)

WHAT PEOPLE SAY ABOUT LAHAI HEALTH AND THE NEXT EXECUTIVE DIRECTOR

- *I am fully committed because I love God and want to show His love to others in ways they might not otherwise experience.*
- *Our mission, vision, and values are clear—and lived out across the organization.*
- *Many staff first served as volunteers and then joined after experiencing the culture and mission.*
- *I love that Lahai puts Christ at the center—we have daily devotions and prayer via Zoom for anyone who wants to join.*
- *Jesus is at the center, which brings joy, caring, and a 'roll up your sleeves' team mindset.*
- *Patients sometimes ask, 'What's different about you?' because they see faith being lived out.*
- *Our medical providers value one-hour appointments, which allow relationships to form and Christ's love to be shown, even without words.*
- *Christ is at the center, but Lahai is not doctrinally dogmatic.*
- *Our data suggests that health outcomes are positively impacted because of our faith integration; guests feel valued and heard.*
- *Lahai values family first and supports a healthy work-life balance. We are a strong, nimble team, willing to cover for one another when time away is needed.*

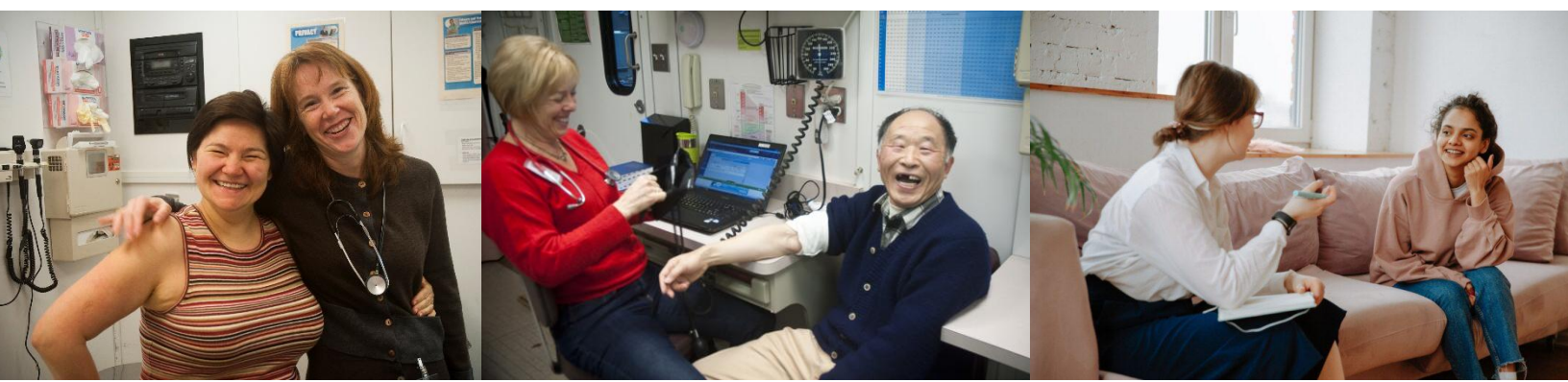
“We are here because we feel called and want to serve the ministry and mission.”



“We intentionally welcome all, even those outside the Christian faith. The community knows we are faith-based but also knows Lahai is a safe place.”

- The staff is deeply committed to the mission, though low compensation (as compared to secular employment) can make things difficult; interestingly, staff turnover is very low.*
- Our nurse case managers are amazing—nothing slips through the cracks.*
- We are a tight-knit team, supportive and protective of one another and our patients.*
- Feedback is positive, not punitive. We each stay in our lane but are eager to help.*
- We employ the Carver Model of Board governance; the Board is very supportive without micromanaging.*
- Strong partnerships enable us to deliver excellent programs.*
- Despite political pressures, we continue to move forward in our mission.*
- We enjoy the variety of each day and each patient.*
- Quality care within a clear mission is what makes us successful.*
- Lahai is a place where people feel seen and find wellness.*
- We affirm the dignity of God in each person, even if values differ.*
- New ideas are welcomed, considered, and often implemented.*
- We are resourceful in collaborating with other organizations, even when politics differ.*
- The Executive Director’s primary responsibility is to love the staff while demonstrating both confidence and humility.*
- The Executive Director will need a passion for stewardship.*
- The Executive Director must be winsome, approachable, and able to connect easily with others.*
- Because we have three distinct core services (medical, dental, counseling), the Executive Director must be flexible and understand how each impacts the others.*
- While Lahai has grown tremendously, IT inefficiencies can be a barrier to greater growth.*
- Lahai is committed to quality, not quantity—we don’t rush patients to meet financial metrics.*

“The new Executive Director must be relational, insightful, intuitive, and able to navigate nuance with care.”





The Lahai Health Board, established in 2004, operates with between seven and eleven members of gifted men and women of faith, including four officers. Following an annual Board Calendar, monthly board meetings and regular committee work is conducted to discuss organizational business and provide overall governance and fiduciary responsibility for Lahai Health. Along with the Executive Director, strategic planning and risk assessment is conducted annually to evaluate the mission charter and develop future plans for the organization.

In a spirit of continuous improvement, the Board undergoes regular training to enhance effective board skillset and governance capabilities. Guided by the Bylaws established upon the formation of Lahai Health's board, in June 2019, the Lahai Board adopted the "Carver Model of Policy Governance" for board policy governance in non-profit organizations. This enables Lahai to carry out its vision and outcomes in an effective, efficient manner, with the Board as the governing authority, and the Executive Director (Executive) as the organizational authority, while aligned with its overarching values, as stated in Lahai Health's Core Values. In early 2025, Board Officers and select Directors underwent a Board Leadership and Development Training program through the M.J. Charitable Trust to further board capacity and streamline processes, promoting forward thinking and visionary outlook in support of the Executive Director.

[Lahai Health Board of Directors](#)

OVERVIEW: EXECUTIVE DIRECTOR OPPORTUNITY

Lahai Health is seeking a dynamic and spiritually mature Christian leader to serve as its next Executive Director. This is an exceptional opportunity to guide and grow a well-established, Christ-centered healthcare ministry with a clear and impactful mission.

Reporting to the Board of Directors, the Executive Director will provide overall vision and leadership, ensuring organizational health, financial sustainability, and continued growth in service to the community. This leader will work closely with the Board of Directors, staff, donors, and community partners to advance Lahai's mission, while modeling Christlike humility and a deep commitment to prayer and dependence on God.

KEY RESPONSIBILITIES

- Shape and advance organizational strategy, ensuring strong alignment with Lahai's mission and vision.
- Provide executive decision-making and oversight for all operations, programs, and services.
- Lead fund development efforts including donor engagement, church partnerships, foundations, grants, and special events.
- Champion a beneficiary-focused culture that prioritizes excellent, compassionate healthcare.



- Collaborate with the Board of Directors, providing timely reporting and counsel on key issues and indicators.
- Provide financial leadership including budgeting, cash flow oversight, and ensuring positive net operating income.
- Oversee and develop program managers, building a strong team culture of collaboration, prayer, and professional growth.
- Represent Lahai publicly through speaking engagements, church partnerships, and community relationships.
- Ensure compliance with policies, state and federal regulations, and patient confidentiality.

IDEAL QUALIFICATIONS & EXPERIENCE

Core Competencies

- Demonstrated ability as a strategy shaper and executive decision maker.
- Proven success in fundraising and donor development.
- Track record of beneficiary-focused leadership.

Valued Experience

- Leadership (5+ years) as a previous Executive Director or senior leader with oversight of managers.
- Strong team leadership skills: proven ability to manage managers and develop staff.
- Financial management expertise (revenue 3m+), including budgeting and planning.
- Background in operations management and external relationship building.
- Entrepreneurial mindset with capacity to innovate and adapt.
- Effective public speaking and communication skills.

Additional Assets

- Advanced degree (Master's or higher).
- Familiarity with compliance, nonprofit governance, and healthcare industry.
- Marketing and board engagement experience.

PERSONAL & SPIRITUAL CHARACTERISTICS

Core Commitments

- Deep, personal commitment to Jesus Christ; able to lead spiritual growth and discipleship.
- Clear alignment with Lahai's mission, vision and Lahai's Statement of Faith (see below)
- Transparent, trustworthy, servant-hearted leader.
- Collaborative team member who works well with others.
- Demonstrated integrity, humility, and prayerful dependence on God.

Personal Strengths



- Self-starter with initiative and perseverance.
- Ability to meet a wide variety of needs coming from unique situations.
- Generates positive energy and inspires others.
- Well-developed Emotional Intelligence.

LAHAI HEALTH STATEMENT OF FAITH

1. The Bible, both Old and New Testaments, is inspired by God. It is the only infallible authoritative Word of God. There is only one God. He is infinitely perfect and exists eternally in three persons: Father, Son, and Holy Spirit. (Matthew 28:19) - II Peter 1:20,21; II Timothy 3:15, 16
2. Human beings are created in the image of God. Of his own free choice, he sinned and, as a result, brought death upon all humanity. —Genesis 1:27; I Corinthians 15:20-23
3. Jesus Christ is both God and man. We believe in His virgin birth, sinless life, death upon the cross as a sacrifice for our sins, His bodily resurrection, His ascension to the right hand of the Father, and His return to earth to establish His kingdom. —Philippians 2:6-11; Luke 1:26-38; I Peter 3:18; Hebrews 2:9; Romans 5:9; Acts 2:23-24
4. The Holy Spirit is a divine person, sent to indwell and empower believers to live a holy life. —John 14:15-18; John 16:7-13
5. Salvation has been provided through Jesus Christ for all human beings. We are saved by grace through faith, apart from works. Anyone who repents and believes in Him is born again of the Holy Spirit, becomes a child of God and receives the gift of eternal life. —Titus 3:4-7
6. The Church consists of all those who believe in Jesus Christ, are redeemed through His blood, and are born again of the Holy Spirit. Christ is the Head of the Church, which has been commanded by Him to go into all of the world as a witness, preaching the Good News of Christ to all nations. —Ephesians 1:22-23; Matthew 28:19-20
7. There is a bodily resurrection of both the saved and the lost; the saved to life, and the lost to judgment. I Corinthians 15:20-23; John 5:28-29



THE SEARCH PROCESS

If you, or someone you know, have interest, and meet most of the qualifications described in this profile, please contact us, or recommend that person for consideration, and/or forward this information to them. Thank you.

Send resume to the contact below.

Names will be treated discreetly, and candidates should be assured that their inquiries will be treated with the utmost confidentiality.

Lahai Health is an equal opportunity employer and does not discriminate based on race, age, color, gender, national origin, familial status, veteran status, or physical handicap. However, by the nature of this organization and its purposes, it does limit its hiring to people whose beliefs, theology and lifestyle are consistent with Lahai Health's core values.

We fully respect the need for confidentiality of information supplied by interested parties and assure them that their backgrounds and interests will not be discussed with anyone, including our client, without their prior consent, nor will reference contacts be made until mutual interest has been established.

For further information on this position, please contact:

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