



Simpson Housing Services

Executive Director

COMPENSATION

Salary Range: \$215,000 - \$225,000.

Applications will be accepted until April 10, 2026.
All applicants must [apply online here](#).

PRESENTED BY:

ballinger | leafblad



Executive Director

Ballinger | Leafblad is honored to partner with [Simpson Housing Services](#) on the search for its next Executive Director at a defining moment in the organization’s history. For more than 40 years, Simpson has been a trusted leader in the Greater Minneapolis-Saint Paul region, providing shelter, supportive housing, and advocacy for people experiencing and transitioning out of homelessness through a Housing First, person-centered, and anti-racist approach. The organization is entering a new chapter with the opening of the Simpson Community Shelter & Apartments, a state-of-the-art building that reflects a future-focused model for dignified, comprehensive shelter and housing solutions. With strong programs, a clear strategic direction, and deep community trust, Simpson is well positioned for its next Executive Director to steward its legacy and guide the organization forward.

MISSION

To house, support, and empower people impacted by homelessness.



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OVERVIEW

Simpson Housing Services began as an emergency overnight shelter at Simpson United Methodist Church in 1982. For more than four decades, Simpson has been a leading nonprofit supporting people experiencing homelessness. In response to evolving community needs, the organization's programs have grown to include an extended-stay shelter; supportive housing for youth, single adults, and families; and developmental and educational services for children. Each year, Simpson supports approximately 1,600 people experiencing or transitioning out of homelessness, including more than 300 families with 600 children across Hennepin, Ramsey, Anoka, and Carver counties.

Simpson was among the first organizations in Minnesota to implement the nationally recognized Housing First model, assisting individuals and families to locate housing immediately and then providing individualized supportive services to address barriers to stability. The organization works across the metro area in partnership with property owners and developers to connect people to affordable, sustainable housing. Most program participants live in scattered-site housing or individual apartments in market-rate buildings, with the largest concentration in Hennepin County.

In January 2026, Simpson Community Shelter & Apartments opened on the site of the former Simpson United Methodist Church in Minneapolis. This new, modern, trauma-informed building combines shelter, supportive housing, and comprehensive services under one roof.



AT-A-GLANCE

About the Team

- 110 staff
- 14 board members

Mission

To house, support, and empower people impacted by homelessness

1,660

individuals supported in shelter and housing programs

300+

families with children under 18 were housed

\$15.6M

Annual Operating Budget

\$24M

Forecasted FY26 Revenue

\$26.5M

FY26 Total Net Assets

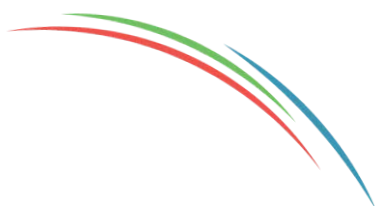
34,600+

inbound and completed calls for Adult Shelter Connect

320+

individuals served through the extended-stay shelter

CORE VALUES



We believe that everybody has the right to safe and affordable housing.

Racism is a key cause of homelessness; therefore, we work to dismantle racism on individual, organizational, and systemic levels.

We honor the inherent strengths and dignity of each person and promote the power of self-determination.

We are driven by compassion and accountability as we build authentic relationships to strengthen our community.

ANTI-RACISM APPROACH

Simpson Housing Services grounds its work in a clear and [explicit commitment to anti-racism](#), recognizing homelessness as a direct result of systemic and institutional racism. Simpson Housing Services rejects narratives that individualize poverty and instead it names and confronts the policies, practices and power structures that have produced and sustained racial inequities in housing. The organization actively works to dismantle saviorism and inequitable practices within its programs, culture, and policies, centering self-determination, dignity, and lived experience. This commitment is embedded in day-to-day practice—from how staff partner with participants to how programs are designed, evaluated, and led. Simpson recognizes that anti-racism is not a static goal or completed milestone, but an ongoing, long term responsibility that requires courage, humility and structural change.

[Watch this video](#) here about Simpson’s Anti-Racism Commitment.



KEY PROGRAMS & SERVICES

Simpson Housing Services delivers a continuum of programs designed to meet people where they are and support their pathways out of homelessness. Through shelter, housing, supportive services, and community-based advocacy, Simpson partners with individuals and families to address immediate needs while building long-term stability. Across all programming, the organization centers dignity, self-determination, and racial equity, with a focus on lasting outcomes for adults, youth, and families.

EXTENDED-STAY SHELTER

Simpson operates a low-barrier, extended-stay shelter designed to provide safety, dignity, and stability for adults experiencing homelessness. With the opening of the Simpson Community Shelter & Apartments in January 2026, the organization operates a 72 shelter bed purpose-built and intentionally designed building that integrates shelter, on-site services, and permanent supportive housing in one setting. On the site of the former Simpson United Methodist Church in Minneapolis's Whittier neighborhood — where Simpson's shelter first began more than four decades ago, this new, modern, trauma-informed building combines shelter, supportive housing, and comprehensive services under one roof. Operating 24/7, the shelter reflects a future-focused model that prioritizes privacy, accessibility, and relationship-based support, giving guests the time and space needed to address barriers and move toward long-term housing stability.





ADULT SHELTER CONNECT

Adult Shelter Connect supports individuals who are experiencing homelessness. Since its inception in 2016, the Adult Shelter Connect (ASC) has been managed by Simpson on behalf of the Adult Shelter Collaborative in Hennepin County. At the ASC, Simpson staff assist unsheltered adults in finding a shelter bed at one of the six adult emergency shelters in Hennepin County. Simpson provides leadership for the collaborative because unsheltered community members deserve high-quality, respectful services and assistance.

SINGLE ADULT HOUSING

Simpson's Single Adult Housing programs provides stable housing paired with individualized supportive services for 300+ adults transitioning out of homelessness. Simpson staff partner with participants to locate housing as quickly as possible and then are supported through goal-setting, case management, and connections to health, employment, and community resources. The program prioritizes long-term stability and self-determination.



FAMILY & YOUTH HOUSING

The Family and Youth Housing programs support families and young people experiencing homelessness through individualized and strength-based services. Staff support families and youth to quickly locate housing, and partner together to address immediate needs while building skills and supports that promote long-term stability. The program takes a two-generation approach, recognizing the interconnected needs of caregivers, children, and young adults.

CHILDREN & YOUTH SERVICES

Children & Youth Services focuses on breaking the intergenerational cycle of homelessness by supporting the healthy development and educational success of children and youth in Simpson's housing programs. Services include early childhood home visiting, school engagement, academic advocacy, and enrichment opportunities. The program centers family voice, cultural strengths, and long-term outcomes for children and young people.



HOMELESS MEMORIAL MARCH & SERVICE

Each year, Simpson Housing Services convenes the Homeless Memorial March & Service to honor people who died while experiencing homelessness, who were previously homeless, or who were advocates. This long-standing community gathering creates space for remembrance, collective mourning, and public witness, while also drawing attention to the systemic failures that contribute to homelessness. The event reflects Simpson's commitment to dignity, advocacy, and community-led awareness, and serves as a call to action to prevent future loss of life.



ART 4 SHELTER

Art 4 Shelter is Simpson's signature annual fundraiser, bringing together artists, supporters, and community members. Through the sale and auction of original artwork, the event uniquely pairs creative expression with social impact, engaging the broader community in Simpson's mission while providing meaningful philanthropic support for its work. Since its inception in 2011, Art 4 Shelter has raised nearly \$1.6 million to support Simpson's shelter and housing programs. The 16th Annual Art 4 Shelter will be held on Friday, May 1, 2026, at Quincy Hall in Northeast Minneapolis.



EXECUTIVE DIRECTOR

SUMMARY

The Executive Director of Simpson Housing Services provides steady, values-driven leadership for the organization's mission, strategy, and long-term sustainability. In close partnership with the Board of Directors, this leader collaborates with a dedicated Senior Leadership Team on operations, finances, fundraising, and external relationships while leading strategic direction for the agency. The Executive Director serves as a visible and trusted presence in the community, building meaningful relationships with funders, partners, policymakers, and community members who share a commitment to Simpson's mission to house, support, and empower people impacted by homelessness. The Executive Director serves as a visible community leader and ambassador, advancing the organization's mission through strong external relationships and partnerships.

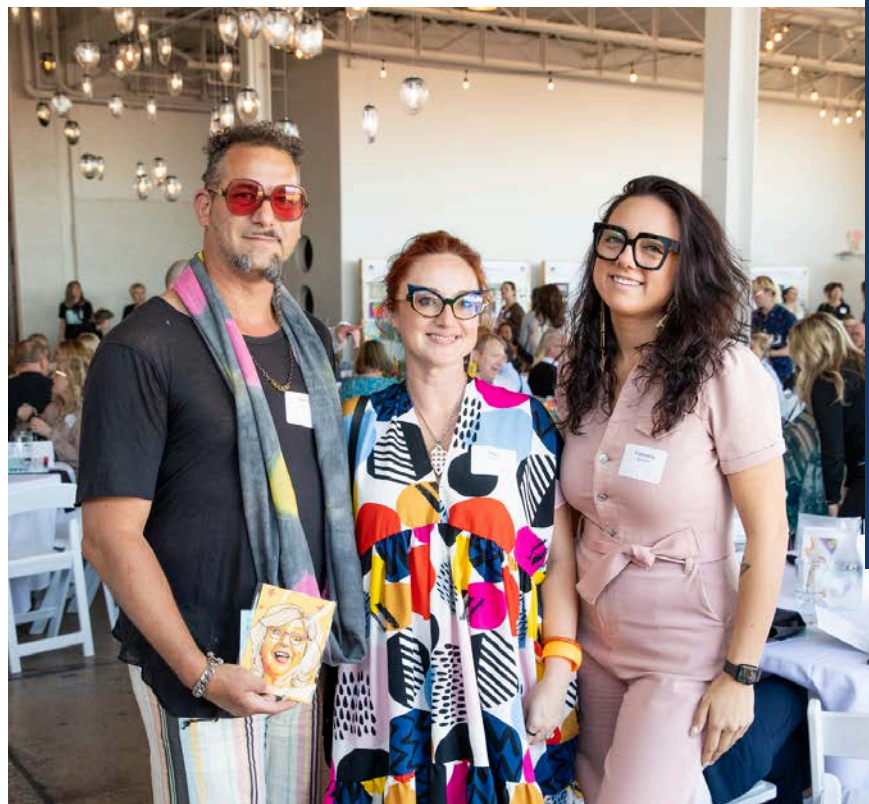
At a meaningful moment in its evolution, with Simpson's 45 year anniversary approaching next year, the Executive Director leads with clarity, emotional intelligence, and humility. The Executive Director must possess the cultural competency and leadership experience required to guide an organization striving to be anti-racist. This role calls for a relational leader who can hold complexity, nurture a strong organizational culture, and balance thoughtful strategy with day-to-day operational care guiding Simpson forward while staying grounded in dignity, partnership, and long-term impact.

REPORTING RELATIONSHIPS

The Executive Director reports to the Board of Directors.

Direct reports include:

- Associate Director
- CFO
- Director of Advancement and Communications
- Director of Equity and Human Resources
- Director of Business Operations and Volunteer Engagement



DESIRED QUALIFICATIONS

- **Senior executive leadership experience in complex nonprofit or public-serving organizations**, with responsibility for strategy, operations, fundraising, communications, building government partnerships, and overall organizational performance.
- **Deep knowledge of homelessness and housing stability systems** or closely related social service environments, including policy, funding streams, and service delivery models.
- **Strong board partnership and governance experience** working effectively with a Board of Directors on strategic planning, governance support, and shared accountability.
- **Comprehensive fundraising leadership** with demonstrated success advancing multi-channel development strategies and stewarding high-level donor relationships.
- **Financial and operational acumen including budget oversight**, fiscal management, and long-term organizational sustainability.
- **Executive team leadership and talent development** with a proven ability to cultivate high-performing teams and foster a culture of accountability, collaboration, and professional growth.
- **Commitment to racial equity and social justice** with experience embedding these values into organizational practice, culture, and decision-making.
- **Credible and authentic public communication** with the ability to serve as a trusted external voice and advance clear, consistent storytelling aligned with Simpson's values and impact.
- **Emotional intelligence and relational leadership** demonstrated through self-awareness, empathy, sound judgment, and strong relationship management.



KEY RESPONSIBILITIES

BOARD RELATIONS

- Actively engage the Board of Directors in shaping the agency's strategic vision by soliciting timely and meaningful input on key priorities and presenting well-informed recommendations for Board and committee consideration.
- Maintain transparent, consistent and clear communication with the Board regarding organizational performance, financial health, strategic opportunities, and matters requiring governance oversight or policy direction.
- Partner with the Governance Committee to identify prospective Board members and cultivate a strong, diverse pool of candidates that ensures continuity and effective governance leadership.
- Actively participate in board committee activities to assure resources and information needed.

ADVANCEMENT

- Collaborate with the Director of Advancement and Communications to support overall fundraising growth, and long-term philanthropic strategy.
- Personally engage in cultivation and solicitation of a select portfolio of the organization's highest-capacity donors and institutional partners.
- Leverage and cultivate board networks to expand partnerships and philanthropic reach.
- Support fundraising campaign strategies and participate in high-level donor conversations.
- Model and champion a culture of philanthropy across the organization.
- Ensure philanthropic strategy and external communications remain aligned with organizational priorities and long-term goals.
- Foster a strong culture of philanthropy, and positioning teams and resources to secure transformational gifts and achieve long-term sustainability.

FISCAL RESPONSIBILITY

- Provide strategic oversight of the organization's financial health, ensuring resources are aligned with mission priorities and long-term sustainability.
- Partner with the CFO and Finance Committee to establish financial strategy, monitor performance, and guide sound fiscal decision-making.
- Ensure the Board has clear, timely, and accurate financial information to fulfill its governance responsibilities.
- Lead organizational accountability for financial integrity, risk management, and responsible stewardship of assets.
- Support a culture of fiscal discipline and transparency, ensuring systems and leadership are in place to maintain strong financial operations and compliance.

EXTERNAL LEADERSHIP

- Serve as Simpson’s chief ambassador and public voice, clearly and compellingly communicating its mission, impact, and vision across the community.
- Represent Simpson in civic, philanthropic, and policy spaces, helping shape broader community understanding of Simpson’s impact.
- Elevate and steward Simpson’s story, ensuring its work, values, and outcomes are understood and championed by donors, partners, policymakers, and the broader public.

ORGANIZATIONAL LEADERSHIP

- Recruit, support, and retain a high-performing senior leadership team while fostering a culture of collaboration, curiosity, initiative, accountability, and professional growth.
- Partner with senior leaders to cultivate a healthy, inclusive, and values-aligned organizational culture.
- Reinforce expectations for operational excellence across the agency.
- Ensure organizational and programmatic compliance with applicable laws, regulations, contracts, and standards related to human resources, fundraising, and financial management.

STRATEGIC PLANNING

- Partner with the Senior Leadership Team, Staff and the Board to develop and advance a clear, forward-looking strategy that strengthens the mission impact and responds to evolving community needs.
- Lead the development, implementation, and ongoing evaluation of short- and long-term goals to ensure effective stewardship of resources and alignment with Simpson’s values and strategic priorities.

COMMITMENT TO ANTI-RACISM AND SOCIAL JUSTICE

- Lead and maintain accountability for a culture of equity and anti-racism across the organization, ensuring these values are embedded in programs, operations, supervision, and decision-making.
- Advance organizational understanding of racism as a direct cause of homelessness by addressing its impact on housing instability, service delivery, and staff experience.
- Collaborate closely with the Director of Equity and Human Resources to develop and implement anti-racist and equity initiatives, including participation in trainings and applying learning to leadership and organizational practice.



ABOUT THE LEADERSHIP TRANSITION

Simpson Housing Services is entering a thoughtfully planned leadership transition following the intentional decision of [longtime Executive Director Steve Horsfield](#) to step aside at a moment when the organization is strong, stable, and well positioned for its next chapter. Under his leadership, Simpson has built durable programs, a clear strategic direction, and deep community trust, creating the conditions for catalytic future growth and impact. The Board has approached this transition with care and foresight to ensure continuity and momentum.

The next Executive Director will be supported by a year of structured onboarding coaching and ongoing transition support through Ballinger | Leafblad, providing space for reflection, relationship-building, and leadership development during this important first year.



Compensation & Benefits

The salary range for this position is \$215,000 - \$225,000.

Simpson Housing Services offers a comprehensive benefits package designed to support the health, well-being, and long-term sustainability of its employees. Benefits include medical, dental, and vision coverage; employer-supported retirement savings; generous paid time off and holidays; and access to wellness and employee assistance resources. The organization is committed to supporting work-life balance and provides benefits intended to care for staff as whole people while they do meaningful, demanding work.

WHERE THE WORK HAPPENS

This is a highly visible, relationship-centered leadership role with an expected on-site presence. The Executive Director is primarily based at Simpson Housing Services' administrative offices in Minneapolis and is also regularly present at program sites, including the shelter, to remain connected to staff, operations, and participants.

Some evenings, weekends, and local travel are expected to support community events, fundraising activities, and key organizational commitments.

MEET THE SEARCH COMMITTEE

Meet the thoughtful and committed members of the Search Committee—a dedicated group of volunteer leaders united by their love for Simpson Housing Services and their belief in its future. This committee will help guide the process to identify the next Executive Director who can lead with vision and creativity. Their insights and stewardship will ensure the next leader is well-equipped to champion Simpson’s continued growth and impact.



[Patricia Harmon](#)

Former Board Member
Former Board President
Search Committee Co-Chair
Limina MN



[Steve Proeschel](#)

Former Board President
Search Committee Co-Chair
Community Volunteer



[Stephanie Abel](#)

Board President
Hennepin County
Public Health



[Tom Harlan](#)

Board Vice President
Madigan, Dahl & Harlan, P.A.



[Don Vermillion](#)

Board Secretary
Community Volunteer



[Arvind Sharma](#)

Board Member
Ameriprise Financial

To Apply

All applicants must [apply online here](#).

To apply, a resume and cover letter are required for consideration.

We strive for a transparent and supportive process, starting with an initial review of applications, followed by exploratory conversations with qualified candidates, in-depth interviews, and open communication throughout. There will be an immediate and ongoing review of candidates, so we encourage and appreciate early applications.

All inquiries will be handled with strict confidentiality, subject to standard recruiting practices and any applicable legal disclosure obligations.

For more details or questions, inquiries may also be directed to Jamie Millard, jamie@ballingerleafblad.com.

Applications will be accepted through April 10, 2026, or until the position is filled. Review of materials begins immediately. **We encourage early application.**

Ballinger | Leafblad Search Team

Our collaborative search model is led by partners who bring deep expertise in executive recruitment, stakeholder engagement, strategic communications, and search execution. With a disciplined, relationship-centered approach and strong operational rigor, we ensure a seamless process and a successful outcome for every search.



Lars Leafblad

Co-Founder & Partner



Jamie Millard

Managing Partner



Damon Shoholm

Partner



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ABOUT BALLINGER | LEAFBLAD

Founded in 2014, Ballinger | Leafblad is a civic-focused executive search firm driven by a passion for strengthening leadership in mission-driven organizations. Rooted in partnership and a deep connection to the communities we serve, we specialize in matching organizations with exceptional leaders who align with their values and vision. Our approach is relationship-centered and designed to foster meaningful, long-term impact.

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