

How Mt. Baker Housing Association Found Its Next Leader with SeekOut Spot



“She’s a great hire for this organization and has the right leadership skills to take MBHA to the next level.”

—Bryon Gongaware, MBHA Board Member

About

Mt. Baker Housing Association (MBHA) is a Seattle-based nonprofit providing affordable housing and building stronger communities. Like many nonprofits, MBHA faces challenges attracting mission-aligned candidates with industry expertise.

Customer:	Mt. Baker Housing Association
Company size:	11-50 employees
Industry:	Non-profit
How they used Spot:	Executive hire

Challenge

MBHA faced a critical leadership transition with a hard deadline. Board member Bryon Gongaware wanted to find an Executive Director to guide the organization through its next phase of strategic growth. Traditional executive search firms were beyond their budget, and a manual search would take at least two months of intensive work. MBHA needed a cost-effective service to find top experienced executive candidates quickly.

Results

MBHA chose SeekOut Spot, a managed recruiting service, to help them find their new leader. This allowed them to work directly with an expert recruiter who would leverage agentic AI technology to find the best-fit candidates for the role. “Roughly two weeks from the kick-off call with our Spot recruiter, we had 10 qualified candidates,” said Bryon. “It was pretty incredible.”

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From those candidates, MBHA found their next executive director, Hannah Bryant.

Spot’s highly efficient process delivered:

- **Rubric-driven excellence.** A collaborative rubric narrowed down essential skills and experience to ensure alignment and prevent wasted time interviewing the wrong prospects. “The rubric forced us to figure out key areas of responsibility, and that was critical,” said Bryon.
- **High-quality and interested candidates delivered fast.** Spot’s AI analyzed profiles against the rubric, finding both active and passive local candidates—a key MBHA preference—and delivered pre-qualified individuals who confirmed interest in the role. This deep vetting surfaced initial candidates in only a few days and the full 10 in two weeks.
- **Strategic time management.** Spot managed sourcing, scoring, and outreach, allowing MBHA’s leaders to focus on organizational priorities and final hiring decisions for the role.

Value of SeekOut Spot

SeekOut Spot proved to be a strategic partner that delivered on all MBHA’s needs. **“It was a very efficient use of time and expertise,”** said Bryon. **“Our end result was exceptional, and we would certainly use Spot again.”**