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Crossword answers.

A	H	A	B	S	C	A	T	M	O	T	T	O			
N	O	I	R	N	A	M	E	E	T	H	O	S			
D	O	D	O	O	P	I	E	A	R	E	N	A			
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L	A	D	E	D			S	E	A	M		R	A	N	T

POSITIONS AVAILABLE

LEGAL SERVICES EXECUTIVE DIRECTOR:

Rappahannock Legal Services, Inc. (RLS) seeks a new executive director to succeed William L. Botts III, who after 26 years is retiring from that position on January 1, 2011. RLS is an unrestricted Virginia legal services program established in 1973 with offices currently in Fredericksburg, Culpeper, and Tappahannock. RLS has been rated as an "exceptional" program by its funders. It provides community-based field services to 16 counties and the City of Fredericksburg in the Rappahannock River watershed stretching from the Blue Ridge Mountains to the Chesapeake Bay. Its staff of 17, including eight lawyers, with pro bono assistance, handles approximately 3,250 cases a year. The current RLS annual budget is \$949,022, supported by revenue derived from 43 sources. RLS represents eligible clients in a variety of civil disputes, with a focus in the areas of family, domestic violence, housing,

income maintenance and health, and immigration. RLS administers an innovative housing program utilizing CDBG, HPRP, HomeShare, and VISTA grants. Applicants must be licensed, or eligible to be licensed, to practice in Virginia, with demonstrated leadership and administrative experience. Salary is negotiable, depending on experience and qualifications. Health, disability, retirement, and other benefits are available. This position entails overall supervision of program policies and procedures and litigation activity; community outreach; liaison and education; employee recruiting and training; and grievance, budget and fundraising functions. Please send cover letter, résumé, references, and writing sample, postmarked by October 15, to: Search Committee, Rappahannock Legal Services, Inc., 618 Kenmore Avenue, Suite 1-A, Fredericksburg, Virginia 22401. RLS is an EEO Affirmative Action employer.

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