



# Executive Director

## Position Profile

### Introduction to Del-Mor Dwellings

For over 25 years, Del-Mor Dwellings has provided a safe and secure place to live for individuals living with permanent disabling mental illness. With scattered housing sites across Delaware and Morrow Counties, Del-Mor Dwellings provides services that transform the quality of life for approximately 150 residents and for their families.

Residents often experience increased stability in their lives, enhanced engagement in treatment services, improved mental and physical wellness, and reduced social isolation. The communities of Delaware and Morrow Counties can have confidence knowing there are resources to provide long-term support for some of their most vulnerable members.



Since its founding, Del-Mor Dwellings has been committed to meeting the critical and growing need for long-term housing solutions in Delaware and Morrow Counties. The organization offers tailored services that meet each clients' unique needs, serving populations including homeless youth, formerly incarcerated individuals, individuals in recovery from addiction, and survivors of human trafficking.

Prior to finding Del-Mor Dwellings, many residents struggled with homelessness or unsafe and unsustainable housing situations. Del-Mor Dwellings gives residents a safe and affordable place to live, access to supportive services, and the space to focus on treatment – in short, Del-Mor Dwellings gives residents stability and hope.

### The Opportunity

Del-Mor Dwellings seeks a visionary leader to oversee the growth and evolution of the organization's work to provide stable, supportive housing to individuals living with mental illness in Delaware and Morrow Counties. Succeeding the organization's long-time Executive Director, the incoming leader will be a thought partner to a committed board and a leader to a staff of 22 who share an unwavering commitment to the organization's mission.

This is a time of extraordinary change and opportunity in Delaware and Morrow Counties. The region has experienced unprecedented growth in recent years and increased prosperity for many residents. This growth has been accompanied by major investments in community services, but also significant increases in housing costs. The need for safety-net services, like those provided by Del-Mor Dwellings, is more urgent than ever.

In 2020, the organization opened Courage Court, a 40-unit community with on-site administrative offices and supportive services. The product of years of development and community engagement, Courage Court transformed the landscape of permanent supportive housing for individuals with mental illness in Central Ohio. The incoming Executive Director will build on this strong foundation and track record of innovation to continue to expand the organization's positive impact on the lives of residents in Delaware and Morrow Counties.



The next Executive Director will bring a deep commitment to creating opportunities for individuals with mental illness and an understanding of housing development, community relations, finance, and management. The Executive Director will be a highly collaborative, strategic leader who will promote a culture of operational excellence among the board and staff. The new executive will have a passion for ensuring all people in the community have a decent, stable, affordable place to live. As a key leader in the Delaware and Morrow Counties' nonprofit community, the Executive Director will represent the organization at the local, state, and national level to further the impact of Del-Mor Dwellings.

## Key Position Functions

The Executive Director provides strategic leadership and day-to-day management of Del-Mor Dwellings, reporting to the organization's Board of Directors. The Executive Director will:

- Provide vision and articulate a strategy for Del-Mor Dwellings future: strengthen the organization's position as a leader and innovator in the efforts to ensure everyone has a decent, affordable place to live.
- Collaborate with local and regional leaders to identify pathways for continued growth of Del-Mor Dwellings' reach through innovative building and development efforts and strategic partnerships.
- Elevate the organization's visibility in Central Ohio and educate the community about the organization's mission and impact, while decreasing stigma around mental illness and supportive housing.
- Provide strong leadership to staff; understand and implement best practices of nonprofit board governance.
- Demonstrate a passion for and knowledge of the organization's mission.

**Vision and Strategy:** Develop and articulate a vision and strategy for Del-Mor Dwellings' future and mission. Seek and understand input and objectives of the community, board, staff, and other key stakeholders. Develop, in collaboration with the Board of Directors, strategic and operating plans that meet Del-Mor Dwellings' mission as well as address demonstrated community need for safe, decent, and affordable housing. Ensure plans and activities align with the overall strategy, and use a lens that prioritizes diversity, equity, inclusion, and access.

**Leadership and Management:** Hire and manage a results-driven staff and provide leadership to the team, establishing Del-Mor Dwellings as an employer of choice in the field of permanent supportive housing. Ensure a strong culture of accountability, transparency, and communication. Encourage innovation and creativity and lead by example. Develop metrics for effective team performance. Manage the organization and operations with a focus on continuous improvement.

**Financial Management:** Lead and provide sound financial management practices and support. Oversee financial budget management and monitoring. Ensure accurate financial reporting and support the board in financial oversight. Evaluate opportunities for growth with an eye toward long-term financial and operational sustainability.

**Governance:** Develop, maintain, and nurture a high-performing Board of Directors through strong governance standards and practices. Ensure board members of all viewpoints and backgrounds are engaged in the substantive work of Del-Mor Dwellings.



**Advocacy, Public Policy, and Community Relations:** Understand the importance of alliances and partnerships. Build and nurture effective relationships and partnerships with existing and prospective stakeholders. Maintain a high level of visibility and engagement with current and potential partners. Develop, strengthen, and nurture relationships with local, state, and federal legislators to facilitate funding, recognition, and broad support for permanent supportive housing.

**Program Development and Oversight:** Collaborate with staff and board leadership to develop and implement programs that support the organization's mission and strategic goals and address unmet needs in the community. Assess opportunities for partnership and identify pathways to expand the organization's reach and impact.

**Resource Development:** Lead revenue development and fundraising initiatives to ensure Del-Mor Dwellings has the resources to sustain and grow its work. Identify pathways to create and expand contributed revenue to sustain the organization's mission and, where necessary, expand capacity within the team to solicit and secure funds. Continue a strong partnership with Delaware-Morrow Mental Health and Recovery Services Board. Ensure Del-Mor Dwellings' sustained growth and increased impact.

## Qualifications and Compensation

### Required Qualifications

- Bachelor's Degree in a relevant field
- 5 or more years in leadership or management roles

### Desired Qualifications

- Background in mental health services
- Familiarity with affordable housing development and/or property management

### Competencies and Attributes for Success in the Position

- Passion for the mission, ability to lead with vision and purpose
- Knowledge of affordable housing policy and programs
- Strong listening and negotiation skills
- Ability to be persuasive and collaborative with diverse constituents
- Drives vision and purpose
- Instills trust
- Resourcefulness
- Strategic thinking and planning
- Strong leadership; ability to build and manage effective teams
- Manages complexity
- Situational adaptability
- Business acumen and financial skills
- Optimizes work processes
- Insightful learning



## Compensation

Salary Range: \$105-115,000, commensurate with experience. Compensation also includes a generous PTO policy, life and disability insurance, medical insurance and access to an HSA, and SEP employer contribution of 6% of annual wages.

## Application Process

Benefactor Group is pleased to be assisting Del-Mor Dwellings with this executive search. Applications will be reviewed as they are received. All applications are considered highly confidential. To be considered for this position, please send a cover letter and resume to:

**Benefactor Group Recruitment Team**

[HR@benefactorgroup.com](mailto:HR@benefactorgroup.com)

<http://www.benefactorgroup.com>

Please do not contact Del-Mor Dwellings staff or board with questions or interest in the role. All inquiries about the position should be directed to Benefactor Group.

## About Delaware, Ohio

Small-town roots meet big-city appeal in Delaware, Ohio. Nestled among lush forests and rushing rivers, and just 30 minutes north of the state capital, Delaware is a place you will want to call home. This charming, historic city offers numerous outdoor activities, unique local shops, fashion-forward retailers, a vibrant arts and culture scene, and extensive restaurant options.

For those looking to grow their careers, Delaware offers access to Central Ohio's booming industries and top-ranked employers—including tech-giant Intel and several world-class healthcare systems. This community has become a sought-after destination for professionals of all ages. For families settling in Delaware, the local schools are also a major draw. Delaware County's school districts—Big Walnut, Buckeye Valley, Delaware City, and Olentangy—are rated in the top 1% of Ohio public schools.

Anyone with a passion for the outdoors will find themselves captivated by Delaware's endless recreation opportunities. From kayaking the Olentangy River and hiking state parks to playing a round of golf at Muirfield, the list of ways to get up and moving goes on and on. Adventure-seekers can explore the 22.7-acre Zoombezi Bay waterpark or Columbus Zoo and Aquarium, home to over 10,000 animals and 600 species from around the world.

Downtown Delaware is quickly becoming a trendy dining destination, continually expanding with new restaurant offerings in addition to some local favorites that have been around for over 60 years. Not to mention, Delaware County hosts a multitude of farmer's markets throughout the year. Every Saturday, those looking to get fresh produce and other specialty goods can attend the Delaware Farmers Market, Powell Farmers Market, Powell Winter Farmers Market, or Sunbury/Big Walnut Area Chamber of Commerce Farmers Market. Whether dining out or picking up ingredients for your next meal, the local offerings are sure to please.