

Position Profile: Chief Executive Officer

Community Housing Network

Location: Columbus, OH

Introduction to Community Housing Network

Community Housing Network (CHN) is Franklin County's largest and longest-standing provider of permanent supportive housing. Since 1987, CHN has helped individuals experiencing homelessness, as well as mental illness, substance abuse, or other trauma-related issues live self-sufficiently in safe, affordable homes with access to essential services. CHN gives residents more than a place to stay—it provides a home, a community, and countless ways to thrive.



The team at CHN follows evidence-based practices that break the cycle of homelessness by providing people with access to both housing and services. CHN's permanent supportive housing includes single-site and scattered site housing with on-site and off-site access to comprehensive supportive services such as treatment, counseling, transportation, and job training. CHN aligns all aspects of its programs and services with the theories of Housing First, Trauma Informed Care, Harm Reduction, Motivational Interviewing, and Blended Management. More than 98% of residents have successfully maintained permanent housing with an average stay of five years.



Each year, CHN's expert staff, board, and network of more than 200 partners serve more than 1,500 households, including over 400 children, across 28 zip codes in communities throughout Central Ohio. Key partners include Community Shelter Board; the Alcohol, Drug, and Mental Health Board of Franklin County (ADAMH); the U.S. Department of Housing and Urban Development; and numerous others. Together, CHN and its broad network collaborate to empower residents, foster mental health, combat homelessness, reduce crisis interventions, and build

equitable, compassionate neighborhoods where Central Ohioans can live well and thrive.

About the Opportunity

CHN seeks a visionary, mission-driven leader to oversee the organization's continued growth and impact as a leading provider of permanent supportive housing in Central Ohio. The incoming CEO will be a thought partner to a mission-driven board that brings deep personal and professional experience from diverse roles and sectors. They will lead a talented team of executive staff leaders who share a commitment to the organization's mission and, most importantly, to the residents of CHN communities.

The incoming CEO will assume the role at a pivotal time in the trajectory of the organization and in the sector at large. The past few years have seen a rise in homelessness locally and nationally, and considerable national and local attention has been directed toward the issue. The need is extraordinary.

According to the Affordable Housing Alliance of Central Ohio, the region urgently needs an additional 52,700 units to meet growing demand. The number of people experiencing long-term homelessness grew by 70% from 2022 to 2024, reaching an all-time high in the community. Increasing need, coupled with inflation and rising development and maintenance costs, means the organization must evolve its business model to continue developing new housing while maintaining financial stability.

The next CEO will be an experienced executive leader with a proven track record leading high-performing teams in complex organizations. As the leader of a prominent organization with a statewide profile, the CEO will represent CHN with diverse, high-profile audiences including lawmakers, funders, community partners, staff, and residents. They will develop a strategic approach to engaging key partners and, in partnership with the Board and Senior Leadership Team, oversee and adapt CHN's business model to ensure continued sustainability and long-term impact. The incoming leader will bring extensive management experience and a commitment to working collaboratively with staff at all levels to maintain a culture of transparency, accountability, and resident-centered work.

The ideal candidate will thrive in complex, fast-paced environments and bring a strategic approach to operationalizing a bold vision for the organization's continued impact. They will bring—or quickly gain—an understanding of the complexity of the financial mechanisms for permanent supportive housing development. In partnership with the talented Board and staff, they will lead the development of new housing and maintain exceptional standards of service delivery to tackle homelessness and restore stability for all residents in our communities.

Key Position Functions

The Chief Executive Officer is responsible for engaging the Board of Trustees, defining the organization's values, vision, and mission, developing and implementing strategic and operational plans to achieve its goals, cultivating public and financial support for the organization, and leading the organization's senior leadership team and related strategies and projects. Direct reports include the Chief Operating Officer, Chief Real Estate Development Officer, Chief Financial Officer, Chief Strategy Officer, and Executive Assistant.

Board Engagement

Engage the Board of Trustees in developing a vision and strategic plan to guide the organization. Identify, assess, and inform the Board of Trustees of internal and external issues that affect the organization. Act as a professional advisor to the Board of Trustees on all aspects of the organization's activities. In partnership with the Governance Committee, recruit, maintain, and engage the Board of Trustees through strong governance standards and practices.

Strategic Planning

Lead the process to develop and communicate the organization's values, vision, and mission to guide its envisioned future, goals, strategic planning, and operations. Participate in Senior Leadership as a strategic leader to develop and implement organizational strategies and operational plans to achieve CHN's goals. Ensure that the organization maintains a strategic plan aligned with its values, vision, and mission to achieve its annual and long-term strategic goals. Monitor the environment for opportunities and threats to the organization's strategies and operations and identify responses as needed to achieve the goals.

Financial Management

Direct the maintenance and implementation of the overall policies and administrative procedures for the finances of CHN and related entities in partnership with the Board of Trustees. In partnership with

the CFO and the Finance Committee, develop, manage, and meet the overall CHN annual budget and long-term asset-management strategies. Prudently manage the organization's resources within budget guidelines according to current laws and regulations.

Resource Development

Manage and cultivate relationships with existing and potential funders and partners to secure and expand recurring revenue and resources to support the organization. Publicly represent the organization with community groups, funders, government officials, media, and other external constituency groups to build support for the organization's mission, achieve its goals, and enhance its community profile.

Manage and cultivate relationships with the systems that affect the organization's strategic plans and operations (e.g., the homeless response system, supportive services systems, and permanent supportive housing financing systems) to build support for the organization's mission, achieve its goals, and enhance its community profile.

Team Leadership

Lead the Senior Leadership Team's professional and personal development. Ensure day-to-day organization activities operate effectively, including setting performance goals and monitoring progress toward those goals. Coordinate team development and activities to achieve the organization's strategic plan and operational plans, and to work collaboratively across departments.

Advocacy and Community Relations

Serve as the official spokesperson for CHN and oversee plans for promotion of CHN through the media and CHN materials. Participate in advocacy efforts to advance support for permanent supportive housing in Central Ohio and nationally, building relationships with civic and organizational leaders.

Qualifications

Education

- Master's degree in business, human services, non-profit management, or a related field, or equivalent combination of Bachelor's degree and experience.

Required Experience and Qualifications

- 10 years of professional leadership experience with 5 years of senior level management experience are required.
- General knowledge of permanent supportive housing operations is required, and proficient knowledge is preferred.
- Proficient knowledge of affordable housing development operation, and supportive service programs including HUD & Low-Income Housing Tax Credit programs is required and advanced knowledge is preferred.
- Experience working in affordable housing or housing programs targeted to residents with mental health and addiction issues with histories of homelessness is preferred.
- Personal values that align with the organization's core values of Relationship & Connection; Compassionate Service; Self-Determination & Empowerment; Equity & Justice; and Curiosity & Creativity.

Competencies and Attributes for Success in the Position

Including, but not limited to:

- Builds networks
- Business insight
- Communicates effectively
- Customer focus
- Develops talent
- Drives vision and purpose
- Embraces diversity
- Financial acumen
- Influences
- Instills trust
- Manages Complexity
- Nimble Learning
- Political Savvy
- Strategic mindset

Compensation

The target base compensation for this role is \$225,000-260,000, commensurate with experience. Compensation also includes a comprehensive benefits program including medical, dental, and vision insurance; short- and long-term disability insurance; life insurance; 401(k) with employer contribution; 9 paid holiday days per year and a generous PTO package.

Application Process

Benefactor Group is pleased to be assisting Community Housing Network with this executive search. Applications will be reviewed as they are received and will continue to be reviewed until finalists are identified. Interested applicants are encouraged to submit their materials before the priority deadline of November 1, 2024. All applications are considered highly confidential. To be considered for this position, please send a resume and formal cover letter in .pdf format to:

Benefactor Group Recruitment Team

HR@benefactorgroup.com

<http://www.benefactorgroup.com>

To learn more about Community Housing Network, please visit: <https://chninc.org/>

Please do not contact Community Housing Network staff or board with questions or interest in the role. All inquiries about the position should be directed to Benefactor Group.

Community Housing Network champions diversity, equity, and inclusion in all practices. This vision guides our recruitment and hiring practices. We are devoted to building a company and community where people experience authenticity and belonging. We are committed to equal employment opportunities regardless of race, color, ethnicity, ancestry, religion, national origin, sex including pregnancy, gender identity, sexual orientation, age, marital or parental status, disability, veteran status, or other class protected by applicable law. Your unique background and identity are invaluable and needed here! We are stronger when the diversity of our workforce and our individual and collective experiences influence our practices.

About Columbus, Ohio

With all the culture and amenities of a big city, Columbus remains a welcoming, convenient, and community-focused place to live. In addition, the city received a perfect score from the Human Rights Campaign's Municipal Equality Index in 2023.

One of the fastest-growing cities in the United States, Columbus is positioned for continued economic and cultural growth. Its traditional employer base is strong: it is the state capital, home of the country's third-largest public university, and headquarters for multiple industry giants, including major players in finance, technology, retail, banking, and insurance. Columbus is also earning a reputation as an emerging tech and startup city, with the announcement of two new Intel chip manufacturing plants in the Central Ohio area as one example. The Ohio State University Wexner Medical Center, Nationwide Children's Hospital, and the OhioHealth system—three powerhouses of research-driven, patient-focused care—make Columbus a destination for world-class healthcare.

Whether you appreciate a night at the theater, a heart-pounding sporting event, or a contemplative stroll through art galleries or gardens, Columbus has something for everyone. The city is home to the Ohio State Buckeyes, three-time MLS Cup winners the Columbus Crew, and the Blue Jackets NHL team. The Columbus Museum of Art, Short North Arts District, Wexner Center for the Arts, Columbus College of Art and Design, and many more museums, galleries, and art programs engage people of all ages in exciting opportunities to explore their own creative interests. Major cultural events—including the Columbus International Festival, Columbus Pride Festival, Columbus Arts Festival, and ComFest—celebrate the diversity of the city's residents and foster a strong sense of community.

Hundreds of restaurants and breweries, an award-winning library system, 20 Metro Parks, and an abundance of bike trails and waterways provide further opportunities for residents and visitors alike to learn, connect, and explore the community. Of all the places to put down roots, you will find Columbus is second to none. With its booming economy, diverse community, dynamic arts and cultural scene, and affordable lifestyle, Columbus is a city of boundless opportunities.