



Position Profile

Community Housing Capital

President & Chief Executive Officer



PRESENTED BY: **TALENT** PARTNERS

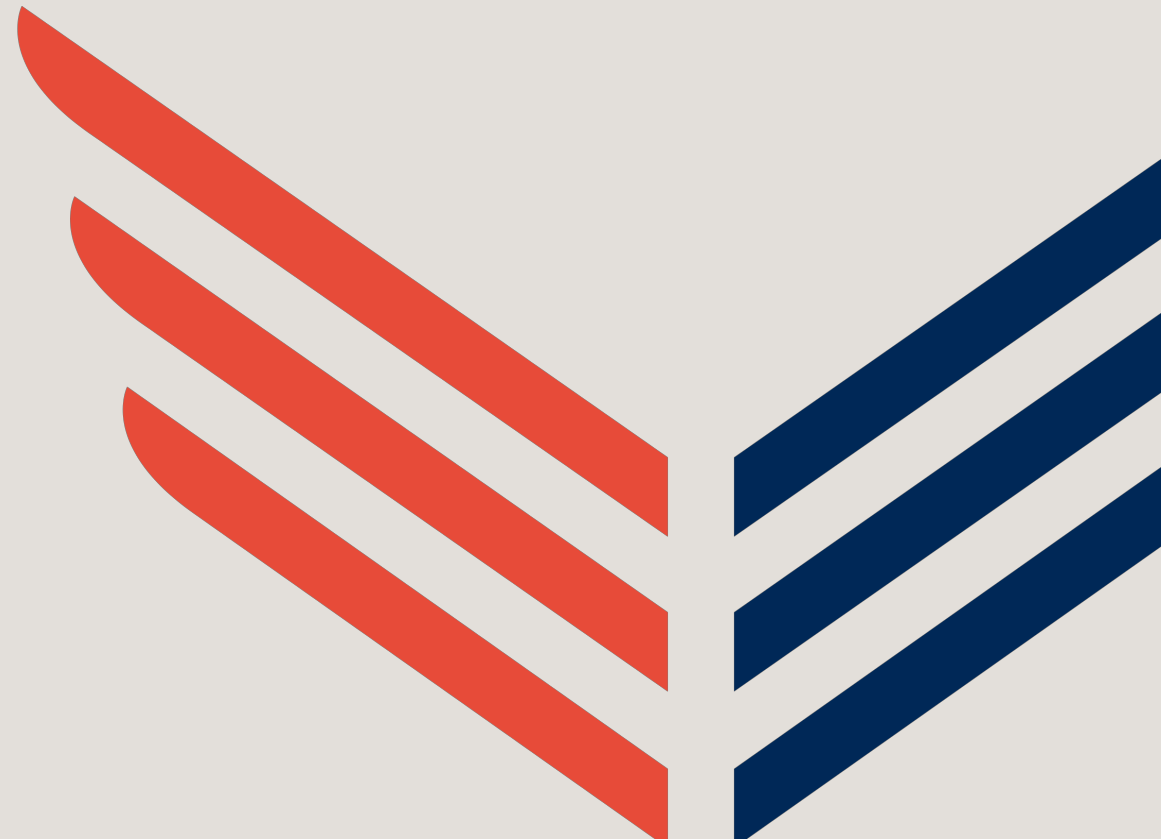


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The Organization





Who We Are

Community Housing Capital (CHC) is a Community Development Financial Institution (CDFI) and 501(c)(3) created to facilitate the creation and preservation of affordable housing. We lend early, patiently, prospectively, and at a high Loan-to-Value (LTV).

We offer the types of financing needed to span the entire lifecycle of an affordable housing project, from early-stage predevelopment and acquisition lines of credit, combined with construction/perm loans with only one execution, to long-term, 30-year amortizing multi-family permanent mortgages.

Our Vision: Healthy, safe, vibrant, and inclusive communities where all individuals and families have the opportunity, resources, and economic means to live, work, learn, and thrive.

Our Mission: To provide equitable access to capital that is transformative for NeighborWorks organizations and their communities.

What We Do

Community Housing Capital (CHC) provides financing capital exclusively to the successful and seasoned developers of the NeighborWorks America® network. NeighborWorks America has been building the technical skills and organizational capacity of member organizations (NWOs) for over 40 years. This national network of nearly 250 nonprofits includes some of the country's very best community development and housing organizations.

NWOs further strengthen the health of their communities with an array of impactful community services. Within CHC's current five-year portfolio, 96% of our NWO customers provide one or more services such as financial wellness training, educational services, vocational services, health and wellness services, transitional support, or some other type of supportive services. To ensure that NWOs are strong and healthy in their operations and remain that way, NeighborWorks America conducts a rigorous assessment before acceptance into the network and annually after that against various organizational, financial, and board governance standards.



Community Housing Capital (CHC) champions an Equal Opportunity and Non-Discrimination policy and operates in accordance with Federal civil rights laws and U.S. Department of the Treasury regulations. They prohibit discrimination against any employee, applicant, or client on the basis of race, color, national origin, sex, age, or disability.

CHC Impact Highlights

Read more: [CHC 2025 Annual Report](#)



976

homes financed in 2025

25,374

homes have been
supported since 2000



\$1.3B

total capital deployed
2000 - 2025



2,454

individuals housed
in 2025

14

states supported



96%

of homes financed by
CHC in 2025 were
affordable
(for families earning
below 80% of area
median income)

About Atlanta, Georgia



While Atlanta Metro is a popular, bustling area with glittering skylines, it is also a city in the forest, dotted with expansive green spaces and charming neighborhoods. Discover hidden gems around every corner, including diverse dining, top attractions, incredible arts and entertainment. This urban oasis is a multi-cultural haven that exudes Southern hospitality in its own style. Ever-expanding and always reinventing itself, Atlanta is among the most influential and most welcoming cities in the USA.



The Candidate Profile



Position Description



Title: President & CEO



Organization: Community Housing Capital



Reports to: Board of Directors



Direct Reports: Chief Financial Officer, Chief Lending Officer, Chief Credit Officer, Chief Portfolio and Operations Officer, Office Manager



Employee Count: 17



Location: Decatur, Georgia (Atlanta Metro)



Website: communityhousingcapital.org





Position Summary

This position is responsible for leading the organization in growth, innovation, and community impact. The CEO is responsible for overall management of CHC and provides the requisite vision and leadership to advance the CHC mission; achieve objectives outlined in the strategic plan and ensure a strong presence of CHC within the affordable housing community and the NeighborWorks America network in particular.

Accountabilities include the fiscal and performance viability of the organization, best practices of corporate governance, and development of the CHC brand as well as its reputation within the affordable housing community.

The CEO demonstrates the judgment to build upon existing organizational strengths while thoughtfully identifying opportunities for improvement, innovation, and long-term impact.

Required Knowledge, Skills & Abilities (“Must-Haves”)

Proven Community Development Finance & Lending Leadership

Brings significant experience in affordable housing finance, community development lending, CDFI lending, or related financial services. Demonstrates strong knowledge of lending, credit, risk management, capital deployment, and financial sustainability, with the ability to earn immediate credibility across the organization and industry.

Strategic, Adaptive & Innovative Leadership

A forward-thinking and agile leader who can anticipate market shifts, identify emerging opportunities, and adjust strategy as conditions evolve. Demonstrates the ability to balance long-term vision with execution while driving innovation, product development, and organizational growth.

Capital Strategy, Investor Relations & Capital Markets Leadership

Demonstrated success raising and managing capital from investors, funders, lending partners, and strategic stakeholders. Understands how capital strategy, product strategy, and customer demand intersect and can effectively position the organization for long-term growth and sustainability.

Exceptional Relationship Builder, Communicator & External Ambassador

A trusted and credible leader who builds strong relationships across investors, borrowers, NeighborWorks organizations, industry partners, board members, policymakers, and community stakeholders. Highly skilled at stakeholder engagement, governance, communication, and serving as the public face of the organization.

Mission-Driven Leadership & Commitment to Community Development

Demonstrates an authentic commitment to affordable housing, community development, wealth creation, and economic opportunity. Brings a deep appreciation for the challenges facing underserved communities and a genuine passion for advancing mission-driven impact.

Collaborative, Decisive & Trust-Based People Leadership

An inclusive and emotionally intelligent leader who develops talent, fosters collaboration, and preserves a strong organizational culture while also demonstrating the willingness to make difficult decisions, hold people accountable, and effectively lead through change.

Other Desired Skills & Abilities

- Familiarity with the NeighborWorks America network and affordable housing development ecosystem
- Understanding of federal housing policy, community development trends, and affordable housing finance programs
- Experience leading organizations through periods of growth, transformation, or market change
- Experience managing national stakeholder relationships and geographically dispersed constituencies
- Public speaking experience and comfortable representing organizations in industry forums and conferences
- Willingness to travel at least 30% of the time for business development, capital raising, and advocacy

Essential Duties & Responsibilities

Strategic Leadership

- Serves as the organization's principled leader, representative and spokesperson to the greater community
- Leads the development and maintenance of both a short and long-term vision for CHC including the development and execution of board-approved strategic and business plans, allowing CHC to expand its reach and impact
- Maintains a strong external presence, develops effective, professional public relations, marketing, and resource development strategies; actively cultivates friends, partners, clients, funders, and other supporters for CHC
- Serves as CHC's primary liaison to NeighborWorks America and the NeighborWorks network to assure CHC's delivery of value-added services to NeighborWorks® network
- Integrates the organization's work with the efforts of government, businesses, nonprofits, as well as local and national funders to create effective partnerships for CHC
- Stays abreast and ahead of federal policy changes that impact the affordable housing industry, forging strategic pathways for CHC to continue strong lending activity regardless of potential industry and policy shifts

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Essential Duties & Responsibilities *continued*

Capital Raising and Business Development

- Seeks to increase long-term financial stability for CHC by developing and implementing a comprehensive plan to secure diverse equity and debt funding from multiple sources
- Identifies NeighborWorks® network industry and investor needs; takes a leadership role in advancing best practices and products to ensure the long-term success and availability of quality affordable housing
- In collaboration with senior staff, leads business development efforts with financial institutions and community developers
- Develops and executes in collaborate with the CHC Senior Leadership Team new lending programs and initiatives for CHC. New Product development is intended to innovate as the needs of the field change
- Represents and encourages the board to represent CHC at public events and meetings; serves as a resource to government leaders, public agencies, the business community, advocacy groups and the general public to increase their understanding of the need for affordable housing and CHC's role

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Essential Duties & Responsibilities *continued*

Management/Operations

- Provides executive leadership and management to ensure that mission, core beliefs, and operational goals of CHC are consistently met
- Manages day-to-day operations of the organization with the least disruptions to service quality levels or internal controls
- Oversees the development of the annual business plan for the organization, including development of measurable performance standards, annual operating budget, and annual financial audit
- Helps to recruit, support and retain an engaged, diverse, and experienced board/committees, characterized by strong relationships among its members. Assists with the orientation of new board members
- Recruits, develops, motivates, and inspires CHC's high-performing team to develop and achieve goals and strategies that advance the mission of CHC. Oversees diverse, equitable, collaborative workforce
- Works in partnership with the board, its committees and CHC's executive team to facilitate effective policy guidance and maintain best practices of corporate governance
- Oversees all reporting to CHC Board and investors on overall CHC performance and loan portfolio status
- Acts as lead fiduciary responsible for the performance of the loan portfolio. Ultimate responsibility for the servicing of all loans made by CHC

Measures of First Year Success



Conduct a Listening Tour & Build Credibility Across the NeighborWorks Ecosystem

- Develop strong relationships with staff, board members, investors, borrowers, NeighborWorks leadership, and key external stakeholders
- Gain a deep understanding of the network, organizational culture, customer needs, and strategic priorities while establishing trust and credibility



Continue Organizational Momentum & Leverage Existing Talent

- Continue to reach or exceed our annual lending goals
- Demonstrate an understanding of the strengths, capabilities, and culture of the existing team
- Successfully navigate leadership transitions, maintain strong lending performance, and continue building a high-performing, collaborative organization
- Strengthen communication and collaboration across departments while fostering a more unified organizational culture and reducing organizational silos



Advance Innovation, Product Strategy & Market Responsiveness

- Evaluate current products and identify opportunities for innovation and growth
- Develop a roadmap for future lending products and strategic initiatives
- Assess emerging market trends, customer demands, and policy developments
- Position CHC to respond proactively to changing affordable housing and community development needs



Maintain Strong Governance & Board Partnership

- Establish strong working relationships with the Board, Board leadership, and committee chairs.
- Align Board and management around strategic priorities, growth opportunities, and organizational objectives
- Foster transparent communication, accountability, and effective governance practices
- Build Board confidence through consistent engagement, responsiveness, and thoughtful decision-making



Strengthen Capital Strategy & Position CHC for Long-Term Growth

- Maintain strong investor relationships, continue capital raising efforts, and align capital strategy, product development, and organizational priorities to support sustainable growth and long-term impact

Education Requirements



Bachelor's degree in a relevant field. Graduate degree in business, finance, urban planning or real estate development is preferred.

Compensation & Benefits

CHC offers a competitive base salary of \$280,000 - \$320,000 as well as excellent benefits and perks including but not limited to:

- Comprehensive health benefits including medical insurance, Rx drug coverage, dental and vision, and health and wellness incentives
- Performance based bonus incentives
- Healthcare Spending Account benefits
- Attractive retirement benefits including 401(k) and related matching
- PTO and paid holidays
- Hybrid work environment



Client Search
Committee &
BroadView Talent
Engagement Team



Search Committee



Julie Porter

Board Chair

Executive Committee,
Member, Governance,
Nominating, and
Personnel Committees
President & CEO,
DreamKey Partners



Chris Krehmeyer

Chair – Search Committee

Executive Committee
Member, Governance,
Nominating, Personnel, and
Loan Committees
President & CEO
Beyond Housing



Sean Spear

Chair, Loan Committee

President & CEO
Community HousingWorks



Alan Ferguson

Board Vice Chair

Executive Committee
Member, Loan and Audit and
Risk Committees
Chief Housing Officer
DeKalb, GA



Mary White Vasys

**Vice Chair, Personnel
Committee**

Member, Governance,
Nominating and Loan
Committees
President & CEO
Vasys Consulting

BroadView Talent Partners Team



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**How to
Apply:**

Interested and Qualified candidates should contact
Tracy McMillan at tracymac@broadviewtalent.com



Contact

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Monday – Friday
07:00 AM– 7:00 PM ET

OUR ADDRESSES

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About BroadView Talent Partners

Founded in 2015, BroadView Talent Partners is a national executive search firm dedicated to placing exceptionally talented leadership across nonprofit and for-profit sectors. We are committed to delivering clients a diverse pool of candidates, each of whom is well positioned to make a significant, positive and lasting impact on their organizations.

