PROSPERA
HOUSING COMMUNITY SERVICES

Position Profile

Prospera Housing Community Services

Chief Financial Officer

PRESENTED BY: BroadView TALENT PARTNERS

Table of Contents

3 **The Organization**
4 Who We Are
5 What We Do
6 Impact Highlights
7 About San Antonio, Texas
8 **The Candidate Profile**
9 Position Description
10 Position Summary
11 Required Knowledge, Skills & Abilities
12 Other Desired Skills & Abilities
13 Essential Duties & Responsibilities
14 Measures of First Year Success
15 Education Requirements
16 Compensation & Benefits
17 **BroadView Talent Engagement Team and Contact**

PROSPERA℠
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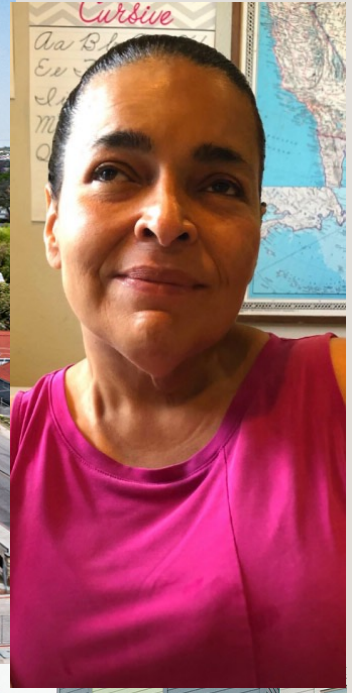
The Organization



Mission: PROSPERA provides safe, high-quality, affordable housing with support services to those in need.

Who We Are

Prospera Housing Community Services is a mission-driven nonprofit affordable housing organization dedicated to empowering families and strengthening communities through safe, quality affordable housing and supportive services. Since 1993, Prospera has developed, acquired, owned, and managed affordable housing communities throughout South Texas while providing programs that support resident stability, self-sufficiency, and quality of life. Guided by its values of Integrity, Accountability, Excellence, Commitment, Dignity, Fairness, and Respect, Prospera continues to expand its impact while maintaining a strong commitment to community-centered service.

What We Do

Prospera develops, owns, manages, and preserves affordable housing communities across Texas while providing supportive services designed to improve resident outcomes and strengthen communities. Through strategic development initiatives, property operations, resident services, and partnerships with healthcare organizations, municipalities, investors, and community stakeholders, Prospera works to create stable housing opportunities for low-income families, seniors, and vulnerable populations.

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Prospera Impact Highlights

(2026)

30+

years serving Texas communities through affordable housing and resident services

60+

affordable housing communities owned and/or managed across the state

10

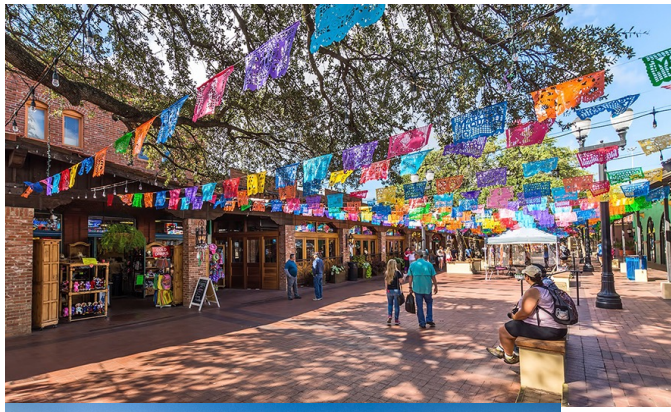
recently acquired affordable housing communities integrated into the portfolio

4

strategic organizational priorities focused on staff capacity, financial strength, operational excellence, and culture

About San Antonio, TX

San Antonio is one of the fastest-growing cities in the United States and offers an exceptional quality of life, combining a rich cultural heritage with a thriving business environment. Home to the River Walk, historic missions, vibrant arts and culinary scenes, and a rapidly expanding economy, San Antonio provides residents with a lower cost of living than many major metropolitan areas while maintaining access to world-class healthcare, education, and recreation. The city's strong commitment to community development and affordable housing makes it an ideal location for professionals seeking both purpose-driven work and long-term career growth.



The Candidate Profile

Position Description

Title: Chief Financial Officer

Organization: Prospera Housing Community Services

Reports to: Chief Executive Officer

Direct Reports: Enterprise Controller (1) | Property Controller (1) | Property Accounting Team (5) | Corporate Accountants (2)

Employee Count: 223

Location: San Antonio, Texas

Website: prosperahcs.org

Position Summary

Reporting directly to the President & CEO, the Chief Financial Officer serves as a strategic and operational leader responsible for stewarding the financial health, sustainability, and growth of Prospera Housing Community Services. As a key member of the Executive Management Team, the CFO will provide strategic financial leadership across a complex affordable housing portfolio that includes LIHTC developments, HUD-funded programs, Section 8 properties, multiple nonprofit entities, and a sophisticated capital structure. The CFO will partner closely with the CEO, Board of Directors, lenders, investors, and executive leadership to support organizational growth, strengthen financial planning and forecasting, optimize capital resources, and ensure long-term financial sustainability.

Required Knowledge, Skills & Abilities ("Must-Haves")

- **Demonstrated expertise in affordable housing finance**, including LIHTC transactions, HUD programs, Section 8, partnership structures, regulatory compliance, and complex multifamily housing portfolios
- **Proven ability to serve as a strategic financial advisor** to the CEO, Executive Management Team, Board of Directors, and Finance Committee, translating financial insights into actionable decisions that support organizational growth and long-term sustainability
- **Minimum of 15 years of progressively responsible financial leadership experience**, including extensive oversight of sophisticated financial operations such as treasury management, cash flow forecasting, capital planning, debt management, refinancing strategies, investor reporting, and multi-entity financial reporting within affordable housing, real estate, community development, or similarly complex organizations
- **Deep operational knowledge of accounting,** audit oversight, internal controls, tax compliance, risk management, financial governance, and regulatory requirements within highly regulated environments
- **Demonstrated success leading finance functions within complex** affordable housing, community development, real estate, or mission-driven organizations, balancing financial stewardship, operational excellence, and strategic execution
- **Exceptional ability to build, mentor, and lead high-performing teams** while fostering accountability, collaboration, succession planning, and strong relationships across development, property operations, asset management, banking institutions, auditors, investors, government agencies, and funding partners

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Other Desired Skills & Abilities

- CPA strongly preferred
- Experience working within nonprofit affordable housing organizations
- Experience with RealPage or similar affordable housing accounting/property management systems
- Significant affordable housing finance experience strongly prepared
- Experience supporting acquisitions, portfolio growth, and organizational expansion
- Knowledge of Texas affordable housing programs and TDHCA regulations preferred
- Experience working with Housing Partnership Network (HPN) or similar industry organizations preferred

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Essential Duties & Responsibilities

- Serve as strategic financial advisor and thought partner to the CEO and Executive Management Team
- Lead all accounting, financial reporting, treasury, forecasting, budgeting, and compliance functions
- Develop and maintain multi-year financial forecasting and scenario-planning models
- Oversee organizational cash flow, liquidity management, and capital planning strategies
- Lead lender, investor, banking, and financing relationships.
- Support affordable housing development, acquisition, refinancing, and redevelopment activities
- Oversee annual audits, tax filings, investor reporting, and regulatory compliance
- Provide financial leadership and reporting to the Board of Directors and Finance Committee
- Assess and strengthen finance systems, policies, procedures, and internal controls
- Build organizational financial capacity while developing and mentoring finance team members
- Partner with Development, Property Operations, Asset Management, Human Resources, and Resident Services leadership
- Represent Prospera with industry groups, government agencies, lenders, investors, and community stakeholders

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Measures of First Year Success

Strategic Partnership

Establish a trusted partnership with the CEO and Executive Management Team

Become a valued advisor to the Board and Finance Committee

Increase finance's role in organizational strategy and decision-making

Financial Visibility

Strengthen financial reporting, forecasting, and performance analytics

Improve transparency around portfolio performance, reserves, and liquidity

Deliver timely, accurate, and actionable financial information

Operational Excellence

Assess and enhance finance systems, processes, policies, and internal controls

Improve efficiency, consistency, and scalability across financial operations

Maintain strong audit, compliance, and governance performance

Sustainable Growth

Support development, acquisition, refinancing, and redevelopment initiatives

Strengthen relationships with lenders, investors, auditors, and funding partners

Position Prospera for long-term financial stability and portfolio growth

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Education Requirements

Bachelor's degree in Accounting, Finance, Business Administration, or related field required

MBA, MPA, or other advanced degree preferred

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Compensation & Benefits

Target compensation range: $190,000 - $210,000, commensurate with experience and qualifications.

Prospera offers a competitive benefits package including:

- Medical(100% Employee Paid), dental, and vision insurance
- Retirement benefits
- Paid time off and holidays
- Professional development opportunities
- Hybrid work environment
- Opportunity to join a growing, mission-driven affordable housing organization with significant executive visibility and impact

BroadView Talent Engagement Team

BroadView Talent Partners Team

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How to Apply:

Interested and Qualified candidates should contact Steven Hatchett at steven@broadviewtalent.com

BroadView TALENT PARTNERS

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About BroadView Talent Partners

Executives in affordable housing, nonprofit, and middle market organizations retain BroadView Talent Partners to fill senior leadership team positions because they value our specialized knowledge and proven process for identifying executive talent using our unmatched national network, commitment to diversity, equity, and inclusion (DEI), and record of long-tenured placements.