



## President & CEO Job Announcement

**About the organization** .... *helping to build inclusive communities one successful homeowner at a time!*

Elevation CLT creates and preserves permanently affordable homeownership and rental housing opportunities for low- and moderate-income households by acquiring land and the stewardship of the land as a permanent community asset. Elevation Community Land Trust (Elevation CLT) is a new, permanently affordable housing platform established in December 2017 by a collaborative of local foundations that recognized the urgent need for a strategic, cross-sector intervention to address the growing issues of affordable homeownership in Colorado. Elevation CLT's mission is to foster stewardship of permanently affordable homeownership for Colorado's low-income families—with an initial focus on the Denver metro region. It will help keep families in place through the use of the community land trust (CLT) model, a proven asset-building tool for lower income communities and communities of color that are at risk of displacement.

Elevation Community Land Trust will

- expand homeownership and wealth-building opportunities for low income families by creating safe, sustainable, and affordable housing,
- expand supportive services and promote financial and economic stability for low income families,
- enable residents to remain in their communities and enable resident mobility.

Elevation CLT was intentionally established as a public-private partnership that requires capital subsidies from a mix of sources, including the philanthropic community, public sector and anticipated land donations from private developers and public entities. By partnering with this diverse group of stakeholders, Elevation CLT aims to raise enough up-front capital to create affordable homeownership opportunities at a scale that will enable Elevation CLT to serve thousands of community residents and achieve financial self-sufficiency within its first five years of operations. To date, Elevation CLT has raised \$24M in philanthropic funding.

Elevation CLT protects and balances the interests of its public and private partners by: 1) protecting the public's investment in affordable housing permanently; 2) expanding and preserving access to homeownership for households currently excluded from the market; 3) stabilizing neighborhoods buffeted by cycles of disinvestment and reinvestment; and 4) ensuring long-term accountability to the communities, funders, and taxpayers it serves.

In 2018, ECLT will develop a strong foundation by building a skilled, collaborative team focused on results that will acquire at least 20 homes and develop a pipeline of 100 homes for 2019 working with 2- 3 municipal partners. ECLT projects to have homeowners occupying homes in 2019.



**2018 ECLT - establishing a framework for success:**

- Freedom to innovate within a performance discipline.
- Purpose/mission: Creating affordable homes today and tomorrow
- Vision: 725 homes across the region by 12/2022

**Principles and Core Values:**

- Maximize community benefits, affordable homeownership, while developing a sustainable, statewide organization (focus on impact)
- Be a force of good in the community by partnering and investing the community (collaboration)
- Invest in diverse, inclusive communities (a more just world)
- Provide excellent service...go above and beyond (quality service)
- Develop high performance team and support well-being of all staff (caring, results focused teams)
- Respect the environment (build and operate to minimize environmental impact)

**Focus/Priorities for 2018:**

- Build operational capacity – hire at least 2 members of lead team
- 20 homes in 2018 and pipeline of 100 homes in 2019
- At least 2 partners engaged and supporting work in 2018
- Hiring advisory committee shift role to organizational advisory – add at least 2 new members and hire CEO

**Position Overview:**

The overall objective of the President & CEO is to work at the direction of the Elevation Community Land Trust (ECLT) Board of Directors to fulfill the land trust's nonprofit mission in Metro Denver and ultimately statewide.

Elevation CLT creates and preserves permanently affordable home ownership and rental housing opportunities for low- and moderate-income households by fostering stewardship of land as a permanent community asset.

As a newly formed organization, the Elevation CLT initially requires a President & CEO who can build the organization, its board, its staff, and its assets. Over time, the President is also responsible for the implementation of annual goals and objectives, programing, administrative and financial oversight of the company.

**Tasks:**

**Company/Start-up Functions:** Lead the start-up execution of a new regional CLT, including the hiring of a diverse staff that will work in a wide range of Colorado communities. Model and set the CLT's culture, values and behaviors.

**Executive Functions:** Execute the company's strategic direction as defined by the Board, with a focus on the acquisition and development of over 700 CLT homes in the first five years of operations. Manage the company, build a diverse CLT team to 10+ staff and oversee its stewardship activities. Directly supervise the newly hired VP of Real Estate and VP of Stewardship.

**Tasks (continued):**

**Project Functions:** Oversee a range of CLT investments, from acquisition and development of scattered site homes to new construction home ownership. Oversee compliance of all properties in the CLT.

**Public education and relationships:** Represent Elevation CLT to the public—includes neighborhood residents, public officials, funders, lenders, partners, and other stakeholders. Build trust relations with key partners and stakeholders and act as a point of contact for important shareholders. Ensure the CLT’s website is up to date. Education on CLTs to organizations and general public—emphasizing how the CLT addresses the region/state affordable housing needs for the workforce (low and middle income), supports neighborhood “in-placement” (rather than displacement), stewards land and property, and other affordable housing issues. Represent Elevation CLT to the media, emphasizing how the real estate activities of the company meet the needs of neighborhoods and those residents adversely affected by the lack of affordable home ownership opportunities.

**Community Engagement:** Build relationships with diverse group of community leaders and members. Develop effective mechanisms for involving community members in critical decisions regarding the CLT. Identify effective and appropriate mechanisms to build buy-in for the CLT vision and opportunities for affordable home ownership. Engage civic, political, and business leaders in dialogue with community members and in effective partnership.

**Funding Functions:** Assist the board in implementing the facets and strategies of Elevation’s funding plan. This includes writing and submitting grant requests, soliciting corporate and foundation donations, meeting with individual donors, and raising below market rate debt to expand affordable housing.

**Advocacy Functions:** Work with the Elevation’s Board members, local and State agencies for policy changes that facilitate the usefulness of CLTs in addressing affordable housing and nonprofit real estate needs of neighborhoods and municipalities.

**Support Functions:** Provide support for the board of directors, including development of the board. Assure that executive committee and board members complete the roles and assignments they’ve accepted; meeting agreed on timelines and assisting with access to resources as needed to complete assignments. Research issues before the board so that all activities flow from informed decisions.

**Record Keeping Functions:** Public and Private investment—Maintain accurate financial records regarding public and private investment as well as the value of donated properties held in trust, assuring compliance with grantor/donor requirements and government laws. Ensure accurate financial records of resales so that the criteria of the Resale Formula can be fulfilled. Annual audit—provide materials for an annual audit to assure compliance with all governmental regulations; also, compliance with private grantor requirements concerning permanent subsidy funds.



**Experience and Skillset:**

Building Elevation CLT successfully requires a proven executive leader who is committed to our vision of building long term options for affordable home ownership, who is comfortable with the ambiguity associated with new ventures, and is action and results-oriented. More specifically, we look for candidates with experience in these areas:

*Executive Leadership* – Prior experience in leading organizations, building staff and board capabilities, setting and implementing strategic vision, and directing efficient, effective operations; direct experience in building organizations from inception to fully functioning, sustainable operations highly preferred.

*Community Leadership* – Experience in building effective relationships with local community members, civic leaders, elected representatives, and business leaders to achieve common goals. Proven ability to develop opportunities for collaboration, dialogue, and partnership among disparate stakeholders. Some specific knowledge of Colorado communities, leaders, and public agencies highly preferred.

*Nonprofit or Public Sector Leadership* – Experience in working with nonprofit or public sector agencies to deliver high value community service; proven ability to build long-term relationships with wide variety of stakeholders; experience in leading and managing change in partnership with board, investors, and staff.

*Financial Leadership* – Experience in working with philanthropic funders as well as corporate investors to fund large scale projects; demonstrated knowledge of effective financial management techniques and reporting.

*Real estate Development* – Some experience in leading residential and/or commercial real estate development projects in urban neighborhoods undergoing significant transitions; knowledge of effective affordable housing solutions and approaches is preferred. Hands-on understanding of working with multiple stakeholders to complete projects will be highly useful. A proven commitment to equity and supporting populations at risk required.

To be successful in this role, candidates must have these personal qualities:

<i>Integrity</i>	Honest, trustworthy and operates in best interest of organization
<i>Credibility</i>	Track record of delivering over time
<i>Inspiring</i>	Builds enthusiasm and support in others for the effort
<i>Initiative</i>	Has clear capacity to act and the confidence to act even when there are many unknowns
<i>Vision</i>	Identifies gaps in community and forges a vision to fill it in a timely way; performance driven
<i>Responsive</i>	Listens to all parties and responds appropriately
<i>Adaptable</i>	Identifies and works with team to manage change; can implement transformational change

Candidates must have a bachelor's degree, advanced degrees are preferred, and be willing to be active members in the Denver metro community. Familiarity with written and spoken Spanish a plus.



**Compensation & Benefits:**

The President & CEO will have access to a generous benefits package which includes medical, dental, and vision insurance options, a health saving account, life insurance, paid time off, and a 401k employer match after 12 months of service.

Compensation is highly competitive and commensurate with experience.

**How to Apply:**

To apply, please send your cover letter, resume, and salary requirements to Carolyn McCormick of Peak HR Consulting, LLC at [Carolyn.McCormick@peakhrconsulting.com](mailto:Carolyn.McCormick@peakhrconsulting.com). All applications are to be submitted electronically.

The Elevation Community Land Trust is an Equal Opportunity Employer that does not discriminate on the basis of actual or perceived race, creed, color, religion, alienage or national origin, ancestry, citizenship status, age, disability or handicap, sex, marital status, veteran status, sexual orientation, genetic information, arrest record, or any other characteristic protected by applicable federal, state or local laws.