

--Leadership Profile--



**President & CEO
Atlanta Neighborhood Development Partnership, Inc.**

The Organization. This year Atlanta Neighborhood Development Partnership (ANDP) celebrates fifteen years of encouraging and participating in the development of affordable housing for people of moderate to low incomes. As a result of its leadership and advocacy, more than 7,550 housing units in the metro Atlanta region have been created or preserved and political and business leaders in metro Atlanta are much more aware of the critical shortage of affordable housing and the resulting negative impact on our community.

ANDP creates mixed income, mixed use communities both through project funding and direct development. It is also Atlanta's leading voice engaged in systematic advocacy for public policies that pave the way for new community models with affordable housing as a key part of the mix. To best achieve this, ANDP works in partnership with developers, funders and other organizations concerned about housing and community revitalization.

Through a recent strategic planning process, ANDP has reaffirmed its vision of investing in building and/or rebuilding communities where everyone can sustain a full, safe and secure quality of life. To best achieve this, ANDP has redefined its mission as follows, *to promote the concept and implement the development of mixed income communities that result in the equitable distribution of affordable housing throughout the metro Atlanta region.* To achieve this, ANDP is focusing on three core business areas:

- Housing Development,
- Housing Finance and
- Research, Policy and Information.

Through these lines of work, ANDP is committed to becoming a leader in housing lending and development as well as in dissemination of information that will help to change the community's agenda and demonstrate the positive impact of mixed income communities on the metro Atlanta region. ANDP is also committed to increasing internally generated income to support the core operating expenses of the organization, while continuing fundraising for this purpose as well. Continuing to build more reliable sources of funding from housing finance and development as well as philanthropic sources is a key goal for the future.

Central to ANDP's work is the recently established Mixed Income Communities Initiative (MICI), which is raising awareness of the need for more affordable housing across the region. MICI is nationally recognized as a model for advocacy and research on behalf of mixed income development as well as for protection of low-income residents when gentrification changes the market dynamics of a neighborhood. With unique expertise gained through development of an extensive database of housing costs, salaries, job location and population combined with its excellent connections in the housing industry, ANDP has become the principal voice for mixed income and affordable housing in metro Atlanta.

With an experienced and capable staff of almost two dozen people and an actively involved board, ANDP is poised to continue its leadership as an impactful advocate, developer and financier of housing in the decade ahead. Further information is available on ANDP's website at www.andpi.org.

The Opportunity. Reporting to and working with an experienced, dedicated board, the President & CEO will build on the legacy of ANDP's first fifteen years of operation. With the upcoming retirement of the founding President & CEO, a highly respected leader who has been among the leading voices for affordable housing in the region and the nation, the board recognizes that successful transition to new leadership is a critical next step in the organization's growth and maturity. Three mandates are of special interest to the board:

1. Continue the work in housing finance, development and advocacy; and build revenues generated from these sources,
2. Broaden relationships and strengthen fundraising capabilities to ensure economic and programmatic sustainability, and
3. Promote a disciplined financial and operating culture of accountability consistent with ANDP's position as one of Georgia's leading nonprofits.

ANDP has a strong reputation both locally and nationally and is well-regarded for its excellent advocacy and research. With funding for this work challenged by overall economic conditions in recent years, the agency brought board and staff leaders together to undertake a strategic review that resulted in a reprioritization of goals and a tightening of the budget. Facing these challenges has led to a sense of common purpose within the board and the management team. As a result, the agency is actively pursuing new revenue-producing opportunities in housing finance and development while cultivating new funding sources for its research and advocacy work.

The Location. ANDP's offices are located on Peachtree Street in downtown Atlanta. Some out-of-town travel is required to attend meetings with funders and peers in the field.

The Responsibilities. The President & CEO's principal responsibilities will fall into five overlapping categories:

1. *Strategic Leadership.* As ANDP's chief executive officer, the President & CEO will be expected to be a visionary leader, bringing new ideas and creative approaches to the work while running a sound business operation. Having a sound understanding of the affordable housing industry and skill in evaluating opportunities in housing development and finance will be important to success.
2. *Management.* The President & CEO will be responsible for the day-to-day management of the agency and effective stewardship of its resources and reputation. Consistent with board-approved policies and strategies, the E.D. will be expected to run a sound business operation and provide leadership for the senior management team and staff.
3. *Public Awareness and Advocacy.* The new executive will be ANDP's chief spokesperson and an articulate champion on its behalf. The ideal candidate will embrace the opportunity to persuasively make the case for affordable housing and the importance of mixed income neighborhoods to legislators, the media, business leaders and funders.
4. *Fundraising.* The new President & CEO will be an experienced leader who brings substantial credibility with community leaders and potential funders in Atlanta and across the country. Experience in raising significant funds and skill at building and expanding relationships will be key to success.

5. *Governance.* The board expects the President & CEO to nurture an open and positive working relationship with its board of trustees. Serving as the formal liaison between the board, the staff and the greater community, the new CEO will keep the board well-informed and be proactive in executing governance policies and strategies in keeping with ANDP's mission.

The Candidate. ANDP is an equal opportunity employer, and the board is eager to develop a diverse slate of compelling candidates for formal consideration. The ideal candidate will have a reputation as a leader in the field of affordable housing or economic development and will encompass the following attributes and qualification:

- A person of integrity and discretion.
- A passion for the issue of affordable housing and commitment to effecting positive change.
- Articulate communicator who will rally the staff and the community around this issue.
- Proven competency in business and people management.
- Respect for ANDP's history balanced with a confident vision for ANDP's future.
- Experience working effectively in a complex political environment; knowledge of Atlanta's political processes would be a plus.
- Knowledge of housing industry trends and the experience to use this information to make sound decisions for ANDP.
- Demonstrated ability to raise significant funds.
- A collaborative leader who encourages innovative ideas and is willing to delegate authority.
- Personal strength; can take an appropriate stand in the face of political pressures while maintaining positive community relations.
- Experience working with nonprofit boards; experienced in helping senior volunteer leaders be proactive on behalf of the mission.
- Respect for lean operating environments with a penchant for solutions.
- Passion for continuing improvement, both personal and organizational.
- A proactive approach to understanding issues and crafting programs.
- Works well with all types of people, demonstrating respect for diverse people from all backgrounds and walks of life.
- An advanced degree or equivalent experience in fields relevant to ANDP's mission, such as housing finance, business administration, public policy or nonprofit management.

For potential consideration or to suggest a prospect, please cite ANDP in an e-mail to info@boardwalkconsulting.com,

or contact Margaret Reiser or Kim Anderson at 404-BoardWalk (404-262-7392).

Further information on our firm can be found at
www.BoardWalkConsulting.com