EXECUTIVE POSITION PROFILE

ORGANIZATION
Beacon Interfaith Housing Collaborative

POSITION
President and Chief Executive Officer

APPLICATION DEADLINE
Applications will be accepted until April 28, 2023 with review of candidates beginning immediately. We encourage and appreciate early applications.

COMPENSATION
Salary Range: $180,000 - $200,000

BRIEF
Ballinger | Leafblad is pleased to conduct the search for a President and Chief Executive Officer at Beacon Interfaith Housing Collaborative in St. Paul, Minnesota.

CONTACT
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ORGANIZATIONAL OVERVIEW

Beacon is a powerful collaborative of congregations, a major supportive housing provider for people coming out of homelessness in the Twin Cities Metro, and an emerging leader in statewide housing policy. Since 1999, an interfaith collaborative of congregations has worked together to achieve more than any one of them could do alone.

Beacon
- advocates for transformational public investment in housing for people with the lowest incomes through local, regional and state policy campaigns.
- provides quality supportive housing to residents to meet the housing needs of people most impacted by homelessness and housing insecurity.
- drives the development of quality supportive housing to ensure that people most impacted by homelessness and housing insecurity have a home.

They do this by:
- galvanizing people, partners, and resources to advance their mission.
- embracing diverse voices to transform the culture and identity to deepen community impact
- strengthening the organization’s infrastructure to enhance operational efficiency and effectiveness.

Learn more at https://www.beaconinterfaith.org/
**VALUES**

- **Collaboration**— we are more powerful when we work together
- **Risk-taking**— we take personal, public, and financial risks in the fight for justice
- **Race Equity**— we are called to overcome the systemic racism that causes housing inequities
- **Inclusive decision-making**— we make better decisions when we have diverse perspectives and backgrounds

**We Affirm**

- All people are valuable and deserve respect
- Our many faiths call us to act to create more equitable communities
- All people have a right to a quality affordable home
- Quality affordable homes belong in all communities
- Our society has the resources for all of us to have a home
- Systemic racism causes housing inequities
- Everyone will benefit when we all have homes
- Stable homes transform lives and communities

**VISION**

All people have a home.

**MISSION**

As a collaborative of congregations united in action, we create homes and advance equitable housing.

**STRATEGIC PLAN**

**FY23-FY27 STRATEGIC PRIORITIES & 5-YEAR GOALS**

**Priority:** Advocate for transformational public investment in housing for those with the lowest incomes through local, regional, and state policy campaigns.

In 5 years, Beacon will have:

1. Grown public will for transformational housing investment through the Bring It Home, Minnesota campaign.
2. Changed public policy to increase funding for deeply affordable and supportive housing at all levels of government.

**Priority:** Provide quality supportive housing to meet the needs of those most impacted by homelessness and housing insecurity. In 5 years, Beacon will have:

1. Become a model supportive housing provider.
2. Ensured residents have safe, welcoming and quality housing.
3. Provided effective supportive services that lead residents to greater housing stability.
STRATEGIC PLAN, cont.

**Priority:** Drive the development of deeply affordable, supportive housing to ensure that those most impacted by homelessness and housing insecurity have a home. In 5 years, Beacon will have:
- 1. Remained a leading developer of deeply affordable, supportive housing.
- 2. Maximized the production of new supportive housing to address unmet needs in urban and suburban communities.

**Priority:** Galvanize people, partners, and resources to advance our mission. In 5 years, Beacon will have:
- 1. Become a more powerful and inclusive collaborative of congregations with racially diverse board and staff leadership.
- 2. Created strategic alliances that include organizations led by and embedded in Black, Indigenous and communities of color, organizations in greater Minnesota, housing colleagues, and service partners to achieve our goals.
- 3. Become a trusted community expert on ending housing instability.
- 4. Grown public and private funding and strengthened communications to achieve our goals.

**Priority:** Embrace diverse voices to transform our culture and identity to deepen community impact. In 5 years, Beacon will have:
- 1. Grown racial diversity of our staff, board, the collaborative, and stakeholders to more effectively partner with and serve the community.
- 2. Welcomed and embraced the diverse lived and professional experiences of staff to create a more inclusive and collaborative organizational culture.
- 3. Shaped our goals and actions through practices that honor and uplift the voices of residents and those with lived experience of housing insecurity and/or homelessness.

**Priority:** Strengthen the organization’s infrastructure to enhance operational efficiency and effectiveness. In 5 years, Beacon will have:
- 1. Developed strategic and diverse board leadership and governance that leads to achievement of the strategic priorities.
- 2. Provided a productive work environment with an effective management structure, and the support, tools and technology that staff need to do their jobs.
- 3. Ensured financial health of the organization through diversified funding and adequate reserves to weather uncertain times.
PROGRAMES AND SERVICES

Housing – Developing affordable, supportive homes for those with the lowest incomes

Beacon’s interfaith collaborative works to create supportive housing- quality, affordable apartment homes that people want to live in. They organize to remind elected officials and decision makers that there is strong public support for new apartment homes in their neighborhoods and they find the best locations and secure funding for homes serving people others have not been able to help.

Beacon currently operates over 600 quality, affordable homes for over 1,100 people at 19 properties with 6 more in development.

Sustain Stable Homes - Providing support services that help people thrive where they are

Many of Beacon’s properties are what’s known as supportive housing. This means residents have access to support services and advocates right in their building. Their apartment is affordable, which brings relief and flexibility to their budget and life. Services tailored to the individual focus on jobs, education, community connection, and health. No matter the focus, there are trusted professional advocates to help supportive housing residents set goals and map a plan for success.

Change Systems – Impacting systems to establish a world where home is a solid foundation

Everyone benefits when they have a home. Beacon engages members of the collaborative and allied organizations to advocate for smart policies at the local, regional, and state level that ensure all people have access to home.
Bring it Home, Minnesota – Housing stability for all Minnesotans

Over 550,000 Minnesotans across the state struggle to pay rent every month. They are at risk of losing their home every month because the rent is too high.

Anchored by Beacon, Bring it Home, Minnesota is a statewide campaign led by over 40 allied organizations. Bring it Home, Minnesota is a policy solution that closes the gap in funding so every family gets the rent support they deserve. Rent vouchers for all eligible low-income Minnesotans would ensure the households only pay 30% of their income toward rent. When a family qualifies, they receive a housing voucher that allows them to find a private market apartment that meets their needs. After they find the apartment, the voucher covers the difference between the 30% of the family’s income and the market-rate cost of rent for the apartment.

2023 has seen evidence of growing momentum to pass Bring it Home, Minnesota which has been filed as HF11 (Howard) and SF11 (Mohamed) and was included as DFL caucus priority legislation for 2023, a huge step forward for the bill.

More about Bring it Home, Minnesota
SUMMARY

Beacon Interfaith Housing Collaborative seeks a President and Chief Executive Officer to lead the organization in continuing its work of creating and providing deeply affordable, supportive housing in the Twin Cities Metro and advancing smart policy to meet the housing needs of low-income Minnesotans. The President and CEO oversees the management of day-to-day operations and works with the Board of Directors and senior leadership team to implement the organization's recently adopted 5-Year Strategic Plan.

MANAGEMENT RESPONSIBILITIES

The President and Chief Executive Officer reports directly to the Board of Directors and will collaborate with the Board to ensure organizational effectiveness, excellence in service delivery and support of clients and families, and a cohesive, sustainable organization. The President and Chief Executive Officer leads a five-member senior leadership team and 49 employees in total, approximately half of whom belong to the Minnesota Newspaper and Communications Guild, Local 37002. The executive leadership team reporting directly to the President and CEO includes the Vice President of Advancement & Communications, Vice President of Policy & Organizing, Vice President of Administration/CFO, Vice President of Service Housing Operations, and Vice President of Housing Development.

ESSENTIAL RESPONSIBILITIES

The President/CEO ensures the cultural health and financial sustainability of the organization through direct attention to the following essential responsibilities.

- Provides outstanding leadership and management to realize the mission, core values, culture, and service models of the organization.
- Models healthy and positive behaviors consistent with the organizational values.
- Promotes a culture that reflects the organization’s values and guiding principles, encourages high performance, and rewards productivity, innovation, client service, adherence to compliance principles, and effective interpersonal abilities.
- In partnership with Beacon leaders, drives the culture across all sites and implements action plans, as needed, to enhance how the culture is experienced by staff or external stakeholders.
- Creates and maintains an organizational culture that values trust, transparency, respect, and professional growth among employees and leadership.

Leads and collaborates with the senior leadership team and the Board to develop and communicate a compelling vision and relevant strategies for Beacon which are well communicated and translated into goals, providing clear direction and focus for organizational execution.

- Creates, presents and leads a dialogue around a robust and well-crafted Strategic Plan.
- Provides updates to the Board regarding progress to Plan execution. Highlights new opportunities as well as Plan risks or delays with contingency plans.
- Shares senior leadership-developed plans with the Board regarding infrastructure and process changes to scale Beacon in line with its growth plan.
Cultivates a strong, trusting partnership with the Board, effectively leveraging the Board’s expertise, clarifies roles and accountabilities of the Board and its committees.

- Keeps the Board well informed of strategic efforts, organizational risks, expansion plans and opportunities, human service and nonprofit business and service trends, funding shifts, philanthropy development.
- With the CFO, keeps the Board abreast of the organization’s financial position, including providing updates related to material changes.
- Invests time, as needed, to recruit, interview, and recommend volunteers to participate on the Board(s) and its committees. Assists the Board to ensure effective onboarding of new board members.
- Evaluates the organization’s adherence to board by-laws and makes recommendations for changes as appropriate.
- Actively participates in all Board meetings of the Beacon board and provides guidance and leadership to committees of the board as needed.

Drives the organization to achieve and surpass business and service goals and objectives.

- Collaborates with senior leaders to develop and ensure implementation of plans for the operational infrastructure of systems, processes and personnel to accommodate the service and growth objectives of the organization.
- Directs, plans and implements policies, objectives and activities of the organization to develop and ensure continuing operations, to maximize return on investments and to increase impact and successful outcomes.
- Spearheads the development, communication and implementation of effective growth strategies and processes; identifies partnership opportunities and ensures oversight of implementation activities.
- Oversees due diligence, recommends to the Board as needed and approves the selection of sites, added services, construction of buildings, and provision of equipment and supplies to meet organizational objectives.
- Stays abreast of and reports service and funding trends that are likely to have an impact on the organization’s services and implement strategic plans to shift service and business models to meet future needs.
- Establishes and reinforces business and service models that demonstrate the organization as a premier provider and first choice for partners, clients, and employees according to the services that Beacon provides.
- Ensures ongoing programmatic excellence, rigorous program evaluation, consistent quality of financial performance, administrative oversight and fundraising activities and communications.

Builds and leads a high-performance management team; attracts, promotes and retains members of the team, empowers, coaches and provides learning experiences to ensure the development and succession of the future leadership of the organization.

- Fosters a success-oriented, trustworthy, and accountable environment within the organization.
- Maintains organizational commitment to training and developing effective leaders and supports the implementation of organizational succession planning.
- Continually assesses and evaluates human resource needs to meet organizational growth and service needs and implements structural changes to meet organizational capacity needs and Beacon’s collective bargaining agreement requirements.
- Provides direct supervision and evaluates work performance annually and as needed.
Directs the organization’s financial and budget activities to fund operations, maximize investments, maintain positive outcomes, and increase efficiency.

- In concert with the CFO, ensures the preparation of budgets for approval by the Board, including those for funding and implementation of programs, and manages expenditures and costs to meet budgeted expectations.
- Working with the CFO, optimizes the organization’s banking relationships and initiates strategies to enhance cash position.
- Develops and monitors strategies for ensuring the long-term financial viability of the organization.
- Demonstrates sound knowledge of the organization’s funding streams, payer processes, cost reporting, and government funding and reports to the board and other stakeholders; manages the organization’s business models to meet fiscal restraints and opportunities.

Oversees resource development and advancement activities to support the long-term mission and success of the organization.

- In concert with the Vice President of Advancement & Communications, leads, encourages and supports a robust, well-staffed development function.
- Provides executive leadership for comprehensive and/or capital campaigns that will have transformational impact on the organization.
- Working with the Vice President of Advancement & Communications, participates actively in major gift solicitations.
- Assists, as needed, with planning activities related to major grants, annual campaign activities, event planning, etc.

Represents, promotes and protects the reputation of the organization and its mission.

- Exhibits behavior in public and private that reflects the values and mission of the organization.
- Represents the organization and its values through various venues, including but not limited to public speaking, participation in community organizations and events, visiting Beacon sites and affiliates, and meeting with stakeholders including public and elected officials.
- Develops professional connections and networks with other providers and leaders that positions the organization as a partner and service leader.
- Ensures robust and effective communications—from web presence to external relations with the goal of sustaining a strong brand. Also ensures a crisis communication plan and capabilities are well communicated to the Board and staff.
- Keeps funders, client families and public stakeholders abreast of Beacon’s results in serving clients, and assurance of value in service delivery.
- Cultivates a strong external presence and relationships to garner new opportunities and builds Beacon’s brand in the community.

Directs the negotiation and approval of contracts and agreements with suppliers, distributors, federal and state agencies, and other service and customer entities.

- Ensures the establishment of controls to effectively honor and manage contracts.
- Oversees, as needed, the establishment of new service contracts and/or renegotiating service contracts to meet outcome expectations and fiscal solvency.
- Ensures all appropriate licensures and accreditations are achieved and maintained throughout the organization and that the quality of service provided to clients leads the industry.
- Creates and maintains a culture of continuous quality improvement and the demonstration of successful outcomes.
- Ensures successful audits and the execution of all compliance policies and regulations.
DESIRED QUALIFICATIONS

The President and CEO will be thoroughly committed to Beacon’s mission with proven leadership, coaching and relationship management experience. Concrete demonstrable experience and other qualifications include:

• Minimum of 10+ years of experience in progressively responsible leadership positions in developing and operationalizing strategies which advanced an organization to the next stage of growth.
• A Bachelor’s degree or equivalent professional experience.
• A high level of skill in coaching and managing staff and high-performance teams, setting objectives and building accountability and commitment and developing others to build capacity. Skilled in assessing and retaining talent.
• Experience in building organizational cultures with a high level of employee engagement.
• Expertise in guiding organizations through change.
• Skills in working with a Board of Directors and other constituents with a high ability to cultivate relationships including public and elected officials.
• Experience working with unionized staff and collective bargaining agreement negotiations.
• Strong connections and relationship building skills across private, public and corporate sectors.
• Effective influence skills; a passionate communicator with well-developed interpersonal skills.
• Ability to oversee and support multidisciplinary projects and build organizational collaboration.
• Exhibits a high degree of ethical conduct, integrity, confidentiality, and professional behavior.

LEADERSHIP CHARACTERISTICS

• Passion for the mission of Beacon Interfaith Housing Collaborative and the individuals and communities served.
• An inclusive, collaborative and enthusiastic leader with demonstrated experience and commitment to issues of diversity, equity and inclusion.
• Demonstrated experience and interest in social issues including affordable housing.
• Committed to supporting a culture of staff growth and development.
• Strong verbal and written communication skills.

COMPENSATION AND BENEFITS

The salary range for this position is $180,000-$200,000. Compensation includes participation in the comprehensive benefits plan.

TO APPLY Inquiries may be directed to Lars Leafblad: lars@ballingerleafblad.com.

Applications will be accepted until April 28, 2023 or until the position has been filled, which may be earlier. There will be an immediate and ongoing review of candidates, so we encourage and appreciate early applications. All inquiries will remain confidential.

Beacon strives to be an authentically inclusive organization. As an equal opportunity employer, Beacon does not discriminate against candidates on the basis of race, color, creed, religion, national origin, sex, age, physical or mental disability, veteran status, gender identity or expression, or sexual orientation. We affirm that all people are valuable and deserve respect, we welcome diverse perspectives and backgrounds, and foster an inclusive and collaborative environment as we work together on our vision that “All people have a home”. Women, people of color, LGBTQ+ individuals, and members of other minority or marginalized groups are strongly encouraged to apply.