



Position Announcement

Executive Director

California Coalition for Rural Housing

Sacramento, CA

California Coalition for Rural Housing (CCRH) seeks a strategic and visionary Executive Director with a deep commitment to improving rural housing through advocacy, research, technical assistance, and leadership development.

THE ORGANIZATION

Established in 1976 following a California farmworker housing conference, CCRH is one of the nation's oldest statewide low-income housing coalitions. Working with members that primarily consist of community-based nonprofit and public developers—including the largest self-help and farmworker housing producers in the United States—as well as local government officials and rural quality-of-life activists, CCRH offers a wide range of services.

- **Policy Advocacy:** Working in coalition with other organizations, CCRH actively advocates at the California State Legislature for new policies and programs. Additional advocacy focuses on administrative improvements at the California Department of Housing and Community Development and other State housing agencies, as well as statewide campaigns to pass pro-affordable housing propositions. CCRH's annual policy priorities are determined at an [annual Rural Housing Summit](#).
- **CCRH Diversity and Leadership Programs:** Since 1998, CCRH has operated a one-year paid internship for university students designed to recruit, train, and retain housing development professionals who enhance inclusion and racial equity for rural-serving housing and community development organizations. More than 230 low-income, minority students from California, Oregon, and Washington have graduated from the program and over half have stayed in the field, developing multi-million dollar housing projects, running housing programs, and rising to executive-level positions. Several graduates serve on CCRH's Board. An exciting new leadership initiative for mid-career rural housing professionals of color is scheduled to launch in 2024.
- **Technical Assistance:** CCRH provides capacity-building training and technical assistance with support from state and federal sources, such as the U.S. Department of Agriculture, the California Department of Housing and Community Development, and the California Strategic Growth Council. Capacity-building is designed to strengthen the rural housing sector, especially underserved rural communities, and help these communities gain access to a wide range of State funding programs, including the Affordable Housing and Sustainable Communities program and the Manufactured Housing Opportunity and Revitalization Program.
- **Support for American Indian Housing and Community Development:** CCRH provides technical assistance to federally-recognized Indian tribes in California through our Tribal Housing Capacity Development Project. CCRH also works with California tribes without federal recognition. A goal is to assist tribes in preparing and submitting competitive funding applications to State housing programs such as Homekey, the Homeless and Housing Assistance Program, and the Affordable Housing and Sustainable Communities Program. CCRH is currently working in partnership with tribal members to create the first-ever California Tribal Housing Grant Program.

- **Research:** CCRH spearheads and participates in ground-breaking research on housing and community development issues in California. [Publications can be found here](#)
- **Assets for Financial Independence:** Since 2006, CCRH has helped more than 120 low-income individuals develop a disciplined approach to saving for a critical asset purchase—new home, college education, or business. More than 70 have used their savings to help pay closing costs for homes they built via the mutual self-help method. More than 50 school-age residents of member properties and tribes have paid for post-secondary education.

CCRH’s program and services are informed by our **mission**:

- To educate and encourage public support on a wide array of housing issues, focusing on efforts to produce and preserve affordable housing in rural California.
- To assert the importance of developing and preserving safe, healthy, and adequate housing as an integral part of building sustainable rural communities.
- To ensure quality of life for rural families and their neighborhoods through smart growth land use principles.
- To actively participate in all levels of government to achieve pro-affordable housing policies.

Headquartered in Sacramento, CCRH has an annual budget of approximately \$2.5 million. Major revenue sources include local, state, and federal grants and fees for service, bank and non-bank foundation grants, membership dues, donations, and proceeds from an annual conference. CCRH is governed by a diverse, 28-person [Board of Directors](#) representing multiple housing organizations, all of whom are members of CCRH. Long-time Executive Director Rob Wiener is stepping away from the position after 43 years of remarkable leadership.

CCRH has experienced significant growth in the last five years, from five to 16 staff members. The Executive Director will join an executive leadership team that includes the Leadership Development Programs Director, Operations Director, Director of Technical Assistance Programs, and Director of Policy and Research. For more information, please visit CCRH’s website at www.calruralhousing.org.

THE POSITION

Reporting to the Board of Directors, the Executive Director takes a leadership role in the following activities:

- Provide strategic direction and vision, in partnership with the Board, including developing and implementing a plan to deepen the impact and reach of CCRH through the development of a strategic plan.
- Supervise, evaluate, and encourage growth of the organization’s talented leadership team and supports them as they deepen their expertise and knowledge.
- Continue CCRH’s work to develop technology, systems, and policies and procedures to support the organization’s growth.
- Maintain, strengthen, and grow relationships critical to the organization’s success, including with elected officials, program administrators, foundation officers, non-profit leaders, policy advocates, and the media.
- Provide fiscal management and oversight by developing the organization’s annual budget and monitoring revenue and expenditures.
- Nurture existing and develop new funding relationships to maintain and grow CCRH’s annual operating budget.
- Foster and inspire a diverse, equitable, and inclusive work environment that builds on and advances CCRH’s recent REDI work.

Experience and Attributes

- Commitment to improving the lives of people living in rural communities.
- Familiarity with living conditions in rural communities.
- Experience with and understanding of affordable housing development.
- Proven track record of mission-related policy and advocacy work.
- Track record of advancing and commitment to racial and ethnic equity.
- Commitment to CCRH's values of Power With, Integrity and Accountability, Compassion, Curiosity and Inquisitiveness, Equity and Justice, and Inclusion.
- Track record of fund development and sustaining and growing a nonprofit organization.
- Strong leadership and management skills, including a management style that fosters a collaborative and empowering work environment.
- Demonstrated experience in improving systems and operations.
- Demonstrated understanding of the legislative process in California.
- Aptitude for and experience working in coalition.
- Frequent presence in Sacramento required.

APPLICATION PROCESS

CCRH has established an annual salary range of \$160,000 – \$185,000 for the Executive Director position. CCRH offers a competitive benefits package including and not limited to health, vision, and dental insurance; paid time off (including vacation, sick leave, holidays, and office closure the week between Christmas Day and New Year's Day); and a 401k retirement plan with employer contribution and match.

To apply, upload resume and cover letter which conveys your interest in this leadership opportunity by clicking [here](#). Please contact Shreya Mahatwo at Shreya.Mahatwo@marcumllp.com if you experience technical difficulties submitting your materials, if you are a qualified candidate with a disability and require an accommodation, or if you want additional information about the physical and emotional demands of the job.

For other inquiries about this leadership opportunity, contact Peggy Sand at Peggy.Sand@marcumllp.com. No other application materials will be reviewed at this time. Resume reviews begin immediately.

CCRH is an equal opportunity employer and considers all employees and job applicants without regard to race, religion, color, gender, sex, age, national origin, disability, veteran status, sexual orientation, gender identity or marital status, or any other status protected by law. CCRH strives to reflect the diverse constituencies that the organization serves.

About Marcum's Nonprofit & Social Sector Group

On behalf of CCRH, Marcum's Nonprofit & Social Sector Group is working with the Board of Directors to advance the search. Founded in 1984, we are, and always have been, a mission-driven professional services firm seeking to do more for nonprofits and socially conscious companies like CCRH. Learn more about our work at www.marcumllp.com/industries/nonprofit-social-sector.