



Position Fact Sheet

California Council for Affordable Housing Executive Director

Sacramento, CA

January 29, 2024



Celebrating excellence since 1979...

This Position Fact Sheet is intended to provide information about the California Council for Affordable Housing and the position of Executive Director. It is designed to assist qualified individuals in assessing their interest.



ORGANIZATION OVERVIEW

Our client, the California Council for Affordable Housing (www.californiacouncil.org), is seeking new leadership following the death of its founder and long-time Executive Director, Mr. Patrick R. Sabelhaus. The Board seeks a dynamic executive to lead the organization into its next chapter, building upon its rich history while modernizing, re-energizing, and elevating the organization's presence and effectiveness.

Founded in 1998 as the successor to the Rural Builders Council of California which was formed in 1978, CCAH is a 501(c)(6) tax-exempt organization dedicated to facilitating the development and expansion of affordable housing in both rural and urban areas throughout the State of California. CCAH has a budget of approximately \$700,000, 100+ members, a board of 25, and an executive committee of eight. In addition to leading the organization, the executive director is responsible for the oversight of external administrative staff and lobbyists. The board seeks a leader to guide the organization into a new era.

CCAHA's membership is broad-based and consists of for-profit and not-for-profit organizations, builders, developers, lenders, syndicators, management companies, consultants, and public and private agencies. On behalf of its members, CCHA devotes its resources to:

- Tracking relevant state and federal legislation.
- Monitoring current housing development and finance programs.
- Making recommendations on appropriate housing and programs.
- Keeping the CCAH membership informed about these matters.





POSITION SUMMARY

The Executive Director will be responsible for orchestrating all the tasks of the Council, including policy and advocacy efforts on behalf of the membership, guarding the long-term health and viability of the for-profit affordable homebuilding industry in California, growing and retaining membership, facilitating the education of CCAH's membership on emerging issues and solutions to include two yearly conferences, conducting timely research and communication, and overseeing the industry's relationship with the executive, legislative, and judicial branches of the California state government.

This is an outstanding opportunity to assume a leadership position in revitalizing a statewide trade organization representing an industry that plays a significant role in California's quality of life and economy.

EXPECTED OUTCOMES

It is expected that the Executive Director will achieve the following in the first year:

- Within the first 30 days...
 - ✓ will have met with all contractors, board members, and major stakeholders.
- Within the first 45 days...
 - ✓ will have concluded an informal "audit" of the organization and shared those results with the board chair.
- Within the first three months...
 - ✓ will have presented to the Executive Committee a plan to build coalitions and increase awareness of the organization.
- Within the first four months...
 - ✓ will have presented to the Executive Committee a membership growth and retention plan.





- Within the first six months...
 - ✓ in conjunction with the Board, will have begun work on a strategic plan and its accompanying metrics.
- Within the first eight months...
 - ✓ will have begun implementation of the strategic plan.
- Within the first nine months...
 - ✓ will have plans in place to build organizational bench strength.
- By the end of the first year...
 - ✓ will be seen as an integral and respected player by the industry and the Capitol, having secured regulatory wins and increased the visibility and membership of the organization.

PROFESSIONAL EXPERIENCE (in priority order)

Successful candidates will have the following combination of experience that will allow them to achieve the outcomes noted above:

- Successful experience in regional or statewide policy and coalition building.
- Familiarity with affordable housing or a complementary industry.
- Experience in California state politics.
- Familiarity with membership/trade associations, to include increasing and retaining members.
- Experience with communication platforms, including social media, for advocacy and membership purposes.
- Experience working with a board.
- Strong experience working with and motivating a geographically spread volunteer and member base.



COMPETENCIES (in priority order)

- Politically savvy.
- Ability to understand and respect the affordable homebuilders' perspective of building as much housing as they can as fast as they can and making it profitable.
- Executive presence; comfortable working with individuals at all levels.
- Inspirational to the staff, the membership, and external groups.
- Ability to work autonomously.

EDUCATION/CREDENTIALS

Successful candidates will have the following education that will allow them to achieve the outcomes noted above:

- Bachelor's degree required.
- Master's degree a plus.

CULTURE (in priority order)

The ideal candidate will possess a work style and personality that will create an excellent fit with the organization's culture and structure:

- Efficient, effective, and accountable
- Collaborative, internally and externally
- Ethical, respected, and respectful
- Laser-focused on reducing the cost of and increasing the production of affordable housing in California.





THE COMMUNITY

This position is located in Sacramento, the capital of California and the county seat of Sacramento County. Sacramento is located at the confluence of the Sacramento and American Rivers and is connected to the San Francisco Bay by a channel through the Sacramento River Delta. The Mediterranean climate is characterized by damp, mild winters and hot, dry summers. Sacramento is a place where different interests, tastes, and lifestyles abound, with something to accommodate all of them.

The city of Sacramento is the cultural and economic center of the Sacramento metropolitan area, the fifth largest metropolitan statistical area in California and the 28th largest in the U.S. Local universities include California State University, the University of the Pacific's McGeorge School of Law, and the University of California, in nearby Davis. The UC Davis Medical Center, a world-renowned research hospital, is one of 20 hospitals in the Sacramento region and California Northstate University is planning to build a new state-of-the-art, 260-bed medical center and teaching hospital.

The Sacramento region is experiencing a profound shift in its competitive position, in large part due to an influx of entrepreneurs, businesses, and creative professionals. The greater Sacramento Area is a top employer in life sciences and health services. As part of the agriculturally rich Central Valley, Sacramento is at the forefront of agritech innovation and is considered America's Farm-to-Fork capital.

Sacramento is also home to the NBA division winning Sacramento Kings, the Sacramento River Cats (the San Francisco Giant's AAA baseball team), and the Sacramento Republic FC, a USL Professional soccer team. Sac Republic plans to build a new 12,000-seat soccer stadium in the downtown Railyards District. This comes on the heels of the Kings opening the Golden 1 Center, a high-tech basketball and entertainment arena, starting a downtown renaissance.

The Crocker Art Museum is the oldest art museum in the Western United States. Founded in 1885, the museum holds one of the premier collections of





Californian art. The Sacramento metropolitan area boasts more than 200 parks, 23 public golf courses, and is known for outdoor recreation including hiking, skiing, canoeing, kayaking, running, and biking. The 32-mile-long American River Bike Trail is a major recreational destination, as well as a commuter artery for cyclists.

The world-renowned Napa Valley is an hour's drive away. San Francisco, Lake Tahoe, and more than a dozen ski resorts are less than a two-hour drive from Sacramento. Sacramento International Airport handles non-stop flights to and from more than forty U.S. destinations (including Hawaii), as well as Canada and Mexico.

For more information, visit the Greater Sacramento Economic Council's website www.greatersacramento.com.

COMPENSATION AND INTERVIEW PROCESS

The competitive compensation package includes a base salary of \$225,000 plus a performance-based bonus and benefits package.

Pre-screened, selected candidates will be invited to interview in Sacramento with the Search Committee on Monday, March 18, with second interviews the following morning.

PROCEDURE FOR CANDIDACY

For confidential consideration, at your earliest possible convenience and no later than COB on March 1, 2024, please email your chronological resume, to include description and size of current/prior organizations and responsibilities and compensation expectations to: CCAH@wilcoxcareer.com.





We strongly encourage and welcome applications from all qualified persons regardless of their race, sex, gender identity and expression, disability, religion/belief, sexual orientation, or age.

WILCOX MILLER & NELSON CONTACT

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