

Title: Executive Director

Office: LOU-HOME, Inc.

Location: Oxford, MS

The Opportunity

The LOU-HOME Board seeks an experienced and visionary inaugural Executive Director to deepen the organizational mission of collaboration with government, business, organizations, and residents to increase the availability and affordability of quality homes for qualified buyers who cannot find affordable homes within the LOU community, provide support for successful ownership of these homes, and advocate for affordable housing.

About Us

LOU-HOME, the Lafayette, Oxford, University Home Ownership Management Enterprise, was incorporated in July 2006. A signature achievement is the Community Green neighborhood, a subdivision of 24 affordable single-family housing units which were sold primarily to low-income buyers at lower-than-market rates. LOU-HOME secured surplus houses from the University of Mississippi, land from the City of Oxford, and financing from a consortium of local banks. A HOME grant also facilitated the sale of two refurbished homes and the construction of three new properties. This collaborative and innovative strategy to increasing homeownership continues to inspire the mission of LOU-HOME.

In 2018, LOU-HOME collaborated with a for-profit developer of affordable housing. Under the Low Income Housing Tax Credit program, LOU-HOME was awarded tax credits to create Belle Rivers, a project of 48 three-bedroom, two-bath homes to be leased and eventually sold to households with incomes at or below 60% of the area median income.

In January 2020 LOU-HOME became a HUD-approved Housing Counseling Agency. In the course of developing affordable housing, we recognized an acute need in the community for housing, credit, and money management counseling. Our goal is to become the primary resource for such counseling in Lafayette and adjacent counties.

LOU-HOME is governed by a Board of Directors of up to 21 volunteer members. In addition to the Board of Directors, LOU-HOME employs a quarter-time Chief Administrative Officer and a part-time Housing and Financial Counselor. The Executive Director would build upon the work of the CAO and the Counselor by developing and implementing a comprehensive strategy to create additional affordable housing opportunities, promote financial literacy, and develop partnerships to advance the mission of LOU-HOME.

Job Description

The Executive Director will work to implement the LOU-HOME strategic planning goals in the following areas. These areas and associated responsibilities include and are not limited to:

- **Funding:** Secure funding to create a supply of affordable housing, to offer buying and

ownership support, and to engage in effective communication and advocacy for affordable housing in the LOU community.

- o Responsible for fundraising and developing other revenue streams necessary to support LOU-HOME, Inc.'s mission.
 - o Responsible for fiscal management that generally anticipates operating within the approved budget, ensures maximum resource utilization, and maintenance of the organization in a positive financial position.
- **Affordable housing:** Create a supply of affordable housing in the LOU community through new construction and/or rehabilitation of existing properties.
 - o Establish and maintain partnerships with public, private, and nonprofit organizations dedicated to increasing the supply of affordable housing in the LOU community.
 - o Develop a high degree of knowledge and serve as a resource on financial assistance relevant to low- and moderate-income households and first-time homebuyers.
- **Education:** Engage in and support outreach in the LOU community related to affordable housing.
 - o Maintain status as a HUD-approved Housing Counseling Agency.
 - o Establish an HOA within the Belle Rivers and Eastover communities to strengthen relationships and support residents.
 - o Develop educational materials for renters on tenant rights, finances, and landlord-tenant communications.
- **Communications and advocacy:** effectively communicate about the need for affordable housing in the LOU community, about this mission and work of LOU-HOME, and advocate for affordable housing.
 - o Responsible for the enhancement of LOU-HOME, Inc's image by being active and visible in the community and by working closely with other professional, civic and private organizations.
 - o Elevate the profile of the organization through social media, traditional media, and other outlets.
- **Organizational infrastructure:** Develop and expand partnerships to enhance the efficiency and effectiveness of the organization.
 - o Develop and maintain partnerships with a broad coalition of supporters from the public, private, and nonprofit sectors.
 - o Establish a volunteer program to enhance the efficiency and effectiveness of the organization.

Qualifications

- Bachelor's degree
- Transparent and high integrity leadership

- Five or more years senior non-profit management experience
- Experience and skill in working with a Board of Directors
- High level strategic thinking and planning. Ability to envision and convey the organization's strategic future to the staff, board, volunteers and donors.
- Ability to effectively communicate the organization's mission to donors, volunteers and the overall community.
- Demonstrated ability to oversee and collaborate with staff and volunteers.
- A history of successfully generating new revenue streams and improving financial results.
- Active fundraising experience. Excellent donor relation skills and understanding of the funding community.
- Previous success in establishing relationships with individuals and organizations of influence including funders, partner agencies and volunteers.
- Solid organizational abilities, including planning, delegating, program development and task facilitation.
- Strong financial management skills, including budget preparation, analysis, decision making and reporting.
- Knowledge of housing laws and policies and affordable housing development preferred.
- Knowledge and experience with home construction and renovation preferred.
- Strong written and oral communication skills.
- Strong public speaking ability.
- Strong work ethic and high degree of energy.

At this time, due to the COVID-19 pandemic, this job can be performed fully remotely; however, since LOU-HOME, Inc.'s properties and mission are physically located in Lafayette County, MS, a successful candidate will need to be able to physically work here in the near future, and relocate to the area if necessary.

Compensation and Benefits

Job Type: Full-time

Pay: \$50,000-\$60,000 per year, commensurate with experience. Compensation for health care will be discussed during the hiring process.

Apply

Send resume or CV, cover letter, writing sample relevant to fundraising and any topic in the job description, and contact information for 3 references to: apply@louhome.org

LOU-HOME, Inc. is an equal opportunity employer. We do not discriminate based upon race, religion, color, national origin, gender (including pregnancy, childbirth, or related medical conditions), sexual orientation, gender identity, gender expression, age, status as a protected veteran, status as an individual with a disability, political affiliation, or other applicable legally protected characteristics.