

25/ BeecherHill





Content Summary

3		About Habitat for Humanity MidOhio
6		Habitat for Humanity MidOhio by the Numbers
7		Habitat for Humanity MidOhio FY 2023 Financials
8		Introduction of Opportunity
11		Key Qualifications and Competencies
12		Leadership Team
13		Life in the Columbus Region
14		Process of Candidacy

About Habitat for Humanity MidOhio

The idea for Habitat for Humanity was first voiced at Koinonia Farm, a Christian farming community founded in 1942 in rural southwest Georgia to be a "demonstration plot for the Kingdom of God."

Millard Fuller, an entrepreneur and attorney, and his wife Linda made their way to that demonstration plot in 1965. Although a self-made millionaire by age 29, Millard's health and marriage had begun to crumble. To save their marriage, the Fullers decided to begin anew, and sold all that they owned, giving their money to the poor. In their searching, they landed at Koinonia where they began soaking up the teachings of farmer, theologian, and community founder Clarence Jordan.

In time, Jordan and Fuller launched a program of "partnership housing," building simple houses in partnership with rural neighbors who were too poor to qualify for conventional home loans. The first house was dedicated in 1969 and others soon followed. In 1973, the Fullers took the concept of partnership housing to Africa. Within a few years, simple concrete-block homes were replacing unhealthy mud-and-thatch homes. Then Millard Fuller had a bold idea: if partnership housing could improve lives in Georgia and Zaire, why not the rest of the world?

In 1976, the Fullers returned to the United States and launched Habitat for Humanity International (HFHI), an ecumenical Christian housing ministry. By the organization's 25th anniversary, tens of thousands of people were volunteering with Habitat and more than 500,000 people were living in Habitat homes worldwide. Mr. Fuller lived to see the organization he founded build its 300,000th home in December 2008, but he passed away unexpectedly in February 2009. Habitat affiliates work locally in communities around the world to select and support homeowners, organize volunteers, and coordinate house building.

Habitat MidOhio functions as one of over 1,100 affiliates of HFHI and serves the central Ohio region.

MISSION STATEMENT

Seeking to put God's love into action, Habitat for Humanity MidOhio brings people together to inspire hope, build homes, empower families, and develop communities.

VISION STATEMENT

A world where everyone has a decent place to live.

Founded in 1987, Habitat for Humanity MidOhio has partnered with a broad coalition of individuals, faith groups, and businesses to rekindle hope for central Ohio families. Through our efforts, over 900 families have attained or preserved the dream of homeownership. Our Homeownership and Home Repair programs provide a successful hand up, not a hand out model, promoting dignity and hope.

Because we believe in a world where everyone has a decent place to live, our affiliate has contributed \$946,245 since 1988 towards the Habitat for Humanity International Tithe program, a program designed to encourage local US affiliates to support home building efforts internationally. Those funds have helped to provide homes to 340 families in addition to those we have served locally. Our current tithe partner is Cote d'Ivoire in Africa.



About Habitat for Humanity MidOhio

Homeownership Program

Homeownership provides families the strength, stability, and independence they need to build a better future for themselves and future generations.

Habitat for Humanity MidOhio is one of the only housing agencies in Franklin, Licking, and Madison counties targeting first-time homebuyers who earn 30-60% of the area median income. Homeowners are selected after a careful review process during which we assess their need for housing; their ability to pay a 0% interest, no profit mortgage; and their willingness to partner.

Partner families invest a minimum of 200-250 hours of sweat equity, attend homeownership and financial literacy classes, and assume a 0% interest mortgage with monthly payments based on their income.



Neighborhood Revitalizations

The Home Repair program is at the heart of our commitment to neighborhood revitalization. This program enables low-income homeowners and their families to maintain their dream of home ownership and to continue living and maintaining a safe, decent and affordable dwelling. For many, this means aging safely in place.

Focusing on both interior and exterior home repair services, the program is open to homeowners who fall within 0-80% of the area median income. Participants must be current on their mortgage and property taxes, must only own one home, be willing to volunteer sweat equity hours, and be able to pay back a zero-interest loan or make an initial down payment based on their income.



About Habitat for Humanity MidOhio

Veterans Services

Habitat for Humanity MidOhio recognizes that the road home after military service can often be paved with difficulties. Habitat believes that our country's veterans have made great sacrifices in service to our country and deserve our help.

To uniquely honor their service, Habitat for Humanity MidOhio provides additional discounts to Veterans through our programs. U.S. Veterans who enter the Habitat for Humanity MidOhio Homeownership program receive discounts on first mortgages based on years of service, while home repair recipients receive a 20% reduction in the cost of their home repair.

Playhouse Project

The Playhouse Project is a unique opportunity that allows Habitat for Humanity MidOhio to partner with sponsors to build a playhouse for a local family in need—providing children with a safe place to play and imagine what home means to them. Funds raised go toward building new houses right here in central Ohio.

24 Hours Of Hockey For Habitat

The only event of its kind in central Ohio, local hockey players embark on a full 24 hours of hockey beginning with the first puck drop on Friday night and continuing unabated until 7:30 Saturday evening. The event, and all proceeds collected, benefit Habitat for Humanity MidOhio and is intended to bring awareness to Habitat for Humanity MidOhio's Veterans Home Build & Repair programs.



Habitat for Humanity ReStores

By donating new or used materials to Habitat for Humanity MidOhio ReStores, businesses and individuals make a commitment to support local families seeking to achieve, or maintain, the dream of homeownership. Additionally, donations to the ReStores help prevent durable, reusable materials from needlessly going to waste in local landfills—to the tune of almost 1,700 tons annually.

Revenue from the three ReStores — added to donations from corporations, faith groups and individuals — combined with government grants — funds the construction and repair of safe, decent and affordable homes in central Ohio.



Habitat for Humanity MidOhio by the Numbers



FY 2023 snapshot report

14 families became
first-time homeowners

12 new builds and **2** rehabs

56 average HERS score for new builds

88 home repair families served including **9** veterans

68 playhouses built blessing **147** children

3,429 individuals participated in **51,051** volunteer hours

2,061 tons of materials
diverted from area landfills
through the ReStore

\$3.17MM in gross ReStore Sales

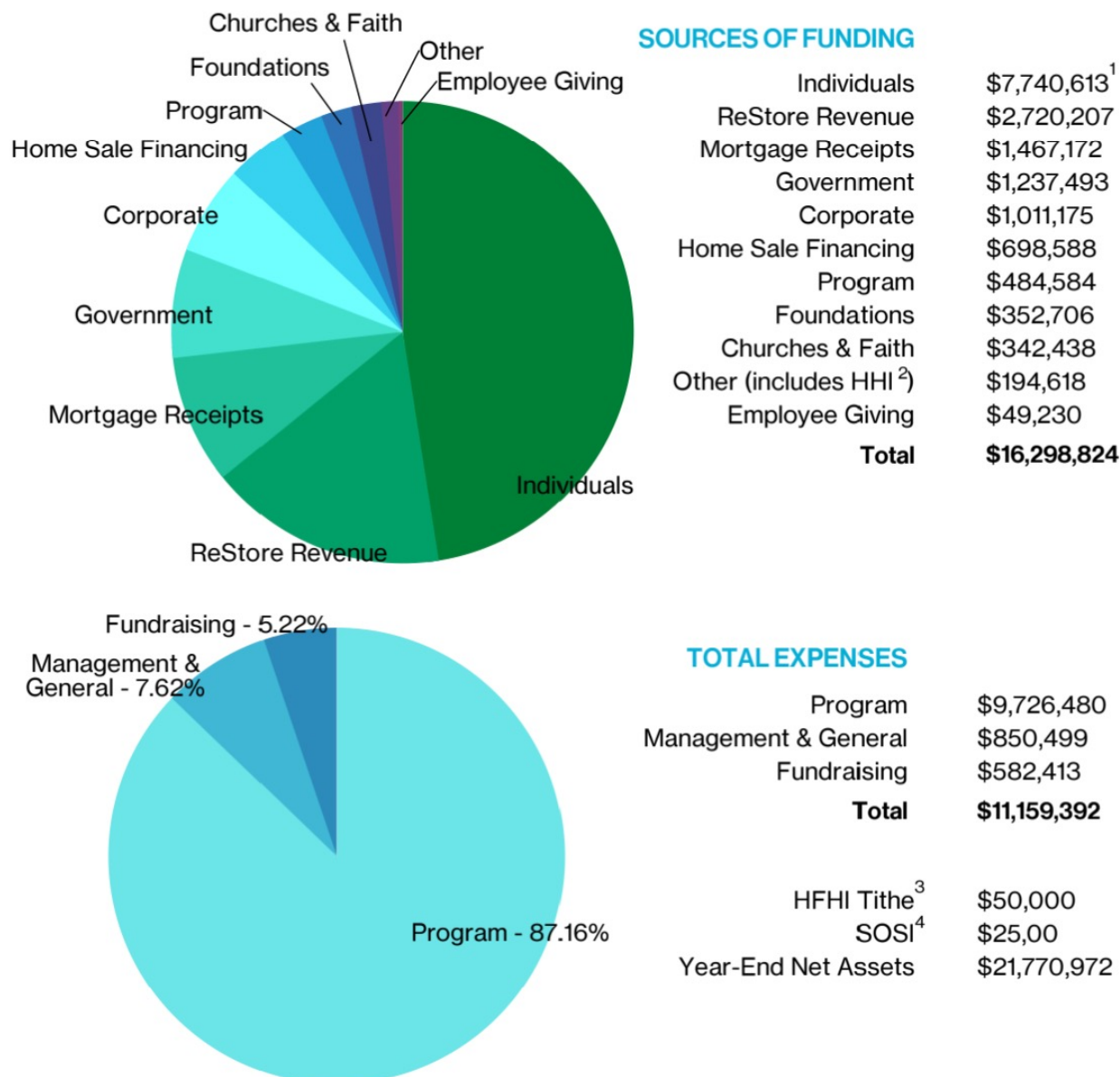
66 hockey players raised **\$62.7K**
in gross donations for the Hockey for Habitat event

19 neighborhoods served



Habitat for Humanity FY 2023 Financials

In FY23, Habitat for Humanity MidOhio celebrated the end of its Habitat Housing Initiative (HHI), a five-year plan to transform lives and communities through Neighborhood Revitalization efforts including homebuilding, rehabs, and repairs. Overall, the initiative helped empower 448 families to achieve or save the dream of homeownership. Habitat for Humanity MidOhio is pleased to sustainably return to pre-pandemic milestone of serving over 100 families annually, with 102 families served in FY23.



(1) Includes \$6.75 million gift from Fidelity Charitable

(2) Habitat Housing Initiative

(3) We are committed to supporting Habitat for Humanity International's global ministry through tithe support, currently to Côte d'Ivoire.

(4) SOSI is a Habitat International policy intended to create a sustainable revenue stream to help finance a portion of operational costs incurred by HFHI to support the work of U.S. affiliates.

Introduction of Opportunity

Following a longstanding Chief Executive Officer (CEO), Habitat for Humanity MidOhio (Habitat) seeks a new and visionary leader to build on the organization's growing success to further its mission:

"Seeking to put God's love into action, Habitat for Humanity MidOhio brings people together to inspire hope, build homes, empower families, and develop communities."

The CEO provides the vision and leadership to accomplish the mission and goals of Habitat for Humanity MidOhio. The CEO supports and enhances the Board of Directors' efforts to provide strategic guidance to the organization and brings together resources necessary to accomplish the organization's goals. The CEO serves as the primary representative of the organization to the general community, including communicating the organization's vision, mission, and plans to accomplish it. In a federated model, the CEO is the interface with HFHI to ensure the values and mission are in line with worldwide vision and planning as well as assuring faithfulness to Habitat's Christian identity.

Based on extensive conversations with key Habitat stakeholders including the search committee, board members, public and private sector community leaders, and the executive leadership team, it is evident that Habitat's mission is needed now more than ever across the central Ohio region. A key leader in the affordable housing space, Habitat is evolving and adapting to the current need and exploring the means required to expand the number of families living in affordable housing.

To accomplish this, the Board identified the following themes as the highest priorities and characteristics desired for the position.

Visionary and Strategic Leadership

Further the vision and execute the mission by aligning the Board, staff, partners, collaborators, and volunteers to execute clear and specific strategies to fulfill the organization's mission.

Exhibiting a clear and appreciative understanding of Habitat's people, mission and goals, the CEO will be a servant leader who exhibits courage and an entrepreneurial, innovative mindset. A broad, strategic perspective will be essential, as will the need to build consensus and collaborate extensively around a shared vision for affordable housing. In partnership with the board, the leader will have a sense of when to demonstrate decisiveness and move Habitat to the next stage in its evolution. The next CEO will demonstrate a willingness to take calculated risks, make difficult but informed decisions, and evolve current practices to provide homes for more families. Disciplined execution with demonstrable outcomes will inspire and encourage collaboration and true partnership to achieve community-wide goals.

As a steward of core values, the next leader will create and reinforce a culture that values the contributions of employees, volunteers and donors. A consistent and clear communicator, the CEO will ensure the efficient use of financial, environmental, and human resources while protecting the organization's brand value.

Team Leadership and Development

Continue a high-performance culture of openness, trust, accountability and compassion where everyone is welcome and supported with transparent communication and opportunity for growth.

The next CEO will be an experienced operational leader of a complex organizational infrastructure. Leveraging their past leadership success, the CEO will align all the Habitat resources to fully execute on priority initiatives while evaluating, developing, and leveraging talent, empowering staff and inspiring volunteers.

Introduction of Opportunity

Team leadership and development, continued

The CEO leads the process for developing annual organizational goals and objectives. Additionally, the CEO communicates and demonstrates consistent value alignment to all staff and sets the tone for style and manner for staff to carry out responsibilities. Open-minded, the CEO will sensitively and appropriately respond to staff-related concerns. Continuing the culture of trust, the CEO will increase the organization's diversity through proactive and consistent efforts to achieve inclusiveness. Delegating appropriately, the CEO will promote a culture of accountability, and coordinate the implementation of evaluation tools for feedback from volunteers and supporters.

Operational Effectiveness for Sustainable Growth

Ensure the organization is an effective steward of its operational, financial and human resources with a mind towards consistent, significant, and sustainable growth.

With a sophisticated understanding of complex organizational infrastructure, the CEO will evaluate multiple revenue components and the ways in which they support or advance the mission. Strategic, business-minded thinking will help to expand Habitat's delivery of homes in the community. The CEO will work with land acquisition, land development and construction staff to meet short- and long-term production goals and represent the organization during the process of obtaining public approval for development projects. It is important that the CEO and team stay current on development and construction trends for affordable housing and respond with agility.

With a growth mindset, the CEO will set strategy and monitor the development of organizational budgets and financial projections. In partnership with the finance team the CEO will also track the financial performance of the organization with respect to conformance with Board-approved goals and sustainable growth.

Communication and Advocacy

Be the voice and chief advocate to share the work of Habitat to motivate and invite others to engage.

As the organization's chief advocate, the CEO will actively pursue networking opportunities in the community and participate in collaborative relationships with appropriate organizations. Articulating a compassionate, clear and compelling story for the organization's mission, the CEO will inspire internal and external stakeholders to engage. Working closely with the Resource Development staff to implement broad fund-raising strategies the CEO needs to successfully cultivate relationships with major donors. Telling the story of the organization will not only raise awareness of the mission but will also help to expand the organization's home building execution. The CEO will serve as a visible and active thought-partner, who continues to position Habitat as a leader and collaborator for broad impact in affordable housing. As a learner, the CEO will also listen to monitor information regarding community trends and developments.

Community Partnerships and Collaboration

Continue to convene, create and build community partnerships that provide effective and collaborative solutions to create more affordable housing across the Habitat footprint.

Effective partnerships will assist the CEO in implementing proactive solutions to increasing affordable housing. The CEO will need to identify and build coalitions with other non-profits, as well as businesses, government entities, faith-based and educational organizations to remove barriers that inhibit scale for affordable housing. Serving as a strategic ambassador for Habitat, the CEO will play an important role in strengthening the larger community in a way that honors its history while collaborating with others on its future. Outside of the region, the CEO will manage relationships with other Habitat for Humanity entities like HFHI.



Introduction of Opportunity

Board Relations and Governance

Support the Board of Directors providing the necessary details and perspective to fulfill their fiduciary and governance responsibilities.

The CEO will proactively inform the Board of key developments and events as they jointly pursue the overall vision. The CEO will develop Board agendas for meetings and special sessions, work closely to engage the Board on strategic development activities, and consistently provide staff support and resources to maximize the Board's effectiveness. In addition, the CEO will regularly report to the Board on the organization's financial health, programmatic impact, legislative policies and overall performance. When required, the CEO will also assist in the recruitment of new board members and provide orientation to new board members and involves them in the organization.



Key Qualifications and Competencies

Educational and Experience Qualifications:

- Bachelor's degree required; Masters degree preferred.
- 10+ years of progressive leadership in a complex organization with multiple lines of business.
- Demonstrated understanding of and appreciation for mission-based organizations.
- Extensive fund-raising experience.

Knowledge, Skills, Abilities:

- Promotes servant-leader culture.
- Possesses strong management, supervision and motivational skills; functions well as head of the leadership team.
- Ability to manage operations and supervise employees; works as an effective and proactive team player.
- Able to identify, evaluate, problem solve and give direction regarding problem resolution for individual and organization-wide issues.
- Makes decisions and solves problems independently and effectively.
- Possesses thorough, organized and detail-oriented approach to work.
- Excellent written and verbal communication skills.
- Excellent interpersonal skills with diverse types of people. High level of emotional intelligence.
- Thorough understanding of the housing development process.
- Ability to think and act decisively.
- Positive, optimistic outlook that fosters an upbeat work environment.
- Ability to manage multiple projects simultaneously.
- Ability to understand and analyze the implications of financial statements and projections.
- Possessed collaboration, networking and relationship-building skills.
- Diplomacy; provides outstanding public representation of organization.
- Discretion and confidentiality.
- Ability to attract, hire and retain a quality staff.
- Ability to work effectively with Board of Directors.

Leadership Team

Board of Directors

Michael Copella

CBRE, Chair

Rae Ann Dankovic,

Nationwide, Vice Chair

Mike Fitzpatrick

Elford Development, Immediate Past Chair

Scott Moore

American Electric Power, Treasurer

Brady Burt

Park National Bank, Secretary

Karim Ali

Porter Wright Morris & Arthur LLP

Tony Bonarrigo

Huntington National Bank

Lori Bongiorno

M+A Architects

Jason Lawler

Loth, Inc

Angela Mingo

Nationwide Children's Hospital

Tom Robertson

Morgan Stanley

Kyle Sharp

The Ohio State University Wexner Medical Center

Gregory Skinner

NiSource

Cheryl Stauffer

Crimson Design Group

E.J. Thomas

Habitat for Humanity MidOhio

Kazim Unalan

GBQ Partners

Rachel Gratz

Habitat Young Professionals MidOhio chapter, ex-officio

Alexander Reed

OSU Habitat for Humanity chapter, ex-officio

Habitat for Humanity MidOhio Leadership

Greg Brown

Chief Financial Officer

Brent Jones

Chief Operating Officer

Jami Keller

Chief Development Officer

Eva Reynolds

Director, Administration

Julie Byers

Vice President, Finance

Erik Lambert

Director, Construction

Sarah Arnold

Director, Land Development

Lisa Jones

Director, Homeowner Services

Kate Ames

Director, Development

Josh Cobbs

Vice President, Retail Operations

Deb Light

Director, Volunteer Services/National Service Host Site Manager

Life in the Columbus Region

THERE'S AN ENERGY AND EXCITEMENT THAT WILL CAPTURE YOUR ATTENTION AS SOON AS YOU ARRIVE.

The second-largest city and fastest-growing metropolitan area in the Midwest, Columbus is a vibrant and diverse place to live and work. Filled with arts, culture, entertainment, and an energetic workforce – you're guaranteed to fall in love.

Intel recently announced central Ohio would be the future home of its most advanced semiconductor manufacturing facilities in the world. The project brings a historic \$20B capital investment promising 3,000 direct jobs and tens of thousands of additional indirect jobs statewide. Intel joins the growing list of Fortune 500 companies in central Ohio including Cardinal Health, Nationwide, American Electric Power, Huntington, and more.

The 14th largest city in the US and growing, Columbus has numerous strategic planning efforts underway. A proposed \$2B upgrade and new terminal addition to John Glenn Columbus International Airport (CMH) will significantly boost capacity and ease customer commutes.

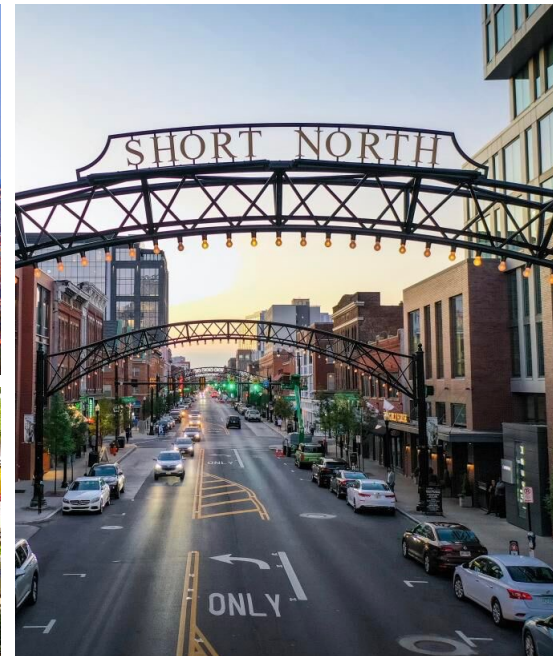
Columbus is centrally located within a one-day drive or one-hour flight to nearly half the population of the United States and Canada. Destinations within a one-day drive include Atlanta, Charlotte, Chicago, Nashville, New York City, Philadelphia, St. Louis, Washington D.C., and Toronto.

The capital city has rapidly gained a reputation as an up-and-coming culinary destination. The incredible culinary scene features top-ranked chefs, award-winning restaurant groups (including Cameron Mitchell Restaurants), a rich farm-to-table movement, and one-of-a-kind restaurants and bars.

Neighborhoods surrounding downtown are bursting with activities and artists are shaping new areas into dynamic spaces to explore. Whether you seek a bustling urban loft or a quiet suburban home, Columbus has a neighborhood for you. No matter where you live, you won't spend your time commuting, the average downtown commute is less than 25 minutes.

Columbus boasts more than 26 colleges, universities, and technical schools, giving Columbus the nation's second-highest number of college students per capita. The Ohio State University, located just north of downtown and the Short North Arts District, leads enrollment with more than 66,000 students.

Columbus City Schools and several outstanding suburban and private school districts are located in Franklin County. The metropolitan area's K-12 education options include schools ranked by U.S. News & World Report as top U.S. high schools.



THE COLUMBUS REGION RELOCATION GUIDE

Official relocation guide of the Columbus Region.

EXPERIENCE COLUMBUS

Explore everything Columbus has to offer. Learn more about arts, entertainment, and nightlife.

THE OFFICIAL WEBSITE FOR THE CITY OF COLUMBUS, OHIO

Information from city officials and government agencies.

COLUMBUS SCHOOL REPORT CARDS

Information about local school districts in the metropolitan area.

COLUMBUS COST OF LIVING CALCULATOR

Calculate the cost of living in Columbus and compare it to your current hometown.

Process of Candidacy



Habitat for Humanity MidOhio is an equal opportunity employer. Habitat for Humanity MidOhio is committed to building and retaining a diverse workforce. We strongly encourage qualified candidates of diverse backgrounds to apply. We believe the inclusion and amplification of our differences create a more effective workplace and a more compassionate world.

BeecherHill

Process of Candidacy

BeecherHill is pleased to partner with the Habitat for Humanity MidOhio search committee and Board of Directors on this critical search. Please submit nominations, referrals and resumes with preferred contact information to our Firm:

Mark Ryan

ryan@beecherhillsearch.com

JC Speiser

speiser@beecherhillsearch.com

BeecherHill

250 Civic Center Drive, Suite 100
Columbus, Ohio 43215

Phone: 614.939.4240

The information herein has been copied, compiled, and/or quoted in part from Habitat for Humanity MidOhio documents and/or personal interviews with Habitat for Humanity MidOhio approval. The information herein is believed to be reliable, but while every effort has been made to ensure the accuracy of the information, original source documents and factual situations govern. Although BeecherHill and Habitat for Humanity MidOhio have done their best to include relevant information, information herein should not be viewed as all-inclusive. Information about compensation, benefits, and other terms and conditions must ultimately come from Habitat for Humanity MidOhio or resources made available by Habitat for Humanity MidOhio. © 2024 BeecherHill. All rights reserved.