



Maggie Walker
Community Land Trust

COMMUNITY LAND TRUSTS: CREATING AND PRESERVING
COMMUNITY INFRASTRUCTURE IN URBAN LANDSCAPES

EXECUTIVE RECRUITMENT
CHIEF EXECUTIVE OFFICER

Who was Maggie L Walker?



Maggie Lena Walker (1864 – 1934) was the first woman of color to establish a bank in the United States. She was a community and business leader in Richmond, and her efforts to create and manage the St. Luke Penny Savings Bank left a powerful legacy for black families in the city. The bank was an effort to utilize African American financial resources for the good of the community, providing fairly priced loans and mortgages to black families and empowering them to own homes, open businesses, and create economic opportunities for themselves and future generations.

The Maggie Walker Community Land Trust is named to honor a visionary leader and her legacy in the city of Richmond. In her name, we work to ensure that the communities of the Richmond metropolitan region are diverse and inclusive, with safe, attractive, affordable, and sustainable housing choices for all people. To learn more about Maggie Walker's life and legacy, visit the [Maggie L. Walker National Historic Site](#) in Jackson Ward.

What is the Maggie Walker Community Land Trust?

MWCLT is a 501(c)3 nonprofit organization formed in 2016.

MWCLT is governed by a volunteer Board of Directors consisting of practitioners in housing, community development, community residents and land trust homeowners.

MWCLT is committed to the creation of permanently affordable housing and the return of vacant/blighted properties to productive uses that benefit the community.



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Mission: The Maggie Walker Community Land Trust seeks to develop and steward permanently affordable housing opportunities to foster racially equitable communities.

Vision: The communities of metropolitan Richmond will be inclusive, affordable, and healthy places to live.

Core Values

- Racial Equity
- Affordable
- Collaborations and Partnerships
- Community
- Stewardship

Priorities

- Growth Beyond Numbers.
- Recognizing Community Prosperity.
- Reimagining the System of Homeownership.

Impacts, Goals, Strategies, and Outcomes

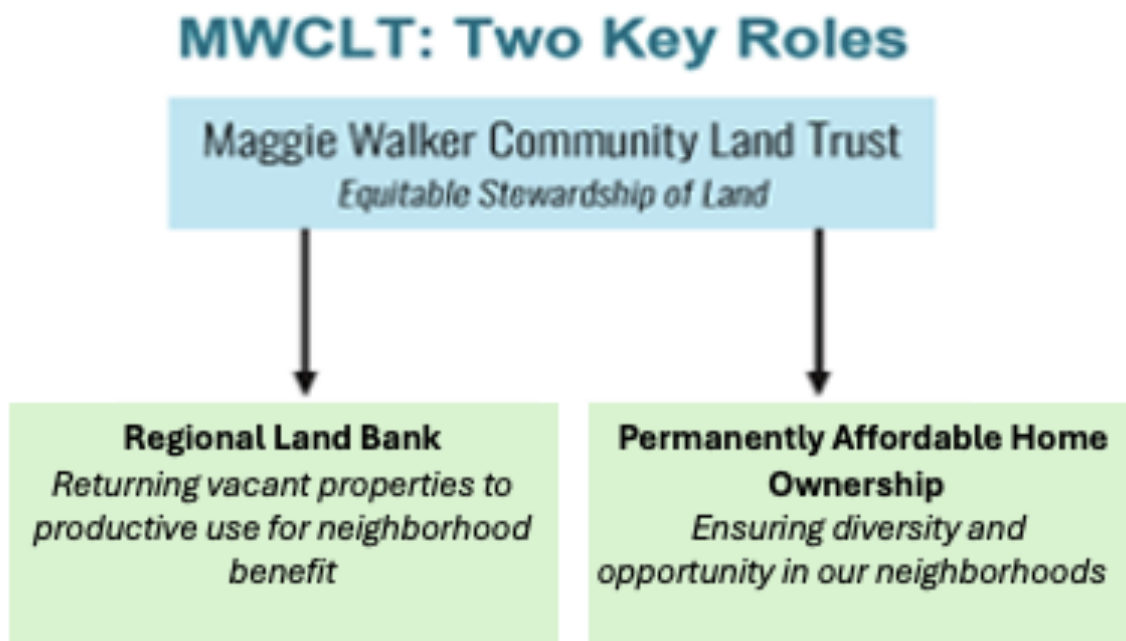
- Expand equitable access to homeownership opportunities
- Nurture a robust community of engaged homeowners
- Enhance the homebuying experience through our own programs, partnering, and advocacy
- Develop innovative housing solutions that increase housing options for diverse families with modest incomes
- Ensure MWCLT continues to be an innovative leader in affordable housing



Major Accomplishments

- Since its inception Maggie Walker has earned designation as a land bank for the City of Richmond and the counties of Chesterfield and Henrico as well as a Community Land Trust.
- MWCLT is about to complete its 100th home! Achieving that milestone in less than a decade secures MWCLT's reputation as an affordable housing catalyst for the region.
- Thanks to Henrico County's \$60 million affordable housing trust fund the CLT will see substantial growth in the next 5 years.
- MWCLT through its strong public and private sector partnerships has completed the Ettrick Landing subdivision in Chesterfield County.
- MWCLT is the first combined Land Bank and Community Land Trust in the Nation.

"We are excited to announce that as a non-profit dedicated to affordable housing, we are now poised to hire our first full-time CEO. We are seeking a visionary leader who can build upon our successes and guide us into a future where everyone has access to safe and affordable housing." -Carolyn Champion MWCLT Board Chair



Job Description

The Chief Executive Officer (CEO) will lead and oversee all aspects of the Maggie Walker Community Land Trust (MWCLT), playing a crucial role in shaping the organization's future. As the top executive, the CEO will drive the mission to provide racially equitable programs and services that create permanently affordable housing and repurpose vacant or blighted properties for the benefit of the community.

Essential Duties and Responsibilities

- Inspire and mentor staff, fostering a culture of continuous improvement and professional development.
- Build consensus among the Board and staff around a shared mission focused on serving families and the community with empathy, while ensuring MWCLT's financial sustainability and capacity for growth.
- Maintain and cultivate partnerships that support the organization's mission.
- Promote fair and ethical treatment of all employees, establishing an equitable and inclusive organizational philosophy.
- Assess organizational needs and lead the creation of a sustainable organizational structure.
- Oversee fund development planning and execution.
- Advise and collaborate with the Board of Directors on strategic planning and program development.
- Work closely with homeownership and development teams to ensure clear communication and seamless operations.
- Develop metrics for organizational success, fostering a culture of transparency, accountability and celebrating achievements.
- Implement and uphold policies set by the Board, ensuring compliance with all relevant local, state, and federal regulations.
- Oversee the annual budgeting process, working collaboratively with stakeholders to manage financial operations effectively.
- Direct financial program development to maximize returns and increase productivity.
- Perform additional related duties as needed. [Click here](#) for full description.



Ideal Candidate Profile

Visionary Leadership: A forward-thinking and innovative leader capable of aligning the Board and staff under a unified vision while effectively managing day-to-day operations.

Unifier and Bridge Builder: Proven ability to foster collaboration among diverse groups, bridging gaps to create cohesive teams and partnerships.

Passion for Affordable Housing: A deep commitment to expanding affordable housing opportunities, particularly for BIPOC communities, while strategically managing organizational growth.

Courageous Change Agent: Demonstrates a deep understanding of the historic racial inequities impacting BIPOC communities and the courage to advocate for necessary changes that benefit the communities served by MWCLT.

Balanced Decision Maker: Ability to blend empathy for families with the necessity of making tough business decisions to ensure MWCLT's financial sustainability.

Approachable Negotiator: Warm and accessible, yet skilled in negotiation, capable of making difficult decisions when required.

Integrity in Governance: Responsible in navigating relationships with elected and appointed officials, maintaining integrity in all interactions.

Exceptional Communicator: Strong communication skills across all levels of MWCLT's stakeholder spectrum, able to convey complex ideas clearly and effectively.

Community Land Trust Expertise: Deep understanding of the community land trust model, with the ability to articulate its benefits to various stakeholders.

Reputation for Integrity: Established reputation for integrity, capable of building trust with both internal and external stakeholders and partners.

Development and Project Management Proficiency: Fluency in the development process and project management, from permitting through construction.

Financial Acumen: Experienced in affordable housing development finance, with the capability to create and manage realistic budgets.

Fundraising and Development Skills: Comfortable with fundraising activities and adept at developing effective fund development strategies.

Human Services Insight: Familiarity with both human services and development aspects of affordable housing, ensuring seamless collaboration between the two areas.

Human Resource Management: Knowledgeable in human resource practices, able to manage staff according to best practices while fostering a supportive workplace culture.



Compensation and Benefits

The base salary range for this position is \$160,000 - \$175,000 commensurate with experience. This employer offers a hybrid work environment, full comprehensive benefits package and flexible time off (PTO).

Health Insurance –

Anthem HealthKeepers Gold OAPOS (Plan A)

Anthem HealthKeepers Silver OAPOS (Plan B) High Deductible

Dental Insurance with Anthem Dental

401(k) Plan with Securian

Short term and long-term disability insurance –Principal

Term life insurance at twice employee salary to a maximum of \$200,000 coverage

Flexible benefits spending plan – Cafeteria Plan

Twelve paid holidays

Paid Time Off (PTO) – to cover vacation, personal and sick time off

**This is a summary of benefits available to qualified full time employees. Please [click here](#) for further details.



If interested send resume to Sheila@hillchristianconsulting.com