



MACDC Seeks CEO and President

About MACDC

Founded in 1982, the [Massachusetts Association of Community Development Corporations \(“MACDC”\)](#) is the state-wide membership organization that seeks to build and sustain a high performing and adaptive community development sector that is supported by private and public investment and sound public policies. MACDC advances racial and economic equity by creating healthy communities where everyone lives in housing they can afford, benefits from economic opportunities, and can fully participate in the civic life of their community.

As the capacity building and advocacy arm of the community economic development movement in Massachusetts, MACDC provides extensive offerings to its members and other professionals involved in the field. At its core, MACDC is dedicated to creating places of opportunity where ALL people can live with dignity while participating in and benefiting from our Commonwealth's economy.

Highlights of MACDC's work include:

- [Advocacy](#) – MACDC advocates on behalf of its members and the communities they serve to create the public and private sector policies that will promote community development throughout Massachusetts.
- [Programs and Services](#) – MACDC's programs and services are designed to support its members in specific areas of community development and to strengthen the effectiveness of the broader community development system. Although MACDC offers many programs and services, some of note include the [Mel King Institute](#), [Peer Groups](#), and the extensive one-on-one technical assistance.
- [CITC](#) – MACDC was integral in advocating for the Community Investment Tax Credit and currently disseminates information about the program, which provides a 50% state refundable tax credit for donations to selected Community Development Corporations in Massachusetts. Since 2014, over \$100 million has been raised for state-certified CDCs through the program.

MACDC has a staff of 11 and an annual operating budget of close to \$2,000,000. MACDC is overseen by an 18-member Board of Directors comprised of leaders from its member organizations. After nearly thirty years at MACDC, including twenty as President & CEO, Joe Kriesberg announced his departure from MACDC to take on the leadership of MassINC.

Opportunity Going Forward

The CEO and President will have the opportunity to lead a well-established, highly credible, influential, and nationally recognized association which has had an outsized impact on the community development sector in Massachusetts. Guided by its [core values](#) of community leadership, economic opportunity, inclusion, innovation, performance and accountability, and collaboration, high priorities for the CEO and President include:

- Navigating the transition from a long serving leader, ensuring that existing and strong relationships with members, legislators, collaborations, donors, and partners are maintained and grown.
- Continuing to support and advocate for policies during the 2023-24 legislative session that focus on three areas: eliminating the sunset for the Community Investment Tax Credit (CITC) and lifting the

cap on annual awards; promotion of housing equity; and ensuring equitable economic investment and empowerment.

- Working with the Board of Director to complete the implementation of the 2018-23 strategic plan and developing MACDC's next five-year plan.
- Networking with community development organizations and the broader housing and economic development sector to expand awareness of MACDC, promote its value, and sustain membership.
- Evaluating and potentially altering MACDC's structure and reporting relationships to ensure the organization maximizes member engagement and promotes internal collaboration, communications, and program integration.
- Championing members' racial equity work, ensuring the sector maintains its commitment to its [racial equity pledge](#), and creating an inclusive, equitable, and respectful workplace at MACDC aligned with those values.
- Leading, empowering, and mentoring a team of highly skilled, experienced, mission-driven professionals while also improving MACDC's human resources and talent management practices.
- Staying abreast of and securing philanthropic funds to support MACDC's programs and services while also promoting opportunities for members to access funding.

Profile of the Ideal Candidate

Credentials:

- A minimum of seven years of senior leadership, or equivalent experience, preferably at a membership and/or customer-focused organization.
- Knowledge of and passion for advocacy, community development, real estate, economic development and/or community engagement/building.
- Prior experience serving diverse communities akin to those served by MACDC's members.

Skills and Qualities:

Association Leadership with Member Service Orientation

- Able to appreciate the wide spectrum, experiences, interests, and needs of individual members and how they relate to MACDC collectively.
- Confidence to lead the community development field while also knowing when to lead and when to defer to others, particularly members and collaborators.
- Diplomatic, with the ability to balance an individual member's interest with the interest of the association.
- Highly responsive with an unwavering commitment to MACDC's members.
- Capable of building trust amongst current members and across the CDC eco-system to advance the collective impact of the field and to grow membership.
- Possess a savvy understanding of the diverse communities served by members, such as rural, urban, suburban, car- vs. walked-based, etc.

Relationship Builder, Networker, and Collaborator with Excellent Communication Skills

- Nonpartisan networker able to build strong and lasting relationships with members, political leaders, agency heads, etc.
- Eagerness to be the public spokesperson for MACDC to advance community development sector.
- Political and negotiation skills with the ability to form and move MACDC's policy agenda.
- Legislative knowledge with the ability to push bills through to the finish line.
- Compelling spokesperson and storyteller who can engage diverse audiences.
- A collaborative and patient spirit with the ability to consider diverse opinions and perspective, manage tensions, and move others toward compromise.

Entrepreneurial Business Leader and Resource Developer

- Entrepreneurial, independent, and hands-on leader with prior experience leading an organization of similar size and scale as well as board governance.
- Proactive, intellectually curious, and innovative, with the ability to consider options and make choices that collectively benefit the entire association.
- Able to grasp the business and financial models of community development, economic development, and affordable housing.
- Financial acumen with the ability to manage budgets and reporting.
- Able to develop resources through income generation, grants, and/or philanthropy.

Engaged Leader of People and Culture

- Experienced at hiring, onboarding, overseeing, motivating, and developing professional staff who are held to high levels of accountability.
- Skilled at evaluating and creating an organizational structure that maximizes the contribution of a small staff and minimizes silo effects.
- Able to create a work culture that is humane, personable, inclusive, equitable, and collaborative across all teams and implement human resource best practices.
- Understand and/or personally represent the lived experiences of the communities served by MACDC, particularly communities of color and/or low-income communities.
- Skilled listener graciously willing to consider all opinions and make informed decisions.

Compensation and Benefits:

This is a full-time, salaried, exempt position with a starting salary range of \$150,000 to \$175,000, commensurate with experience and qualifications. MACDC also offers a comprehensive and generous benefits package which includes health insurance (80% paid by MACDC), dental, group life and disability, 403b plan with \$400 monthly employer contribution, and significant paid time off. MACDC is currently operating as a hybrid organization with a minimum of two days in-office.

Application Process and Additional Information

MACDC is an equal opportunity employer and views diversity, inclusion, and cultural competence as vital guiding principles in its work. MACDC welcomes and encourages applications from visible minority group members, Indigenous persons, members of the LGBTQ community, persons with disabilities and others who may contribute to the diversity of the organization and reflect the diversity of the communities served.

Candidate must include a resume and a cover letter that describes how qualifications and experience match the needs and mission of MACDC. Applications will be accepted until the position is filled. Upload required documents to: <https://eostransitions.applicantpool.com/jobs/>.

This executive search is being conducted by Eos Transition Partners consultant, John Tarvin. All submissions will be acknowledged and are confidential, and any questions can be submitted to John at: jtarkin@eostransitions.com.