MISSION AND VISION

To end the cycle of violence for low-income families and individuals at risk of homelessness and domestic violence by connecting them to safe, permanent housing and services.

THE OPPORTUNITY

Do you have a strong commitment to breaking the cycle of domestic violence and transforming the lives of families seeking a new destiny?

Are you an organization leader with superior business development skills who thinks big and can get big things done?

Are you willing to lead a sustained effort to reverse the growing trend of pervasive poverty and racial injustice that all too often strip vulnerable families of the basic human right to safe and affordable housing?

Forty percent of all homeless families in New York City cite domestic violence as the cause of their homelessness. Most identify affordable permanent housing as their main unmet need. New Destiny is New York City’s only permanent housing provider which addresses the often-overlooked intersection between homelessness and domestic violence.

New Destiny is an innovative, highly respected New York City-wide nonprofit poised for significant growth. For over 25 years, New Destiny has provided long-term stability and safety for low-income families and individuals at risk of domestic violence and homelessness. The organization: (1) develops and operates permanent affordable housing for domestic violence survivors with critical on-site services; (2) offers innovative programs and services that empower survivors to find and retain permanent housing; and (3) advocates to increase the permanent housing options available to low-income families, lifting their voice to demand the equitable access they deserve.

New Destiny’s mission is unique and complex. It involves accessing funding for both services and housing development using low-income housing tax credits, public capital funding sources, government/foundation/corporation grants, and individual donations. Funding sources come with
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a specialized set of development, property management, and reporting and compliance activities.

The new Executive Director will take charge of an organization with an impeccable reputation and an extraordinary record of achievement. New Destiny seeks an entrepreneurial, mission-driven, politically savvy strategic leader with boundless energy who can aggressively attract investors and significantly increase the organization’s portfolio over the next five years. The new Executive Director will raise New Destiny’s visibility and advocate to improve conditions for families at risk of homelessness. Motivated by a belief in the dignity of all people, the next leader will be driven to produce demonstrable results.

ABOUT NEW DESTINY

New Destiny increases permanent housing options for domestic violence survivors and other homeless families by building affordable housing and improving their access to existing housing resources through its three main lines of business: 1) Housing Development and Property Management funded through the generation of developer fees; 2) The Direct Service Programs (HousingLink and the Family Support Program) funded through a combination of government, foundation, and corporate grants and individual fundraising; and 3) Education and Advocacy funded through unrestricted funding.

New Destiny has developed 17 residential projects since 1994. It currently owns and manages eight rental projects, containing 230 units and housing over 500 adults and children, along with two shelters. Three additional service-enriched affordable rental projects are under development, a solo project and two joint ventures with for-profit developers, that will result in 208 new units of housing. A fourth joint venture, containing 77 supportive units, is in the pipeline. In the course of a year, New Destiny serves almost 500 survivors and advocates through HousingLink, a citywide rapid rehousing program, and hosts 160,000 unique visitors through its Online Housing Resource Center. Trauma-informed on-site services are fully integrated into New Destiny’s permanent housing.

Headquartered in Manhattan, New Destiny currently has 35 employees and an operating budget of over $3 million. It controls or participates in 24 corporate affiliates. New Destiny and its affiliates have combined assets of more than $88 million.
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RESPONSIBILITIES AND PRIORITIES

The Executive Director, who reports directly to a volunteer Board, is responsible for the overall productivity, efficiency, and goal-oriented management of the organization’s day-to-day operations and programs. The Executive Director ensures that the agency and its programs and services achieve the highest level of excellence, meet the changing needs of clients, and support New Destiny’s mission and values.

• **Leadership and Strategic Vision**

  Lead with an inspirational strategic vision, while keeping a finger on the pulse internally of day-to-day operations, services, and activities. Lead a highly motivated, competent, and committed team with a common vision and sense of purpose. Inspire the Board, staff, and external stakeholders to support and advance the organization’s mission. Increase New Destiny’s visibility as a city and state partner, thought leader, and one of the important go-to resources on housing for domestic violence survivors. Stay ahead of the curve in anticipation of significant developments and trends in the field. Support, manage, and execute the strategic plan developed by the Board and staff.

• **Resource Development/Revenue Generation/Business Development**

  In partnership with the Board, grow and broaden a robust funding base. Create an environment where business development and revenue generation are integrated into the goals and activities of the Board and staff. Seek out opportunities to publicize New Destiny’s mission and programs to shape potential funding opportunities. Evaluate and strengthen the existing revenue-generating model and explore new models.

• **External Communications, Relationship Building, and Advocacy**

  Engage stakeholders citywide (and nationally) around New Destiny’s activities. Build upon existing partnerships and seek new strategic alliances and joint ventures to promote New Destiny’s mission. As the principal spokesperson, build relationships with other nonprofit organizations, the real estate community, the City Council, other city, state, and federal decision makers, and the media. Strengthen the organization’s capacity to spread best practices and influence public policy aimed at solutions. Promote New Destiny’s solutions and approaches by collaborating with other nonprofit organizations, government agencies, and private developers to publicize relevant problems, service gaps, and solutions.
**BOARD RELATIONS**

Establish a strong working partnership with the Board of Directors, eliciting their best ideas and efforts in support of New Destiny’s programs and fundraising activities. Continue to strengthen the Board through the effective recruitment of diverse candidates, orientation of new members, and the training and evaluation of existing members. Inform the Board regularly about the health of the organization, including its financial position, housing development pipeline, and program activities and outcomes.

**WORK ENVIRONMENT AND TALENT DEVELOPMENT**

Create a workplace culture that is mission driven, collegial, collaborative, transparent, flexible, creative, client focused, and respectful. Ensure interdepartmental collaboration and an environment that encourages professional development.

**GENERAL MANAGEMENT, ADMINISTRATION, FINANCE, AND PLANNING**

Supervise the development of New Destiny’s budgets, ensuring that sound financial controls are in place and that funds are spent wisely. Work with senior staff, the finance committee, and the Board to prepare an annual budget and ensure that the organization operates within budget guidelines. Understand the complex finances of the organization, including the partnerships and real estate projects funded in part through federal low-income housing tax credits. Ensure that the organization maintains sufficient reserves to cover the predevelopment expenses and guarantees required by real estate projects as well as operating expenses for three to six months. Ensure that the organization has the appropriate technology to carry out day-to-day operations, as well as to collect the data required to report to government agencies and funders in order to evaluate the programs’ compliance with contractual and statutory requirements.

**PROGRAMMING AND REAL ESTATE DEVELOPMENT**

Identify new opportunities, partners, and funding sources for housing development. Attract, review, and approve acquisition offers or joint venture partnerships. Review and approve financing structures for projects as well as contracts with development team partners. Assess and minimize risk to the organization. Promote the use of data and consumer feedback to inform and shape programs and encourage independent evaluation to strengthen programs. Encourage staff to develop innovative models and programs that respond to client needs. Ensure that New Destiny-owned buildings are well maintained, operate efficiently, and achieve maximum safety, security, and occupancy without risk to the organization.
IDEAL EXPERIENCE AND QUALIFICATIONS

• Unwavering commitment to New Destiny’s mission and a deep empathy with its clients.

• At least 10 years of proven managerial experience and commensurate fiscal responsibilities in a complex organization during a period of large-scale growth. A senior executive with a nonprofit organization or a government agency and/or a business entity provided there has been meaningful exposure to the nonprofit and public sectors. Multisector experience is welcomed.

• Knowledge of affordable and/or supportive housing, including funding sources such as low-income housing tax credits, and the ability to understand complex financials required.

• Demonstrated ability to balance long-term strategic vision with daily operational issues. A collaborative manager with the ability to attract and nurture high-performing talent.

• Proven track record of success in fundraising and business development. Ability to generate significant funding from government, corporations, foundations, and individuals. A gifted and talented fundraiser who unequivocally enjoys and relishes the opportunity to secure resources from private and public funders.

• Demonstrated ability to capitalize on public-relations opportunities as they arise to build the visibility of the organization and its mission.

• Demonstrable success as a social entrepreneur able to advance the interests of the organization and a steward of responsible growth in scaling an organization.

• Experience working effectively with a board of directors.

• Experience working successfully with leaders in city and state agencies, preferably in New York, that provide funding for affordable and supportive housing.

• Ability to promote and sustain a positive work culture among a diverse staff, to encourage teamwork and collaboration, to manage conflict, and to inspire and motivate. A consensus builder with an inclusive style.

• Excellent written and oral communication skills. An inspiring public speaker able to speak about the organization’s work with passion and conviction and enhance visibility. Adept at addressing a variety of diverse audiences. Experience with public forums working with press, providing public testimony, and representing an organization in public forums.
The community-organizing skills to inspire effective movement building.

Experience developing, operating, and evaluating programs. Commitment to using best practices and data feedback to shape innovative program models.

A self-reflective nature with the ability to listen effectively.

BA degree required. Graduate degree preferred.

For more information about New Destiny Housing and its programs, please visit https://www.newdestinyhousing.org/.

New Destiny Housing seeks a diverse pool of candidates. Salary will be negotiable, commensurate with experience.

Applications, including cover letters and resumes, and nominations, should be sent to the attention of Paul Spivey at New Destiny@PhillipsOppenheim.com.