



COMMUNITY PARTNERS FOR AFFORDABLE HOUSING

Job Announcement Executive Director



Mission / Vision / Values / Organization

Mission: Community Partners for Affordable Housing (CPAH) advances housing justice by building sustainable housing, delivering supportive services, and providing people with a place to call home.

Vision: We envision inclusive, supportive, and safe communities with abundant housing.

Values:

Human dignity - We believe that everyone is entitled to respect and deserves compassion and empathy. Our relationships are what make our work both meaningful and impactful.

Belonging - We are a culturally affirming and responsive organization committed to diversity, inclusion, and anti-racism. We prioritize underserved communities, ensuring that our housing, services, and workplace are accessible and welcoming to all.

Integrity - We lead with accountability and transparency. We build trust through our choices and actions as we strive for excellence in all we do.

Sustainability - We are committed to sustainability, both in our environment and within our organization. We integrate high standards of care and preservation within our workspaces and buildings, ensuring that each is designed for long term success.

Collaboration - We achieve our greatest impact through collaborative efforts, working in partnership with the people we serve, funders, local government, and other community-based organizations.

Organization: CPAH is dedicated to building quality affordable housing opportunities with services. We have been part of the local response to this growing need for nearly 30 years. CPAH began as a small grassroots organization at St. Anthony's Church in Tigard and has since expanded its reach to grow our impact. We now serve all of Washington County from Hillsboro to Beaverton, as well as Portland. We also are open to opportunities in Clackamas, Marion, and Yamhill counties. CPAH's specialty is that we are committed to this place in particular. Our home is here, and we want everyone to be housed with access to life affirming services so that we all thrive together.

CPAH has developed and manages 12 housing communities and has 5 housing developments in the pipeline. The annual budget is \$4 million, and there are 34 staff members (27 FTE).

The Opportunity

As executive director of this well-respected nonprofit housing development organization, you will lead a highly talented team, directly supervising four senior-level colleagues. Your exceptional leadership and management skills will ensure that CPAH effectively fulfills its mission, working collaboratively both within the organization and in a wide variety of Oregon communities. Your sharp community relations, equity and inclusion, team building, strategic planning, and financial management skills will sustain our organization's positive organizational culture and financial stability. The board and staff will appreciate your approachability, passion for our work, and sense of humor.

[Link to Job Description](#)

[Link to Equity Framework](#)

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Experience and Skills Required

- Bachelor's degree in a related field or an equivalent combination of education, lived experience, and professional background.
- Minimum of 5 years of leadership, management, or supervisory experience in a nonprofit organization or mission-driven government agency.
- Experience with diverse communities and a strong commitment to diversity, equity, inclusion, belonging, and justice (DEIBJ) principles in leadership, program development, and organizational culture.
- Financial acumen, including experience in budget development, financial reporting, and resource stewardship.
- Demonstrated leadership in managing teams, developing staff, and cultivating an inclusive and engaged workplace culture.
- Ability to organize, plan, and implement initiatives that advance CPAH's mission and strategic goals.
- Excellent communication and relationship-building skills with a wide range of stakeholders, including government agencies, funders, and community partners.

Experience and Skills Preferred

- Master's degree.
- Strong knowledge of affordable housing, real estate development, and community development practices is highly preferred.
- Experience administering, providing, or collaborating with human services programs.
- Proven ability to work effectively with a volunteer Board of Directors and committees, fostering collaboration and strategic alignment.
- Experience in fundraising, grant oversight, and donor relations.

Salary, Employee Status, and Benefits Information

- \$160,000 – \$167,000, depending on experience
- Full-time, exempt employee status
- Hybrid, onsite 3 days/week
- 36-hour work week with four hours of wellness time (compensation based on 40 hours)
- 3 weeks of vacation, Years 1-2 / 4 weeks, Years 3-4 / 4.5 weeks, Years 5+
- 6 paid holidays with the option to substitute for a preferred holiday at the employee's choice: Martin Luther King Day, Memorial Day, Juneteenth, Independence Day, Labor Day, and Thanksgiving Day. Christmas Day and New Year's Day are included in our annual office closure, Dec 25 - Jan 1.
- 120 hours of sick time, accrual basis
- Four-week paid sabbatical after seven years
- 100% employer-covered medical, dental, and vision insurance (employees only; options available for employees to pay to add spouse and children)
- Employer-funded 403(b) pension plan
- Life insurance
- Short-term and long-term disability
- Parental leave
- Bereavement leave

How to Submit an Application

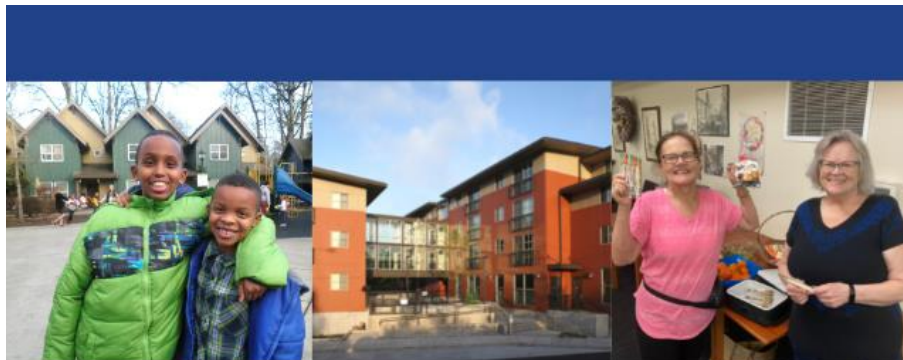
- Please send a cover letter and chronological resume to our recruitment consultant, **Kathy Kniep**, at kathy@kathykniep.com, by **September 14, 2026**. Note that the process for reviewing applications begins immediately. In your cover letter, please include an answer to the following question, supplying a one- or two-paragraph answer:

How have you led equity advancement in the workplace?

- An email acknowledgement will be sent to all applicants within three business days. If you do not receive an acknowledgment within that timeframe, please contact Kathy Kniep: kathy@kathykniep.com / 503-309-3433.
- All inquiries will be handled confidentially.
- The position will remain open until filled.
- **Not sure if you should apply?** Please call Kathy Kniep with questions: 503-309-4433.

Equal Opportunity Employer

The board and staff of CPAH believe they can meet the organization's mission only with diverse board, staff, and resident council members who actively cultivate a culture of equity.



Building
the Way **Home**