

Executive Director

Burlington Community Land Trust

Burlington, NC



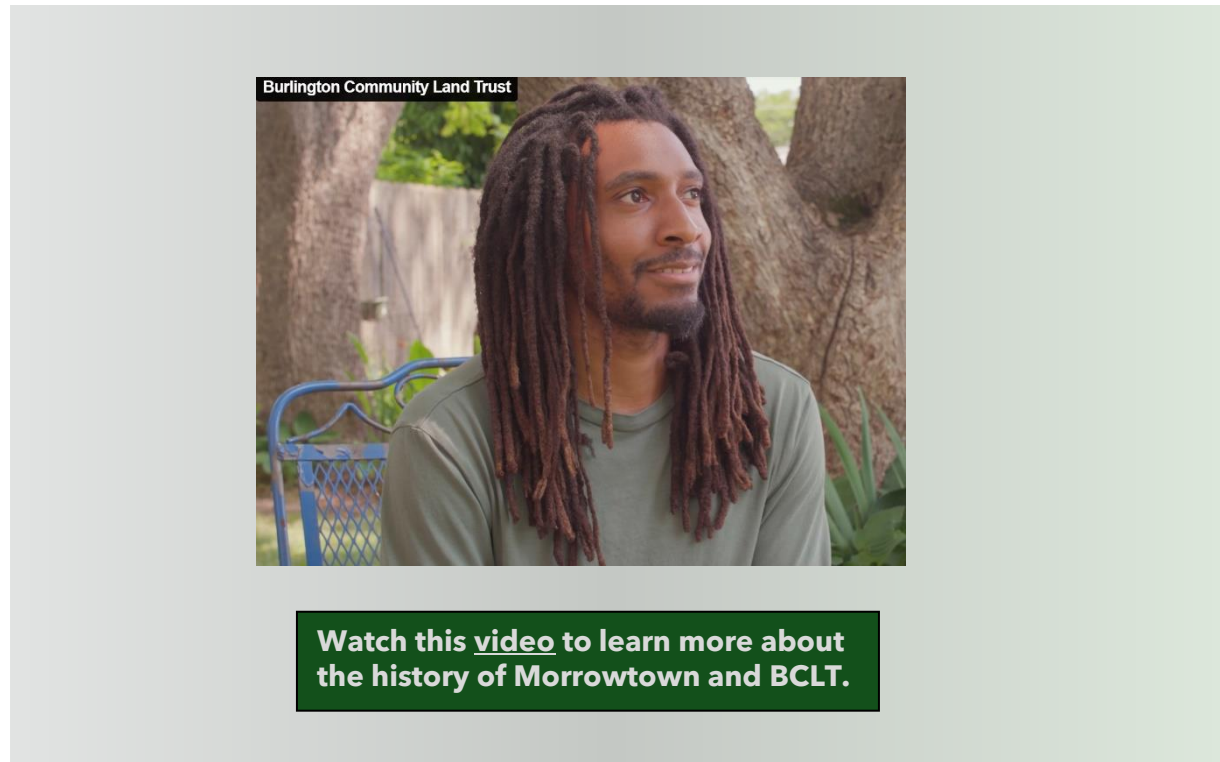
Founded five years ago, the **Burlington Community Land Trust** (BCLT) is committed to supporting housing and community reinvestment in Burlington, North Carolina's historic underserved neighborhoods. Over the years, Burlington Community Land Trust's Board of Directors has invested in developing relationships, resources, and a strong organizational foundation in preparation for BCLT's first salaried leader. To support BCLT's continued growth, Burlington Community Land Trust seeks an Executive Director to build upon the Board's leadership and expand the Trust's investments in the pilot neighborhood of Morrowtown.

The mission of Burlington Community Land Trust is to support home ownership in under-resourced and historic neighborhoods in Burlington. Working within the land trust model, BCLT will purchase and own land while the residents own the home. This partnership helps protect against land-price increases, which typically lead to displacement and prohibit home ownership for lower income buyers. In Morrowtown, BCLT aims to stabilize and empower residents, giving them ownership opportunities while protecting homeowners from being priced out of their own neighborhoods. While Morrowtown is the current focus, BCLT plans to expand into other neighborhoods in Burlington and the Board is engaging with community leaders in those neighborhoods to learn more about their needs.

Burlington Community Land Trust is committed to a systems approach to community reinvestment, engaging the Morrowtown community in advocacy efforts, financial education, and neighborhood design. Working closely with city leaders, community groups, anchor institutions, and private and public funding partners, BCLT sees its role as



convener and bridge builder. Resources have come from area philanthropies, faith organizations, businesses, banks, and individual donors.



With a Board of Directors and an Advisory Board comprised of dedicated and passionate local volunteers, Morrowtown residents, government, nonprofit and education leaders, BCLT's first Executive Director will build upon a strong foundation that includes exceptional structural and relational resources as well as a two-year operating reserve. The Board has also invested tirelessly in publicizing the land trust model and promoting the benefits to public and private constituents.

Working closely with BCLT's Board of Directors, the Executive Director (ED) serves as the chief executive officer, shaping BCLT's strategic vision and overseeing the Trust's financial management and program development. The ED works closely with the Board of Directors and community stakeholders to advance the organization's mission and ensure operational excellence. There is also an Advisory Board who facilitate relationships and provide guidance as needed.

The Executive Director will be a champion for the communities the Trust supports, serving as a bridge between neighborhood residents and public and private partners in policy and funding. The Executive Director will ideally have knowledge of land trusts and housing and will be a confident and charismatic public speaker. The successful ED candidate will have a track record of fundraising from a variety of supporters. A core value of the Executive Director will be a deep commitment to the residents of Burlington's communities, driving the ED to form genuine relationships.

Key Responsibilities

Leadership & Strategic Planning

- Develop and implement a strategic vision to fulfill the organization's mission and long-term sustainability.
- Serve as the primary spokesperson and advocate for the organization in the community.
- Build and maintain strong relationships with stakeholders, including donors, partners, and government agencies.

Fundraising & Financial Management

- Oversee financial planning, budgeting, and resource allocation to ensure fiscal health and compliance.
- Develop and implement fundraising strategies, including grant writing, donor relations, and sponsorships.



- Manage and diversify revenue streams to support the organization's programs and initiatives.

Operations & Program Management

- Ensure the successful execution of programs, services, and initiatives aligned with the organization's goals.
- Oversee compliance with all legal, regulatory, and ethical standards in nonprofit governance.

Board & Community Engagement

- Collaborate with the Board of Directors to ensure strong governance and organizational oversight.
- Provide regular updates, reports, and insights to the Board to guide decision-making.
- Represent the organization in public forums, media, and partnerships to strengthen its visibility and impact.

Qualifications & Experience

- Education: Bachelor's degree (Master's degree preferred).
- Experience: Minimum of 5+ years in nonprofit leadership, executive management, or a similar role.
- Prefer demonstrated experience working within the affordable housing area/market.
- Strong evidence of successful fundraising, grant writing, and financial management.
- Demonstrated ability to develop and implement strategic initiatives.
- Excellent communication, networking, and leadership skills.



Compensation & Benefits

- Salary: Competitive and commensurate with experience. The salary range is \$85,000 - \$105,000.
- Benefits: Monthly stipend for the ED's health insurance; retirement contribution
- Generous holiday and PTO policy

To apply or for more information, please email BCLT@intentionalworks.com

