

HDC NEWS

August 16, 1999

HDC NEWS is a publication of the Housing Development Consortium of Seattle - King County
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“The Voice for Low Income Housing in King County”

“SHDC” Becomes “HDC”

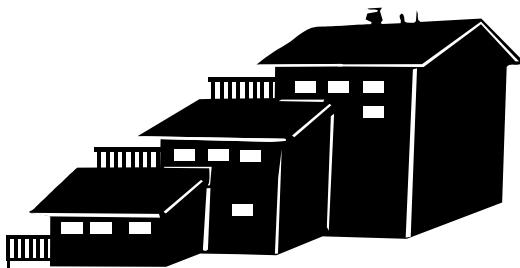
In 1993 SHDC added “King County” to its name to let people know that our members were active in the suburban cities as well as Seattle. However, with SHDC as our acronym people still called us the Seattle Housing Development Consortium. In July of this year our members voted to change our name to the Housing Development Consortium of Seattle-King County, to better reflect our members’ ever-increasing housing production in the suburbs. Our new acronym is HDC.

Hold The Date!!

HDC Annual Retreat: Tues., Sept. 21

A major focus of the retreat will be to develop our agenda for the year 2000. Three Affinity Groups will meet to develop draft agendas for review at the retreat. Those groups will meet on:

King County Agenda.....Thursday, Aug. 19
Seattle Agenda.....Tuesday, Aug. 24
State Agenda.....Friday, Aug. 27



HR 10 / S 900 Conference Committee Set to Meet – CRA at Risk

The U.S. House and Senate have named their members to the conference committee to decide the final language of the **Financial Modernization Bill** that will be submitted to President Clinton. This is the final chance for people to influence the shape of the bill before it goes to the president, and it is imperative that everyone who wants to preserve CRA contact their representatives and remind them not to accept any provisions that will weaken CRA. Several talking points (courtesy of the **Washington Reinvestment Alliance**) are outlined below:

Provisions in the House Bill that should be kept:

- HR 10 would apply CRA to wholesale financial institutions (WFIs), large investment banks which could otherwise serve as havens within which financial conglomerates could ‘hide’ assets to avoid CRA requirements.
- HR 10 requires banks to have and maintain a satisfactory CRA rating if they affiliate with insurance and securities firms.
- HR 10 requires the Federal Reserve Board to hold public hearings on most mergers of banks with assets of \$1 billion or more, to give people a chance to comment on the CRA performance of the banks and ensure that the resulting new bank continue to meet its CRA obligations.

Provisions in the Senate Bill that must be removed:

- S900 would prohibit public comment on mergers and other applications for banks with satisfactory ratings.
- S900 would exempt small banks under \$100 million in rural areas from CRA. This would affect 72% of the rural banks in the country, many of which enjoy a near monopoly in their local market and thus have little incentive other than CRA to lend to low- and moderate-income customers.

- S900 requires that banks and community organizations report to federal banking regulators on grants, loans, and investments made pursuant to CRA. However, despite imposing these massive reporting requirements, it explicitly prohibits any oversight or enforcement by those regulators of CRA-related lending commitments or promises made by banks.

New IRS Disclosure Rules for Nonprofits

The Internal Revenue Service has issued new rules requiring nonprofit organizations to make copies of their Form 990 and 990-EZ more easily available to the public. The rules (IRC Section 6104(d)) require that exempt organizations provide three copies of their three most recent annual returns and their exemption application, either upon request in person at their offices or within 30 days of any written or phone request. An exempt organization could comply with this requirement by having the required information available on its web site for viewing and downloading.

IRS Announcement 99-62 explains the new requirements. It can be downloaded from the CharityChannel.com Guestshare system at http://charitychannel.com/Guestshare/IRS_Disclosure_Rules/. A copy of the regulations and the Independent Sector's guidelines can also be found on the web at <http://www.IndependentSector.org>.

Fall HFU Application Packets Available

The Fall 1999 application packets for the State Housing Finance Unit funding are now available. Applications are available in hard copy, on disc or via email, and are due at CTED by 5pm, Sept. 1, 1999. Call Lucinda Boyd at 360/586-3370 or email to Lucindab@cted.wa.gov for more info or to request an application.

Comprehensive Plan Amendment Hearings

The Seattle City Council Neighborhoods, Growth Planning and Civic Engagement Committee will hold a hearing Monday September 27, 6:00 PM on proposed amendments to the Comprehensive Plan. People wishing to testify should sign up by 5:30 outside the City Council door: 11th Floor, Municipal Building, downtown Seattle.

Maxwell Award Deadline

Fannie Mae is requesting applications for its annual Maxwell Awards of Excellence. Projects must have at least 5 units and be placed in service between July 1, 1998 and June 30, 1999. If you didn't receive your application, HDC has a copy. The postmark deadline is **September 15**.

Potential Impacts of Initiative 695

[PLEASE NOTE: The information below is excerpted from an information packet prepared by the KC Government Relations. Contact KC Government Relations at 206/205-5079 for more information or a copy of the packet. The figures below are based on last year's budget and do NOT necessarily indicate future cuts under I-695. Nonetheless this is an issue worth watching very closely, as it has potential to impact housing and social service funding statewide.]

Initiative 695, a proposal to repeal the current Motor Vehicle Excise Tax and make all future tax and fee increases subject to voter approval, has collected enough signatures to be on the ballot this November. If approved, I-695 would take effect January 1, 2000.

I-695 would have a major negative impact on revenue available to local governments statewide. The State DOT estimates MVET revenue for the 1999-2001 biennium at \$1.5 billion, with about 75% of that earmarked for various transportation projects. Remaining funds are forwarded to local governments for use in public health and criminal justice; funds may also be used to subsidize some housing. It is estimated that cities would lose \$100 million in annual MVET revenues currently shared with them by the state. Seattle alone could lose \$20.2 million in 2000, according to some estimates:

- \$3 million in local transportation maintenance funds;
- \$7.8 million in public safety;
- \$4.7 million in criminal justice funding;
- \$4.7 million in local option transportation funds from vehicle registration fees.

Finally, I-695 would make any future tax or fee increases – state and local – including property taxes, bus fares, development permit fees, pet license fees, and many others. This would make it even more difficult for governments to deal with new funding requirements.

San Francisco Hsg. Authority to Pay to Help Integrate Public Housing

The San Francisco Housing Authority has agreed to a \$1 million consent decree to help integrate public housing and protect Asian Americans from racially motivated attacks at several of the Authority's housing projects, according to a July 18 news article by the Associated Press in San Francisco. Chinese, Vietnamese, and Cambodian tenants charged that the Housing Authority ignored repeated reports of harassment, assaults, and robberies against them at predominantly black housing developments. Under the terms of the agreement, the Authority will pay community advocates, rather than its own employees, to take tenant complaints. The community-based program would run for three years at an annual cost of \$350,000 a year, and would be overseen by a court-appointed monitor. HUD is being asked to fund the program.

Landlord Training Program to Take Place in September

A Landlord Training Program will be presented by the Seattle Neighborhood Group and the Community Service Office Unit of the Seattle Police Department September 17 and 18. The training utilizes a community-based format designed to help owners and managers keep drug and other illegal activity off their property, and to train them in effective rental property management. The training will cover:

- applicant screening,
- signs of dishonest applicants,
- environmental design,
- working with tenants, community, and police to prevent drug and illegal activity,
- warning signs of drug activity, and
- crisis resolution and eviction.

Contact Denise Harnley (206/323-9584) or Peter Stalgis (206/684-5499) for information, or request a registration form from the **Seattle Neighborhood Group**, 1806 E. Yesler Way, Seattle WA 98104 (Tel: 206/323-9666, Fax: 206/323-2151).

The session on **September 17** will take place from 9:00 AM to 4:00 PM, at the Seattle Mennonite Church, 3120 NE 125th Street in Seattle.

The **September 18** session will be held at the Westwood Christian Assembly, 9252 16th Avenue SW in Seattle, also from 9:00 AM to 4:00 PM.

Cost for either session is **\$5 per person** in advance, **\$8** at the door.

Section 8 Preservation & Public Housing Law Teleconferences

The National Housing Law Project will conduct 5 audio teleconferences on the recent changes to the public housing and project-based Section 8 programs. They will provide advocates and practitioners with an in-depth review and analysis of the legislative and regulatory changes. To participate you must register with the NHLP and pay your own long distance charges plus a \$20 fee each. There is no limit to the number of people who can listen in. Each starts at 10 a.m. and lasts one hour. To register contact Amy Siemens in Oakland, CA at asiemens@nhlp.org. You can get a discount for all of them for \$80, deadline August 9. Each has a registration deadline about 10 days prior.

♦ August 18 - HUD Multifamily Properties: Prepayments, "Opt-Outs" and Troubled Properties

This teleconference will review owners' choices at the end of their 20-year restricted use periods or the expiration of their project-based Section 8 contracts, preservation strategies (including HUD's "Opt-In" initiative and litigation theories), and tenant protections when an owner prepays or "opts-out" of the program. In addition, the discussion will focus on troubled projects facing disqualification from the Section 8 program and review of preservation strategies.

♦ September 8 - "Over-Market" Expiring Section 8: Restructuring Issues

The restructuring or "mark to market" program will be the topic of this teleconference. Topics will include eligible properties, roles of participating administrative agencies, restructuring tools, new use restrictions, rehabilitation requirements, voucher conversions and resident and community participation in the restructuring process.

♦ September 15 - PHA Plans and Rent Issues

The teleconference will be devoted to two topics: the PHA plans and rents. Approximately 30 minutes will be devoted to a review of the elements of the PHA one- and five-year plans and opportunities for influencing them prior to their adoption. Topics will include needs assessment and plans for addressing them, eligibility and admissions policies, rent policies, maintenance and management rules and tenant grievance procedures. The balance of the teleconference will be devoted to the new rent provisions that go into effect on October 1.

◆ **October 6 - Public Housing and Tenant Based Section 8 Admissions**

The teleconference will be devoted entirely to public housing and tenant-based Section 8 admission standards and policies under the 1998 housing act and HUD regulations. The discussion will cover issues such as preferences, income targeting, site based waiting lists, and tenant screening procedures.

◆ **October 12 - The PHA Plan Process**

This teleconference will return to the PHA plan process and will review strategies for influencing future plans. The discussion will review elements of and experiences with a select number of PHA plans that are part of the first set of plans that are due in October and will focus on what should be done to influence plans that will be submitted in calendar 2000.

Workshops, Seminars, & Conferences

Multifamily Apartment Management

Training— sponsored by the Washington State Council for Affordable and Rural Housing. Course topics include Budgeting Property Operations and Waiting Lists. \$40 per person for CARH members and \$50 for non-members. Topics offered on consecutive days beginning **June 30** in Marysville, **August 10** in Moses Lake, **September 9** in Yakima, or **October 13** in Olympia. Info: Contact Joe for information: Tel 425/454-6836, Fax 425/454-7695, E-mail housing@sprynet.com.

1999 Conference on Washington Construction Law: What you Need to Know from Getting the Contract to the Chain of Liability – Law Seminars International, **Sept. 9 and 10** at Cavanaugh's Inn on Fifth Avenue, Seattle. \$595 regular; \$550/person for 2 or more; \$395 students or workers in their job for less than one year. For info or to register, call 800/574-4852 or 206/463-4400, or fax 206/463-4444.

Community and Economic Development Conference – sponsored by the ABA and Federal Housing Finance Board, **Sept. 13-15** at the Renaissance Washington Hotel in Washington DC. Sessions on community and economic development, with an emphasis on reinvigorating communities. Info: Fax inquiry to 202/ 663-7543.

Growth Management Act: Growing with GMA into the next millennium – Law Seminars International, **Sept. 16 and 17** at The Meeting Place at Pike Place Market in Seattle. \$595 regular; \$550/person for 2 or more; \$395 students or workers in their job for less than one year. For info or to register, call 800/854-8009 or 206/567-4490, or fax 206/567-5058.

Legacy of the 1949 Housing Act: Past, Present, and Future of Federal Housing and Urban Policy—sponsored by the Fannie Mae Foundation. Save the date! **September 30**, in Washington, D.C.

Section 8 Preservation Summit—sponsored by the Washington Coalition to Preserve Section 8. Two back-to-back workshops. Financing Acquisitions with Bill Rumpf, new Office of Housing Deputy Director and formerly of the California Housing Partnership Corp. Also Federal Housing Policy with Greg Provenzano, Columbia Legal Services. **October 4**, 9:30AM-4:00PM, at the SeaTac Holiday Inn.

Paths Out of Poverty: Strategies for Families, Programs, Communities, and States – Co-sponsored by the National Coalition for the Homeless. **October 9-12**, Hyatt Regency on Capitol Hill, Washington DC. Contact Wider Opportunities for Women, 815 5th Street NW, Suite 916, Washington DC 20005 for more info.

The Enterprise Foundation 18th Annual Network Conference: Building America one Community at a Time at the Hyatt Regency Crystal City in Arlington, VA. **October 12-15** Contact the Network Conference Hotline at 410-772-2467.

NAHRO 1999 National Conference and Exhibition: Creating Communities for the New Millennium – at the Pennsylvania Convention Center, Philadelphia, PA. **October 17-20**. Includes sessions on Housing, Community Development, International Perspectives, and Organization Management, as well as booths and exhibits on new products and services. Cost ranges from \$395 (individual agency member registered by Aug. 15) to \$525 (non-member register on site, after Sept. 15). Register by mail to: NAHRO Conference Registration Center, PO Box 809254, Chicago, IL 60680; for information call 312/782-2958.

Children's Alliance 4th Annual Advocacy Camp – at The Resort at Mount Spokane, **October 27-29**. Training sessions to help you: Become a more effective advocate with the state legislature, improve your media skills, inspire and lead local children's advocates, and meet and network with other advocates for Washington's children. \$150 covers tuition, materials, room, and board – special scholarships may be available. For more info or to sign up, call Paola at 206/324-0340 or email to paola@childrensalliance.org with your name and mailing address.

6th Annual State Housing Conference: Housing Washington 1999: Join Forces, Increase Choices—sponsored by the WA State Housing Finance Commission and CTED. **Nov. 1-3** at the Doubletree Hotel at the Seattle-Tacoma Airport. For info visit www.wshfc.org/conf or call 1-800-767-HOME x4336.

3rd Annual Partners for Smart Growth Conference—sponsored by the Urban Land Institute. Hotel del Coronado, San Diego. **November 17-19**. For info visit www.uli.org or call 1-800-321-5011.

Employment Opportunities

AmeriCorps ESL positions, Refugee Assistance Program – The Refugee Assistance Program is currently recruiting for two Literacy* AmeriCorps positions: **ESL Classroom Instructor and Coordinator**, and **ESL Tutor Program Assistant**. AmeriCorps members serve full-time for one year, from Sept. 8, 1999 to Sept. 7, 2000. Members receive a modest living allowance, medical insurance, and an education award of \$4750. **Position closes Wednesday August 18 at 5:00 PM**. For info or an application packet contact: Jennifer Malloy, 4250 South Mead, Seattle, WA 98118; Tel: 206/725-2090 x15, email jenrap@w-link.net.

Legislative Director, Children's Alliance – Statewide policy advocacy organization seeking a individual with passion for children's issues to coordinate its state legislative efforts, lobby state policymakers, and translate policy priorities into legislative initiatives. Understanding of legislative process is essential, as is the ability to work with media and with low income people and people of color. Resume and cover letter to: Children's Alliance, 172 20th Avenue, Seattle, WA 98122. For complete job description see <http://www.childrensalliance.org/Announcement-for-Legislative-Director.html>.

The **Archdiocesan Housing Authority** is seeking to fill a number of positions:

- **Case Manager** – responsible for client assessments and assisting with referrals to various social services. Requires 1 year experience working with homeless population or low-income people with chemical dependency and/or mental health issues, demonstrated problem / issues assessment / crisis intervention, planning and implementation skills, good oral and written communication skills, ability to work effectively in multi-ethnic setting and with community professionals.

\$12.26/hr, 20 hrs/wk. Resume/cover letter to: Attn: Human Resources, MATT-CM, Archdiocesan Housing Authority, 1902 Second Avenue. **POSITION CLOSES AUG. 13.**

- **Employment Specialist** – Responsible for assessing clients, identifying training needs, and locating appropriate employment per contract performance requirements. Requires: 6 months experience working with refugee populations and social services; one year experience in the field of job development and placement; strong communication skills and ability to work independently; transportation, WSDL, and auto insurance; computer skills. Prefer BA degree in social service or related field, knowledge of the King County Community, working relationships with variety of local community-based organizations that work with refugees and immigrants, and bilingual in English and at least one current refugee language. Contact Cindy Koser at the Refugee Assistance Program 206/725-2090 for more information; to apply send resume/cover letter to: Human Resources Dept., ATTN: RAP-Emp. Specialist, Archdiocesan Housing Authority, 1902 Second Ave., Seattle, WA 98101. **POSITION OPEN UNTIL AUGUST 16 or UNTIL FILLED.**
- **Projects Manager** – At the Aloha Inn, a transitional, resident-managed housing program for homeless men and women. Responsible for serving as Program Manager in PM's absence, representing the Aloha Inn to coalitions, facilitating Executive Committee Meetings, reviewing applications, monitoring residents' rent compliance and savings progress. Requires BA degree in social services or related field, or commensurate experience; at least one year of experience in direct provision of social services, preferably with homeless people; an understanding of resident management in shelter or housing; excellent written and oral communication skills, computer literacy. Prefers: fluency in Spanish, experience in social service administration and supervision. Resume/cover letter to: Archdiocesan Housing Authority, ATTN: Human Resources, ALOHA-PM, 1902 Second Avenue, Seattle WA 98101. **POSITION CLOSING AUGUST 20.**
- **Resident Manager** – Responsible for providing support (10+ hours/wk) to the resident management of the Broadway House, a historic 7-unit resident-managed house for formerly homeless women; assist housing manager in developing this concept and its applications in a program of resident governance, resident participation in program development, and other areas of resident involvement. Requires an understanding of resident management and appropriate support for it; the ability to relate well to staff and

residents from diverse racial, ethnic, and cultural backgrounds; experience in conflict resolution, crisis intervention, and group dynamics. Prefers formerly homeless, knowledge of landlord-tenant law, experience in Seattle subsidized housing. Requires minimum commitment of 1 year. Compensation: One room at the Broadway House (valued at \$400/mo), no salary or benefits. Resume/cover letter to: Archdiocesan Housing Authority, ATTN: Human Resources – BHRM, 1902 Second Avenue, Seattle WA 98101. **POSITION CLOSES AUG. 20 OR WHEN FILLED.**

- Other positions available at AHA include: **Desk Staff, Office Assistant, Housekeeper.** To apply send resume / cover letter to Archdiocesan Housing Authority, Main-Win, 1902 Second Avenue, Seattle, WA 98101.

Housing Developer, King County Housing Authority – Seeking experienced and innovative candidates to perform a variety of development-related tasks in new position of Housing Developer. Demonstrated experience in urban planning, community development, financial analysis, real estate, and commercial financing. BA degree or equiv. and 2 yrs related work experience. Specialized or technical training and at least 6 yrs related experience. WSDL. \$3,689/month, exc. Benefits. Resume and cover letter to: KCHA, HR Job #39-99, 15488 65th Avenue S., Tukwila, WA 98188.

Housing Program Coordinator, Low Income Housing Institute – For low-income housing development. Work with residents, oversee maintenance, supervise on-site staff, conflict resolution, tenant relations. Social services and property management background desired. 32-40 hours per week. Fax or mail resume to: Low Income Housing Institute, 2407 First Avenue, Suite 200, Seattle WA 98121. Fax: 206/443-9851, Tel: 206/443-9935.

Property Management – Division Director, Low Income Housing Institute – Growing nonprofit agency with diverse portfolio of over 800 affordable housing units seeks to fill top level Director position. Must have outstanding track record and minimum of five years supervisory level experience in property/asset management. Salary DOE. Call for application: 206/443-9935 x113. Fax resume to 206/443-9851, or mail to: Low Income Housing Institute, 2407 First Ave., Suite 200, Seattle WA 98121.

The **Plymouth Housing Group** is looking to fill the three positions described below. For more information on any of them, contact 374-9409 x.102 or E-mail jobs@plymouthhousing.org. Plymouth

Housing Group, 2209 First Avenue, Seattle, WA 98121.

- **Finance Director, Plymouth Housing Group**—For non-profit low income housing developer/manager. Responsibilities include management of accounting functions including GL, AR, PR, AP, grant compliance, project budgets & financial reporting. Supervise staff of 2. \$44,000-\$52,000 DOE + benefits. Req: strong accounting background. CPA preferred. Letter of interest, resume and PHG application required. **OPEN UNTIL FILLED.**
- **Housing Manager, Plymouth Housing Group**—Develop, recommend and implement management policies and procedures. Bach. degree & 2 yrs exp. with property management. Knowledge of and sensitivity to needs of low-income and special needs population. Knowledge of and connections with community placement agencies & resources. Exp. with Win '95 & Office '97. \$30,000-\$38,000 DOE. Great benefits. **OPEN UNTIL FILLED.**
- **Housing Specialist, Plymouth Housing Group** – Looking for someone to assist low-income and homeless applicants with rental process; assist with rental applicant intake and screening; assist tenants to obtain the services they need in their housing. Requires Associates degree in related field or equivalent combination of education and experience; experience working with low-income homeless, mentally ill, chemically dependent, and/or people living with AIDS; experience with relocation of low-income residents in compliance with state relocation guidelines; familiarity with community agencies and resources, including local social service and homeless programs. PHG Application required.

Construction Site Supervisor, Seattle Habitat for Humanity—requires knowledge of and experience in all aspects of new construction; good verbal/written communicator and ability to plan for, communicate with, and lead crews of volunteer workers. Interact with subcontractors, building inspectors, material suppliers. Responsible for construction scheduling on assigned sites. Must have own transportation. Full time for 6-9 months. \$2500/month. Cover/resume to: Seattle Habitat for Humanity, 306 Westlake Ave. N., #210, Seattle, WA 98109. **OPEN UNTIL FILLED.**

Fund Developer, Seattle Human Services Coalition—Looking for a contractor to develop several potential funding sources and investigate others on behalf of the coalition. Projects to include: investigating foundations for funding priorities, writing grant proposals and developing potential funding sources. Must have experience fund raising with nonprofit community-based organizations. For info or to submit resume contact SHSC executive

director Julia E. Sterkovsky at 206/325-7105, Fax 206/860-8825 or by mail at 2212 S. Jackson, Seattle, WA 98144. **OPEN UNTIL FILLED.**

2020 Vision Coordinator, Seattle Human Services Coalition – SHSC is seeking a contractor to coordinate members' participation in the 2020 Vision organizing campaign, a project to bring together human services providers to answer the question, "What would it take to meet basic human need in King County by 2020?" The coordinator will create a draft plan for group process and use of resources, organize meetings of the 2020 Coordinating Group, confer with member coalitions on progress and needs, and supervise additional contractors as necessary. They are looking for a person experienced in working with a diverse constituency and community-based nonprofit groups. This is a part-time contract running from August 15 to December 31, with good potential for renewal through June 2001. For more info or to apply, contact Julie Sterkovsky, 2212 S. Jackson, Seattle WA 98144. Tel: 206/325-7105, Fax: 206/860-8825.

Executive Director, Spokane Community Housing Association and Salem Arms – Responsible for managing the corporate affairs and day-to-day operations of both organizations, as well as performing minimal staff supervision, property maintenance, support for Board of Directors, and housing development. Minimum of 2 years experience in a related field. Salary \$27,500-30,000 plus \$200 monthly towards medical coverage. Send resume, letter of application with 3 references to: 1022 W. Shannon, Spokane WA 99205. **POSITION CLOSES AUGUST 20, 1999.**

Project Manager for Homeless Initiative, United Way of King County – The United Way is seeking a full-time, temporary person to develop and initiate a range of planning activities, and recruit and organize internal and external committees to develop and begin the implementation of a community action plan for the Homelessness Initiative priorities. This will be a complex job involving interaction and collaboration with a wide range of people and organizations. Requires BA degree or equivalent specializing in Human Services, Public Administration, Public Policy, or Business Administration; 5-8 years of progressively responsible experience working in community resources, community affairs, human services

planning, governmental relations, or senior level program management; strong knowledge of project management and planning, health and human service policy issues, legislative and community decision processes. The position is funded through June 30, 2000, and may be extended for an additional 1-2 years at that time. Salary range \$45,000-50,000. To apply submit resume and cover letter addressing qualifications and salary history to: John H. Mack, Director Human Resources, 107 Cherry Street, Seattle WA 98104-2266. External **application deadline is August 20, 1999.**

Program Coordinator II position, Washington State Finance Commission-- Candidates must have professional level experience and education in housing development or management, residential loan officer or underwriter, or other experience administering other similar housing or related financial programs. A background in research, budgeting, planning and policy development and analysis a plus. Salary range \$35,064 to \$44,880 per year. For info and application, call Sandy Gump at 206/ 287-4402 or sgump@wshfc.org. **OPEN UNTIL FILLED.**

Director of Property Management, Chinatown Development Center (San Francisco, CA)—Executive level position which manages all Chinatown CDC properties including commercial spaces. Supervise employees, prepare and monitor annual operating budgets, prepare status reports, staff committees, develop policies and procedures, develop long-range strategic plan, and fundraising. Must have 3-5 years experience in residential property management, 2 years experience with low-income housing, knowledge of governmental housing programs and regulations. Prefer candidates to have a Real Estate Broker's license, experience in community relations. \$60,000-\$65,000 + benefits. Submit resumes **ASAP** to CCDC Search c/o The Fox Group, 319 Hillcrest Drive, Aptos, CA 95003 or Fax to 831/687-0604. For info contact Alan Fox at 831/662-3691 or E-mail afoxenever@aol.com.