



# Co-Executive Director Community Development

May 2026

Chicago, IL

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## About LUCHA

### Mission

LUCHA advances housing as a human right by empowering communities through advocacy, education, and development.

### Vision

LUCHA aspires to build empowered, thriving communities and further access to equitable and fair housing.

### Core Values

- Housing is a human right.
- Fair and affordable housing is worth fighting for.
- Housing equity builds community wealth.
- Diversity enriches and contributes to the community.
- All people deserve respect and dignity.
- We are transformed in our service to others.

### History, Programs, and Community Advocacy

[LUCHA](#) (the Spanish word for "struggle") was born out of a community organizing movement addressing the displacement of Humboldt Park's Puerto Rican community during the 1970s and 1980s. Since our founding in 1982, LUCHA has developed more than 300 units of affordable rental housing, centering both community and advocacy in all our work.

In partnership with [Association House of Chicago](#), LUCHA connects families to homeownership through our HUD-certified housing counseling program and ensures fair housing and access to legal services through our Housing Law Project.

LUCHA is a founding member of [Elevated Chicago](#), where we serve on the Steering Committee and as Systems Change co-chair, shaping ETOD throughout the city. LUCHA also serves as a founding board member of [Here to Stay Land Trust](#), a pioneering organization born of a partnership with Palenque LSNA, Spanish Coalition for Housing, and Center for Changing Lives.

- For more, we encourage candidates to review the [2025 Annual Report](#)

## Leadership Context

In 2024, LUCHA formalized an **alliance with Association House of Chicago** to strengthen sustainability, reduce overhead, stabilize cash flow, and expand tenant services through shared infrastructure and back-office operations. In that transition, the board established a [Co-Executive Director model](#) for LUCHA's leadership. This decision was made in recognition of the values alignment in shared leadership, the ability to leverage complementary skill sets, and the organizational stability and continuity inherent to the model.

**At LUCHA, the Co-Executive Directors each hold clear primary domains while sharing core responsibilities such as organizational vision, culture, and accountability to the board.**

After nine years with LUCHA, **Lincoln Stannard**, will be transitioning out of his current role as **Co-Executive Director (Community Development)**. During his time with LUCHA, Stannard has overseen accomplishments including the completion of Tierra Linda and Encuentro Square Phase I and has grown the project pipeline to the greatest numbers of units under development in LUCHA's history.

Program services, fundraising, and operations are led by [Lillian Bui](#), who will remain in her role as **Co-Executive Director (Strategic Initiatives)**. Bui has played a key role in stabilizing LUCHA over the past two years and continues to drive service integration and fundraising growth.

The Co-Executive Directors are supported by an **engaged and experienced board**, led by **Board Chair [Juan Carlos Linares](#)**. Linares previously served as Executive Director of LUCHA from 2013-2019. In 2021, Linares began his tenure as President & CEO of Association House of Chicago, where he has overseen tremendous growth, from an operating budget of \$12M to \$25M.

The new Co-Executive Director (Community Development) will join LUCHA at a pivotal and exciting time, as LUCHA nears completion of [La Herencia](#), an historic redevelopment of Humboldt Park United Methodist Church, and as LUCHA continues to advance Phase II of [Encuentro Square](#), delivering another 98 units to our community. This person will define development strategy for the next decade.

## Portfolio Overview

### Encuentro Square Phase 1

Completed in November 2024, Encuentro Square offers 89 new construction units at the western end of the 606 Trail. Developed in partnership with Evergreen Real Estate, this twinned 9%/4% deal is part of a full-site redevelopment, which will include a third building currently in pre-development. Includes 19 one-bedroom, 47 two-bedroom, and 23 three-bedroom units, of which 55 are CHA PBV.

Financing: City of Chicago 4%/9% LIHTCs, IAHTCs, TIF, City HOME and AHOF loans, ComEd Grant, CHA Restore Rebuild

### Humboldt Park Residence (HPR)

Originally constructed in 1995 as an SRO building, HPR was renovated in 2022 and now offers 65 studio apartments inclusive of 28 CHA units, 18 CLIHTF units, and 6 Section 811 units. At the time of construction, HPR was the first new SRO building built in Chicago in over 50 years. This building continues to serve our lowest income tenants.

Financing: City of Chicago 4% LIHTCs, City of Chicago HOME loan, IHDA Trust Fund loan, City of Chicago TIF, FHLB AHP

### Tierra Linda

Tierra Linda is an award-winning 45-unit scattered site development created to counter displacement resulting from the 606 Trail construction. Consists of nine three-flats and three six-flats with nine one-bedrooms, 18 two-bedrooms, 18 three-bedrooms. Includes 14 CHA PBV units. Placed in service in 2018, this new construction development featured the first affordable multifamily Passive House built in Chicago.

Financing: City of Chicago 9% LIHTCs, City HOME Loan, IAHTC/Donation Tax Credits, ComEd/Peoples Gas Energy Efficiency Grant

### Borinquen Bella

Four-building scattered site development acquired in the late 1980s and rehabbed in 2013, Borinquen offers 47 units (3 one-bedroom, 19 two-bedrooms, and 25 three-bedrooms), including 11 CLIHTF RSP units. These apartment buildings are walk-ups originally constructed in the 1920s and feature the oldest surviving community mural in the city.

Financing: City of Chicago 9% LIHTCs, HOME funds, IHDA Trust Funds, EECBG Funds

### Madres Unidas

New construction (2006) development of ten three-flats and one six-flat providing 10 two-bedroom and 26 three-bedroom units for families at or below 50% AMI. With most units located in West Town, this scattered site development provides critical infill in a neighborhood with extreme displacement pressure. LUCHA is sole owner, having purchased the limited partner's interest in 2021.

Financing: City of Chicago 9% LIHTCs, HOME funds, IHDA Trust funds, CLIHTF's ARC program

## Position Summary

The Co-Executive Director (Community Development) has primary responsibility over LUCHA's pipeline of community-driven affordable housing development projects, and shared responsibility over LUCHA's operations, culture, values, talent, and financial performance. The person in this role will build on LUCHA's reputation of innovation, integrity and an unwavering dedication to centering the voices of the most vulnerable members of our community.

The Co-Executive Director (Community Development) will take the lead on advancing all aspects of the development process from concept development through acquisition, construction and initial occupancy. They will have a robust understanding of the affordable housing development and finance landscape through prior experience and industry relationships. Expertise in traditional development models and funding sources and the ability to execute LUCHA's current project commitments are mandatory. Equally important is a creative drive to explore new ideas and strategies that support growth and deepen mission impact.

This position reports to the Board of Directors and directly supervises the Project Manager (Equitable Community Development) and provides oversight of the Chief Engineer and Helper C in partnership with third-party property management.

## Job Functions

### Community Development (70%)

- Lead housing development efforts to sustain and grow LUCHA's pipeline of more than 200 rental units.
- Oversee project execution to meet performance, compliance and revenue goals.
- Assess portfolio of 193 units under management for asset management needs and long-term preservation strategies.
- Oversee and report on third-party property management operations and performance.
- Maintain a staffing plan to attract, retain and develop talent in alignment with project needs and opportunities.
- Cultivate a robust network of relationships across a range of stakeholders including public and private funders, industry partners, elected officials and community leaders.
- Publicly represent LUCHA in media, industry and community settings.
- Stay informed on current industry trends and best practices through trainings and networking.

### Organizational Leadership (30%)

- Develop and implement strategic plans that balance organizational sustainability, opportunities for growth, and community need.
- Direct business activities to set and achieve portfolio, finance and fundraising goals.
- Collaborate on organizational budgeting and financial recordkeeping.
- Cultivate relationships with current and prospective donors and board members and actively engage and energize external stakeholders to garner new growth opportunities.
- Fulfill LUCHA's board service for Here to Stay Community Land Trust and participate in community and city-wide coalitions.
- Contribute to policy and advocacy activities.

## Shared Leadership

At LUCHA, the Co-Executive Directors each hold distinct primary domains while sharing core responsibilities for organizational leadership. Inspired by a genuine passion for empowering families and communities, the Co-Executive Directors are both strategic leaders who, with the Board, set and articulate a clear vision for the organization. They build upon LUCHA's history and expertise and position the organization to meet the future needs of the affordable housing sector. They have the character and confidence to work comfortably in a highly visible role and to work effectively with a broad range of constituents and with their counterpart Co-Executive Director.

## Qualifications and Skills

Candidates must have:

- 5+ years of experience at senior level positions in affordable housing development or affordable housing finance managing complex projects and initiatives.
- Deep familiarity with and ability to navigate affordable housing programs and funding sources including LIHTC, IAHTC, PHAs and public and private grants and loans.
- Demonstrable contributions to organizational or program leadership.
- Strong reputation within the housing and nonprofit sectors, with a preference for work experience with projects in the Chicago metro region.
- Understanding of neighborhood-level issue organizing and political landscapes.
- Functional understanding of architectural design, construction, zoning, sustainability certifications and other real estate knowledge areas.
- Excellent attention to detail.

- Comfort with public speaking and handling media.
- Experience leading a team, working effectively in a collaborative environment and building relationships with people of diverse cultural, economic and racial backgrounds.
- Meaningful understanding of housing as a social justice issue intersecting with race, class, immigration status, gender and sexuality, among other identities.

Exceptional candidates will have:

- Bilingual (English & Spanish) writing and speaking skills

## Compensation and Benefits

**The expected salary range for this position is \$120,000 - \$140,000.**

LUCHA offers a flexible hybrid work environment and a benefits package that includes:

- Health Blue Precision Platinum HMO or Blue Choice Preferred Platinum PPO
- Delta Dental HMO and PPO
- Vision
- Life and AD&D
- Short and Long Term Disability Insurance
- 401k Match
- 15 Personal Days
- 12 Holidays
- 10 Sick Days
- 4 Weeks of Paid Parental Leave

## Application Instructions

Interested candidates are invited to submit a resume and cover letter to Yvonne Rodriguez ([yrodriguez@associationhouse.org](mailto:yrodriguez@associationhouse.org)). **The deadline for priority consideration is June 21.**

## Anticipated Timeline and What to Expect

Candidates will be reviewed on a rolling basis through June and July, with a target start date in mid-August. The interview process will include a brief screening and two rounds of interviews, with opportunities to meet with current Co-Executive Directors, staff, and board members.

## Equal Opportunity Employment

LUCHA does not discriminate against any employee or applicant for employment because of actual or perceived age, ancestry, citizenship status, work authorization status, national origin, religion, creed, sex, gender, gender identity, gender transitioning status, sexual orientation, pregnancy (including childbirth and medical conditions related to pregnancy and childbirth), marital status, disability (physical, or mental or an association with a person with a disability), genetic information, race (including traits associated with race, including hair texture and protective hairstyles such as braids, locks, and twists), color, own or family members' decision regarding reproductive health or gender-affirming care, criminal conviction records where there is no substantial relationship between the criminal offense and the employment and no unreasonable risk to property or the safety of others, an arrest record not leading to a conviction, a juvenile record, criminal history record information ordered expunged, sealed, or impounded, military discharge or veteran status and any other classification protected by local, State, or Federal law. Everyone will be given equal opportunity commensurate with their abilities. Laws regarding veteran's status will also be observed. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.