



Vice President Programs Impact Description January 2026

Organizational Information

For more than 30 years, Acts Housing has walked alongside families who face real barriers to homeownership, helping them exchange the uncertainty of the rental market for the stability of sustainable homeownership, offering them lasting roots and the opportunity to build generational wealth.

Through our unique one-stop model, Acts Housing's 45-person team brings education and coaching, lending, real estate, and home rehabilitation together under one roof—removing barriers and simplifying the path to homeownership and surrounding families with the support they need to succeed for the long term.

Our Mission: Empowerment through homeownership.

Our Vision: Vibrant neighborhoods through homeownership.

Our Focus: Supporting low-to-moderate-income families with barriers to homeownership and helping them become successful first-time home owners, often by transforming distressed properties into well cared for homes.

Our Impact: Acts Housing has helped more than 4,000 families become homeowners. Those families own their homes for fourteen years (on average) and have amassed more than \$143 million in equity. This long tenure of homeownership coupled with wealth building is strengthening families and neighborhoods throughout Milwaukee and Rock Counties.

Our Future: Acts' is working aggressively to expand its impact in its existing markets and to consider how to best share its services and products to other communities across the state of Wisconsin and the country that are desperate to provide the type of pathway to affordable homeownership that Acts uniquely offers.

To learn more about Acts Housing, please visit: <https://actshousing.org/>



Position Information

The Acts Housing Vice President Programs is an executive leader on the Acts Housing team. The Vice President Programs is responsible for overseeing Acts' largest program, homebuyer education, as well as considering changes or additions to our program offerings, and serving as a key senior leader on the Acts Housing executive leadership team.

Executive Leadership

- Serves as an integral member of Acts' Executive Leadership team and provides a strong day-to-day leadership presence
- Fosters a positive work environment, ensuring high levels of organizational effectiveness, communication, and safety.
- Provides clear, accurate, and timely reporting to the CEO and Board of Directors regarding performance of the programs.
- Serves as a key strategic leader and advocate for the mission of the organization.
- Engages thoughtfully in strategic planning and provides support for strategic initiatives.

Programs Department Leadership

- Provides executive leadership for Acts' services, particularly ensuring the Homebuyer Coaching program is integrated into the comprehensive Acts model.
- Provides vision, direction, and guidance to the program teams, including Homebuyer Coaching and Administration, cultivating a world-class talent and culture that sets Acts apart, while guiding teams to deliver on exemplary family service across departments.
- Supports an open-door policy and culture of accountability.
- Provides leadership and direction for the Director of Homebuyer Coaching in hiring, managing, coaching, and mentoring teams, inspiring them through a period of change as we develop and transition to new programmatic frameworks and approaches.
- Collaborates with the VP team to ensure seamless Homebuyer Coaching services across different markets, including Acts' Rock County office and potential future service areas.
- Works collaboratively with VPs, Directors, and Managers to consider and establish innovative programs, systems, processes and procedures which assist program participants in transitioning from renters to homeowners.
- Leads the development of new products and services, empowering Directors to implement program strategies aligned with the organization's overall goals, including setting long-term objectives and evaluating their effectiveness.
- Works closely with the President/CEO to set objectives and formulate strategies to achieve short- and long- term organizational goals. This requires staying abreast of internal and external market factors and keeping up to date with the overall socio-economic and political landscape to identify and capitalize on growth opportunities, market trends, and emerging technologies.
- Identifies expansion opportunities, such as new customers, markets and/or industry developments that allow Acts Housing to increase its impact.

Position Information

- Manages the administrative team to ensure departments have the resources necessary to support an efficient and productive working environment. Ensures that the administrative team is working closely with the marketing and service delivery teams to reach annual goals and provide families with an excellent experience at all points of service.
- Establishes and manages program budgets, ensuring financial accountability and organizational stewardship.
- Ensures that Acts Housing adheres to regulatory requirements and internal policies, mitigating legal and financial risks.
- Responsible for maintaining the organization's HUD Certified organization status by ensuring compliance with HUD regulations in operations and according to the HUD work plan.
- Holds the team accountable for achieving goals.
- Assists staff to resolve operational challenges as they arise.
- Represents Acts in key relationships with partners.
- Collaborates with the VP-Impact in developing quality assurance and evaluation tools to ensure program excellence.
- Ensures effective systems are in place to monitor and track escalations for rapid response to service issues. Responsible for minimizing the number and severity of customer service issues.
- Develops and maintains relationships with key stakeholders, partners, vendors and donors.
- Maintains and establishes positive working relationships with the many groups that partner with and support the work of the organization.

Attributes and Qualifications Overview

- Bachelor's degree in relevant field or equivalent professional and life experience. Graduate degree in related discipline preferred.
- 10 years of experience in program management, including at least five years in the social sector (nonprofit, government, corporate philanthropy, community organizing and/or foundations) at a senior leadership level with responsibility for building programs and impact.
- 10 years of experience as both a manager and leader of people.
- Experience working with families with barriers preferred.
- Commitment to Acts' mission
- Proven experience in effective change management.
- Leadership of both direct reports and those from other departments whose contributions are needed.
- Proven track record of building trusting relationships and working effectively across different settings, communities, and issues – with people of diverse backgrounds, perspectives, and cultures.
- Strong public speaking and written communication skills, including writing and editing reports, summary memoranda, correspondence, etc.
- Technologically adept – comfort, familiarity and/or ability to learn and utilize a variety of computer applications (i.e.: Microsoft Office, Salesforce, internet research) as well as project management systems.

Commitments from Acts Housing

Acts Housing is an Equal Opportunity Employer and Service Provider. Our programs, services, and employment are available to all individuals on an equal basis regardless of race, color, religion, sex (including pregnancy), national origin, age, disability, marital status, sexual orientation, arrest or conviction record, and any other category protected by federal or state law.

- References will not be contacted until a candidate has been notified.
- Offers of employment are contingent upon clear results of thorough background and reference checks. All inquiries and interactions with potential candidates are kept in strict confidence.
- This position will remain open until it is filled.

The annual starting salary for this leadership position begins at \$120K and offers the following suite of benefits:

- PTO and Holiday pay
- 401 (k), 401 (k) matching
- Health, dental, and vision insurance
- Professional Development
- Paid parking

Instructions for Applicants

For full consideration of this position, please email all items below, combined into one document, to AHVPP@leadingtransitions.com, attention: Mindy Lubar Price, President & CEO, Leading Transitions LLC, 1345 N. Jefferson St., Suite 350, Milwaukee, WI 53202 no later than 5:00 p.m. CST on January 29, 2026:

- A letter demonstrating your qualifications for the Vice President Programs position that includes your interest in Acts Housing's mission and a description of your salary parameters,
- A detailed and updated resume and,
- The names of, your relationship to, and contact information for, three professional references.

Leading Transitions is committed to the vitality of mission-based, nonprofit, philanthropic, and community-centered efforts and organizations, and their leaders. The firm's inclusive practices provide the flexibility and creativity necessary to adapt to the intricacies and dynamics of any community. We believe that periods of change are transformational and bring great new opportunities.

