

PRESIDENT AND CHIEF EXECUTIVE OFFICER

Appalachian Community Capital



[Appalachian Community Capital](#) (ACC) is seeking a talented, innovative, and strategic leader to serve as President and Chief Executive Officer (CEO) to deepen ACC's vision for generating and supporting sustainable economic growth in Appalachia and rural communities at a time of unprecedented opportunity and change. The President and CEO embodies the values of ACC and strives to expand impact more deeply into underserved, economically distressed markets in the region.

[Appalachian Community Capital](#)



Pictured: ACC members and partners gather in Pittsburgh, PA for ACC's Rural Resilience Forum (July 2025)

THE ORGANIZATION



Founded in 2013, ACC is a Community Development Financial Institution (CDFI) serving member CDFIs across the 13-state footprint of Appalachia with a mission to increase small business lending across this underserved region. By providing capital, capacity building, and innovative programming to its members, ACC catalyzes entrepreneurship, opportunity, and growth in distressed communities. ACC's 41 members manage over \$3.5 billion in total assets. Investors and supporters of ACC include: the Appalachian Regional Commission, US Treasury CDFI Fund, the Ford Foundation, Goldman Sachs, JPMorgan Chase, PNC Bank, Truist, US Bank, Wells Fargo, Benedum Foundation, Dogwood Health Trust, Mastercard Strive USA, and many others.

ACC's 2022-2026 Strategic Plan outlines four pillars: blended finance facility; knowledge & learning platform; technology transformation; and structured finance. ACC advanced this intensive work with the aim to emerge as the partner of choice for regional CDFIs and mission-centric lenders focused on enabling the Appalachian region's equitable, sustainable, and robust transition to a thriving and inclusive regional economy. The President and CEO will partner with the board of directors to shape the vision and strategy to grow and scale impact across Appalachia.

ACC currently serves the Appalachian Region, which includes the entire state of West Virginia and portions of Alabama, Georgia, Kentucky, Maryland, Mississippi, New York, North Carolina, Ohio, Pennsylvania, South Carolina, Tennessee, and Virginia. As the organization prepares for the future, it is considering the potential to expand the geography for rural communities and integrate new funding instruments such as renewable energy into its work.



ACC FOCUS AREAS

Administering Opportunity Appalachia

Opportunity Appalachia – a technical assistance initiative – brings new investments to Central Appalachian communities, creating jobs and businesses that support sustainable growth. Since 2020, ACC has supported 86 projects seeking to raise \$700 million in financing and create 4,700 quality jobs.

Diversifying Products & Services

ACC seeks new opportunities for investing in Appalachia's communities and scaling impact by diversifying its products and services (e.g., community investment notes and participation lending).

Supporting Small Business Lending

ACC has a proven track record of turning investments into on-the-ground results for small businesses in the region. From 2015 through June 2025, ACC:

- Raised over \$60 million in investment capital for its members, which unlocked additional capital and supported its members in recycling that capital multiple times within communities.
- Obtained over \$130 million in grants, most of which were passed on to its members for capacity building, technical assistance and training, and sub-grants to members' small business customers.
- Supported members in financing 251 small business loans ranging from \$1,500 to \$3 million, totaling \$65 million in Appalachia.

Expanding Data Analytics Hub

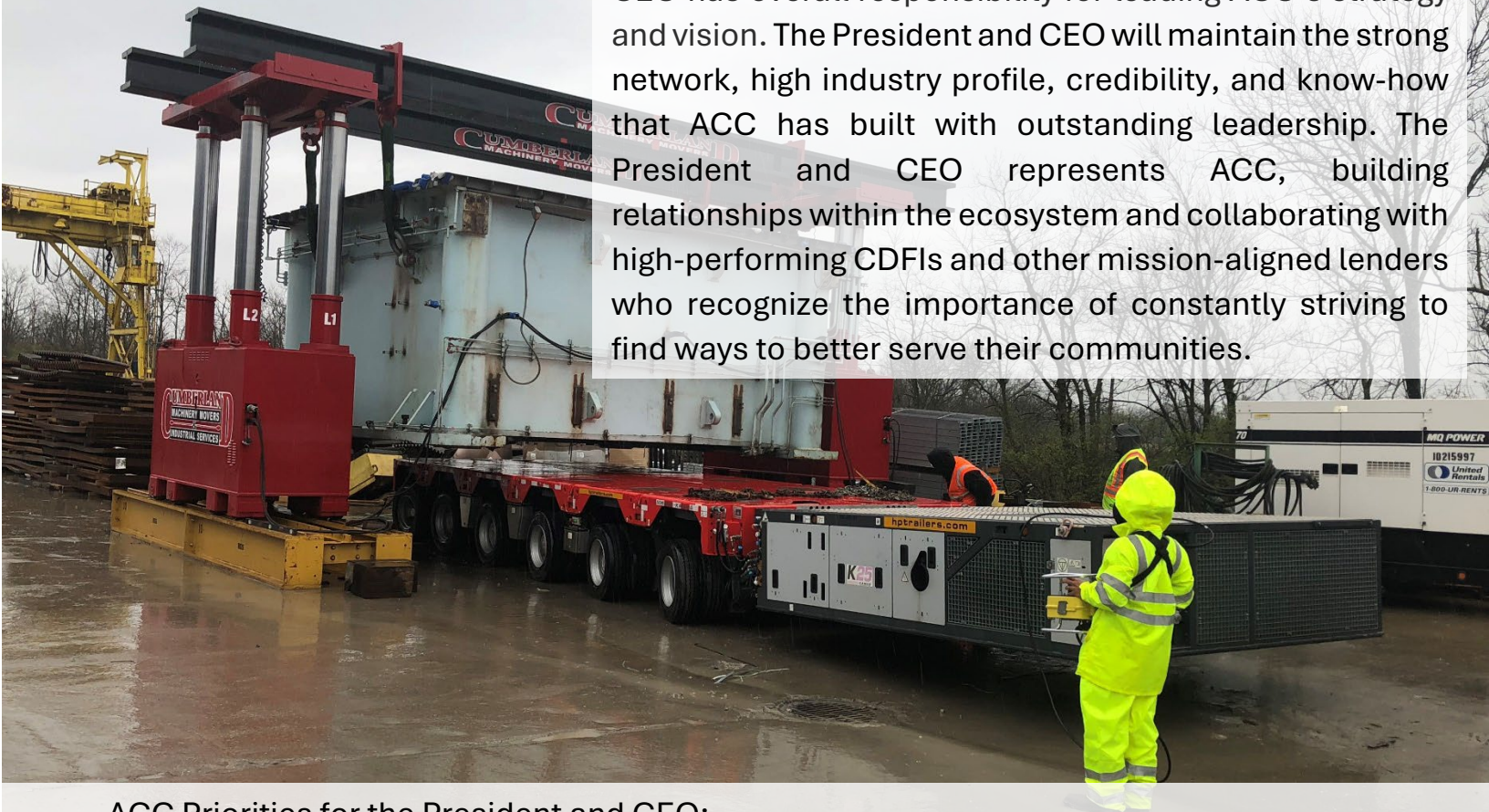
ACC is building upon a data analytics hub to continue to support diverse, small businesses in the region. The development and expansion of a shared data hub will allow CDFIs to identify, map, and better understand underinvested small businesses and entrepreneurs in the Appalachian region, particularly those small businesses in economically distressed areas.

Governed by a 7-member Board of Directors, ACC has an annual operating budget of \$6M. The ACC team includes a Senior Executive Assistant, a Chief Lending and Impact Officer, over a dozen dedicated contract staff, and a shared agreement with Locus, a CDFI, which provides back-office support (accounting, loan servicing) that contributes to ACC's mission delivery.



THE POSITION

Reporting to ACC's Board of Directors, the President and CEO has overall responsibility for leading ACC's strategy and vision. The President and CEO will maintain the strong network, high industry profile, credibility, and know-how that ACC has built with outstanding leadership. The President and CEO represents ACC, building relationships within the ecosystem and collaborating with high-performing CDFIs and other mission-aligned lenders who recognize the importance of constantly striving to find ways to better serve their communities.



ACC Priorities for the President and CEO:

- Shaping a strategic vision and framework for ACC – in partnership with the board of directors, staff, network, and community – to grow and scale impact.
- Developing and implementing an innovative business model, a diversified fund development strategy, and operations structure, including people and technology, which align with the vision and drive mission and financial sustainability.
- Leading an extensive capital campaign that identifies new approaches for attracting capital and delivers new funding for the region.
- Expanding and sustaining ACC's role as a trusted partner, community resource across Appalachia, and catalyst for equitable economic development.
- Supporting alternative energy projects, which remains an important strategy to ACC's growth and impact in Appalachia and rural places nationally regardless of EPA funding availability.
- Advancing current initiatives regarding data analytics work and technology, and supporting ACC members through development services, education, and training.
- Identifying ways to expand ACC capacity and increase net assets, growing the organization while ensuring financial sustainability.

KEY RESPONSIBILITIES

- **Leadership:** Work in partnership with the board and staff to provide strong leadership, vision, and direction for ACC to serve its members, borrowers, and small businesses and communities throughout the Appalachian Region.
- **Planning:** Working with the board, develop a shared vision for the future of the organization, build understanding around the mission, and develop appropriate goals and strategies to advance that mission.
- **Fund/Capital Raising:** Develop and implement fundraising systems and strategies that enable ACC to meet its financial development goals and carry out its programs and operations. Strengthen relations with banks, financial institutions, large foundations, government entities, and “impact investors” with a presence and/or interest in Appalachia.
- **Board Relations:** Develop and maintain a strong working relationship with the board and build a system for sharing information that enables the board to effectively carry out its governance role.
- **Financial Management:** Ensure resources are managed wisely. See that the organization's goals and strategic plan serve as the basis for sound financial management, that solid budgeting and accounting systems are in place, and that appropriate financial controls and risk-management strategies protect the organization's assets.
- **Communications and Public Relations:** Serve as the primary spokesperson and "public face" for ACC, effectively promoting the organization, advocating for its mission and work, and building relationships with constituent or stakeholder groups such as banks, foundations, corporations, social impact investors, and family offices critical to the success of ACC.
- **Administration:** Work with staff to develop, maintain, and use systems and resources that facilitate the effective operation of the organization.

QUALIFICATIONS

Successful candidates will bring a range of skills, experience, and attributes including:

- 15+ years of experience in development finance, impact-investing, and/or major grant-making management and leadership, including executive roles.
- Successful experience fundraising for operations and/or capitalization of impact investing activities.
- Hands-on experience working with CDFIs, community lenders, and development finance organizations; experience with community and economic development, including small business lending, commercial real estate development, energy finance, etc., a plus.
- Innovative, strategic mindset and a commitment to serving rural communities.
- Exceptional relationship builder across community, partners, funders, and government/legislative professionals; effective interpersonal skills.
- Outstanding communicator, with effective verbal and written skills.
- Experience working with/understanding of demographic, geographic, cultural, and economic challenges and opportunities impacting rural communities.
- Master's degree or equivalent work experience in finance, management, community and economic development, or relevant fields.

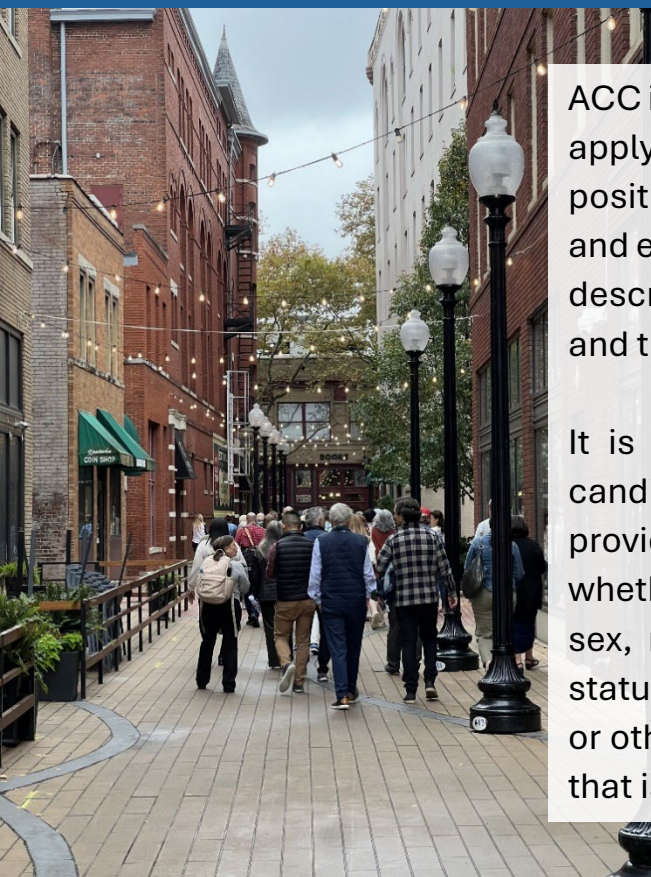


Salary will be commensurate with experience, with total compensation in the range of \$245K-\$285K. ACC offers a competitive benefits package through a Professional Employment Organization. While the position is remote, the President and CEO meets with stakeholders in urban and rural communities in the region. Ability to travel throughout Appalachia and conduct outreach within communities is a must.

APPLICATION PROCESS

To apply, upload a detailed resume and cover letter explaining qualifications and your interest in this leadership opportunity to our portal [here](#). For inquiries, contact Karen Schuler at karen.schuler@cbiz.com or Olive Idehen at olive.idehen@cbiz.com. Resume reviews begin immediately.

EQUAL OPPORTUNITY EMPLOYER



ACC is an equal opportunity employer. We encourage you to apply even if your experience is not a 100% match with the position. We are looking for someone with relevant skills and experience, not a checklist that exactly matches the job description. We are committed to creating a collaborative and thriving work environment for all employees.

It is ACC's commitment to treat all its employees and candidates for employment with dignity and respect and to provide a workplace that is free from discrimination, whether that discrimination is based on race, color, religion, sex, national origin, disability, political affiliation, marital status, ages, sexual orientation, gender identity, pregnancy, or other non-merit factors. ACC strives to have a workforce that is representative of the communities we serve.

ABOUT CBIZ'S NONPROFIT LEADERSHIP PRACTICE

CBIZ's Nonprofit Leadership Practice, in our Not-for-Profit & Education industry, is working with Appalachian Community Capital to support the search. Our group is a mission-driven professional services firm seeking to do more for nonprofits and socially conscious organizations. Learn more about our work here: [Not-for-Profit & Education | CBIZ](#).