

# **STEVEN D. GLADMAN, CAE**

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## **NON-PROFIT ASSOCIATION EXECUTIVE DIRECTOR**

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Highly qualified Executive Director with more than twenty-five years experience as the Chief Executive Officer of associations. Results oriented leader with a proven record of effective planning, budgeting, advocacy and program development. Strong organization skills and an effective verbal and written communicator.

- Skilled advocate at local, state and national levels
  - Experienced in educational program development
  - Knowledgeable about technology
  - Experienced working with Boards and Committees.
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## **PROFESSIONAL EXPERIENCE**

### **The Affordable Housing Trust for Columbus and Franklin County 2006**

#### **PRESIDENT**

CEO of a non profit that provides financing and technical services for the development and rehabilitation of affordable housing.

### **Columbus Apartment Association-Columbus, Ohio 1989-2006**

#### **EXECUTIVE DIRECTOR**

Recruited initially to develop a strong advocacy program for the multifamily industry and to improve financial performance to elevate the image and influence of the Association.

The Columbus Apartment Association is now recognized both locally and nationally as an industry leader. Financial performance has been greatly enhanced and the dependency from dues revenues reduced from 80% to 30%.

#### **Selected Results:**

- Created an effective advocacy program that was able to defeat charging sales tax on property management income.
- Developed association management reputation for excellence that allowed the Association to become the fee manager for three other real estate related associations.
- Expanded education offers to meet the training needs to member companies; increasing member value and profitability for the Association.

**Ohio Energy Action Corporation–Columbus, OH**

**1984-1989**

**EXECUTIVE DIRECTOR**

Responsible for establishing the non-profit corporation, developing the Loan Program and the Marketing Program to create consumer demand.

**Selected Results:**

- Develop a statewide network of over 50 lending institutions.
- Increased funding by increasing program demand.

**State of Ohio-Columbus, OH**

**1981-1984**

**DEPARTMENT OF DEVELOPMENT PROGRAM ADMINISTRATOR**

Administered a \$120 million federally funded energy assistance program with over \$8 million administrative budget and a staff 110.

**Selected Result**

- Received Program Excellence Award from U.S. Department of Health and Human Services.

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**EDUCATION**

**MA Adult Education-1986**

The Ohio State University-Columbus, OH

**BA Political Science-1972**

The Ohio State University-Columbus, OH

**PROFESSIONAL & COMMUNITY INVOLVEMENT**

- Grandview Heights City Council- Chair of Finance Committee
- Chair Columbus Sewer and Water Advisory Board
- Chair Cincinnati Federal Home Loan Bank Affordable Housing Advisory Council
- Recipient of the William Graves Affordable Housing Achievement Award
- Board Member Community Continuum of Care
- PNC Community Advisory Council
- Chase Community Advisory Council
- United Way Committee member
- Member Ohio Childhood Lead Safety Committee
- Certificate in Non-profit Management-Institute for Organization Management
- Certified Association Executive
- President, National Apartment Association Executive Council
- Member, Governors Affordable Housing Task Force
- Member, Mayor Growth Policy Advisory Committee
- Trustee, Columbus Better Business Bureau
- Secretary and Trustee, Crime Solvers Anonymous
- Honorary Member, Ohio Crime Prevention Association
- Founding Member, National Rural Crime Prevention Center
- Member, Phi Kappa Phi National Honor Society
- Member, Governor's State and Local Housing Task Force
- Member, State of Ohio Fire Suppression Advisory Board
- President Metropolitan Residential Services

- Member, University Ad Hoc Committee for Development Standards
- Member, State of Ohio Comprehensive Housing Assessment Strategy Committee
- Member, State of Ohio Lead Paint Advisory Committee
- Member, Mid Ohio Regional Planning Commission Light Rail Study Group
- Member, Columbus Parkland Dedication Legislative Committee
- Member, Northland Plan Revision Committee
- Member, State Savings Affordable Housing Advisory Panel
- Member, American Electric Power Customer Advisory Panel
- Member, Ameritech Customer Advisory Panel