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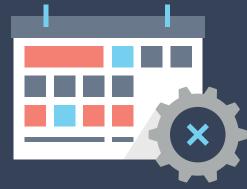
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## BRIDGE's New President, CEO Seeks to Build Brand, Bolster its Buildings

NICK DECICCO, SENIOR WRITER, NOVOGRADAC

Announced in November 2021 as the new president and chief executive officer of San Francisco-based developer, owner and affordable housing manager BRIDGE Housing, Kenneth Lombard brought a bevy of business experience, with more than four decades in business development, management, investment banking, economic development, corporate expansion, real estate investment and more.

Lombard's résumé includes high-visibility roles with Magic Johnson Enterprises and the Starbucks Corporation as well as, more recently, specializing his focus on real estate investment and development with multiple firms.

Across the many stages of his career, Lombard said he is driven and motivated by improving people's lives. That's something he hopes to do within BRIDGE's organization, but especially for residents of its more than 13,000 homes.

"To see the looks on folks' faces when you provide them with options they never thought they would experience in a lifetime of living in the community, it doesn't take a whole lot to see that kind of passion, the excitement in their eyes to know you can fundamentally make a difference," Lombard said. "I've spent a majority of my career providing quality options, whether that was in entertainment or restaurants or housing or retail, to underserved communities across the United States."



Image: Courtesy of BRIDGE Housing
Kenneth Lombard took over as president and chief executive officer of
BRIDGE Housing in November 2021.

Lombard joined BRIDGE after the 2021 departure of Cynthia Parker, who helmed the nonprofit for more than a decade. Lombard seeks to steer the nonprofit developer's present while preparing for its future, overseeing all aspects of the organization while planning its growth strategy.

"Ken is a value-oriented, thoughtful leader who is fully committed to our mission," said BRIDGE board chair Kenneth Novack in a press release announcing Lombard's hiring. Novack led the organization's search for its new CEO. "He is a proven collaborator and innovator with a stellar track record and it's a privilege to have him join BRIDGE. With his depth of experience, business acumen and valuable new perspectives, Ken is someone who will take our organization to the next level."

### Magic, Macca and More

Lombard earned his bachelor's degree in communications advertising from the University of Washington in 1976. Early in his career, he was regional director of the investment banking group for Grubb & Ellis Co., a commercial brokerage, and later, he was executive vice president of the Economic Resources Corporation.

Beginning in 1992, Lombard spent 12 years working with NBA Hall of Famer Earvin "Magic" Johnson as president and co-founder of Johnson Development Corporation, serving as a partner with the basketball legend in his post-playing career as a business magnate and entrepreneur. The firm spurred economic development in underserved communities of color in 65 cities and 17 states, becoming a titan in urban development, where his aim was improving lives.

"That was the work," Lombard said. "That was the partnership I had with Magic Johnson, something that was a real opportunity to make a difference in [the] lives of people and, really, the same commitment has drawn me to BRIDGE."

Among his ventures with Johnson was Magic Johnson Theatres, a chain of movie theaters that was later brought under the umbrella of global cinema house giant AMC. The Johnson Development Corporation also worked with Starbucks, TGI Friday's and the financial industry.

In the mid-2000s, Lombard led coffeehouse titan Starbucks' entertainment division, including the launch of a music label that recruited a small but starstudded roster that included Paul McCartney, Joni Mitchell and Paul Simon.

"Ken was instrumental in shaping Starbucks' entertainment strategy over the past several years and we are grateful for his numerous contributions to the company," said Howard Schultz, former chair and CEO of Starbucks, in a 2008 press release.

After Starbucks, Lombard focused on real estate development and investment. He made stops in various capacities in the late 2000s and into the 2010s



with multifamily and mixed-use investor Capri Capital Partners, investment management and development firm MacFarlane Partners and, most recently, real estate investment trust company Seritage Growth Properties.

I decided to stick my toe in the water and somebody kind of grabbed my whole leg and pulled me in and here I am.

-Kenneth Lombard, president and chief executive officer BRIDGE Housing

Lombard said he saw both need and opportunity to move into affordable housing with BRIDGE. A friend encouraged him to make the switch from marketrate housing.

"I decided to stick my toe in the water and somebody kind of grabbed my whole leg and pulled me in and here I am," he said.

Lombard said the need for affordable housing is apparent.

"No matter how much you try to avoid it, everywhere you see the need," Lombard said "Whether it's people living on the streets or struggling to pay rent, you see the lack of affordability, especially in the last 10 to 15 years, if you think about the multifamily side of the business."

#### **Showtime**

Lombard said his role as president and CEO of BRIDGE is to oversee all aspects of the organization. He hopes to extend BRIDGE's role as a leader in providing affordable housing options up and down the West Coast, expanding on what he sees as the legacy handed down from Don Terner. Terner, who died in 1996, was BRIDGE's first president, a passionate supporter of affordable housing.

"I feel like I have real responsibility to make sure the culture within BRIDGE is still maintained and true to the mission of BRIDGE," Lombard said. "BRIDGE has always been about quality. That's a quality experience for residents who live in our projects. We want to maintain that. We have to be in a position to keep an eye on maintaining the cost-size of projects."

Lombard said "no one day is the same" as president of BRIDGE, which has a portfolio of 13,000 apartments. He said one of the biggest personal challenges during the past few years has been navigating the COVID-19 pandemic and the way that has changed the work environment.

"I never thought through the course of my career that working remote, something like that, would probably [take hold]," Lombard said. "As a traditional, old-school guy, I prefer to be in office. But we have to adapt to everything that's changing around us. In particular, it's helped a lot of companies begin to understand how critically important our people are."

Looking toward the future, Lombard aims to maintain BRIDGE's culture and commitments while contemplating potential acquisitions. He mentioned the possibility of expanding beyond the West Coast. He's also seeing market-rate developers increasingly compete in and consider branching into affordable housing.

"We're seeing that already for a number of reasons," Lombard said. "Most markets have been pretty saturated and have enough units and availability of units. There's downward pressure on rents. Looking at the affordable side, the need is so great. There's tremendous growth opportunity. We need to maintain our position and we're in a great position to continue to do that."

Additionally, increasing BRIDGE's visibility is important to Lombard.

"It's an extraordinary nonprofit firm that has behaved and delivered in ways that have grabbed the attention of for-profit firms," Lombard said. "It's been a leader in affordable housing. I like to think we can maintain that position and build on it. We want people to be more aware of who BRIDGE is."

#### All You Need Is Love

Lombard's goals with BRIDGE are true to what drives him, wanting to make a difference.

"Every day, you want to wake up and feel like you're doing everything you can to provide the type of leadership that creates a positive environment, that allows for people to wake up and want to be part of what we're trying to build," Lombard said. "Service leadership is something I hold true to my approach. The people on the team who work at BRIDGE come first and foremost. One of our priority commitments is to maintain the right type of environment and culture, to make people know we care, to try to create a positive environment. That is as critical as anything I do on day-to-day basis."

Lombard said he doesn't think it's a challenge to foster an environment of kindness.

"It's not difficult to show everyone in the organization that you care, their work is important, that you're creating the right type of environment, as long as we stay focused on that," Lombard said. "There's going to be times when you feel sense of urgency or any particular project has challenges, but you maintain discipline around the right level of support to people. You're not making them feel like there isn't room for error. There's a healing aspect that comes, first and foremost, and it becomes not as much of a challenge. You can't just look at productivity and delivery of projects and everything about the work side and putting that first without feeling like people feel like they can have fun and enjoy what they're doing. It can be challenging, but I don't think it's that difficult when it becomes part of who you are." \$

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