



Board Meeting

CDA 1st Quarter Meeting – April 9, 2024



Agenda

- I. Dinner and Intros (30 Min)
- II. Systems Exercise (30 Min)
- III. DISC Discussion (30 Min)
- IV. Approve 2024 Slate of Board of Directors (10 min)
- V. Q2 Objectives and Key Results (20 min)

Task Oriented

C

D

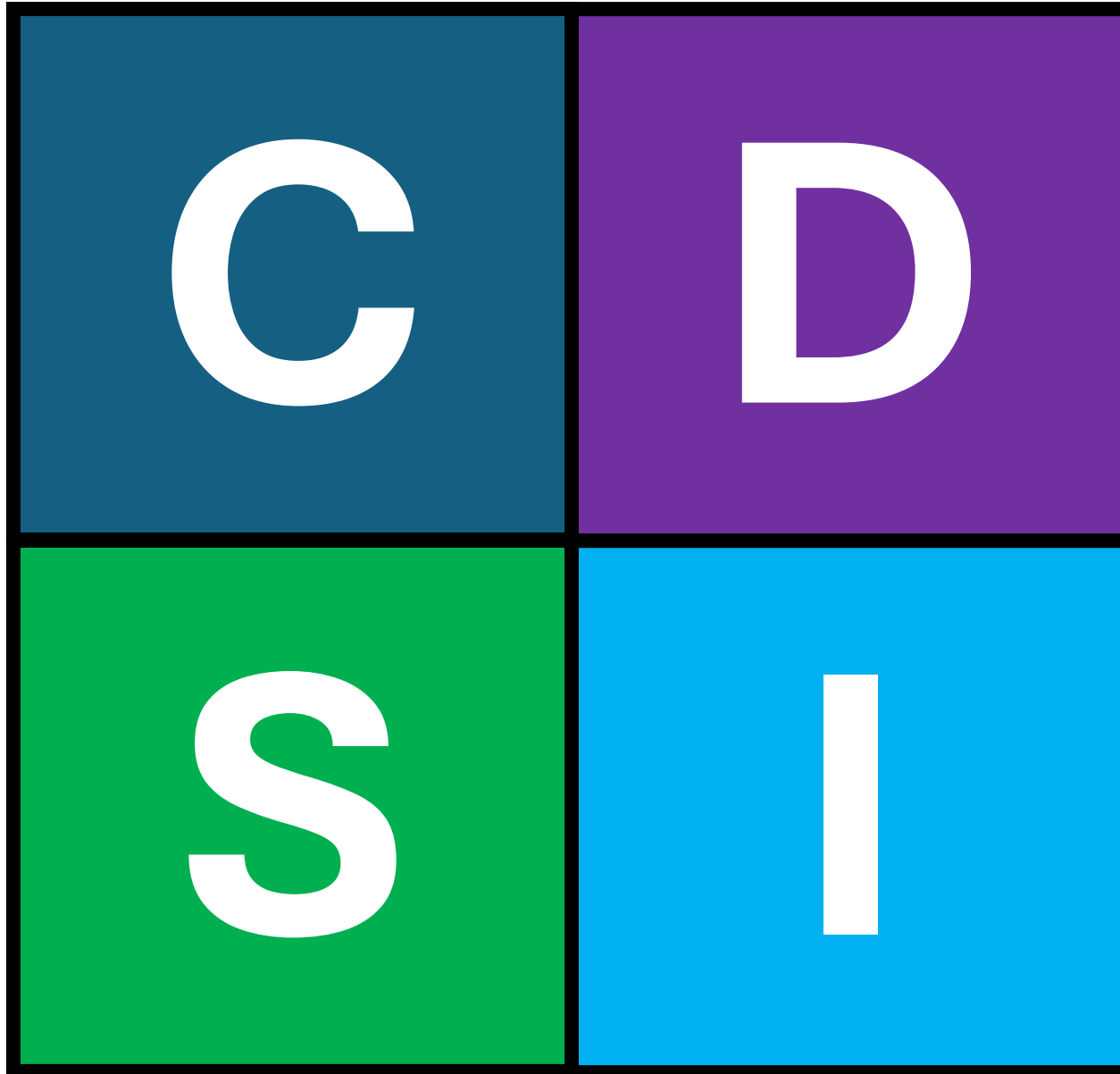
Deliberate

Fast Paced

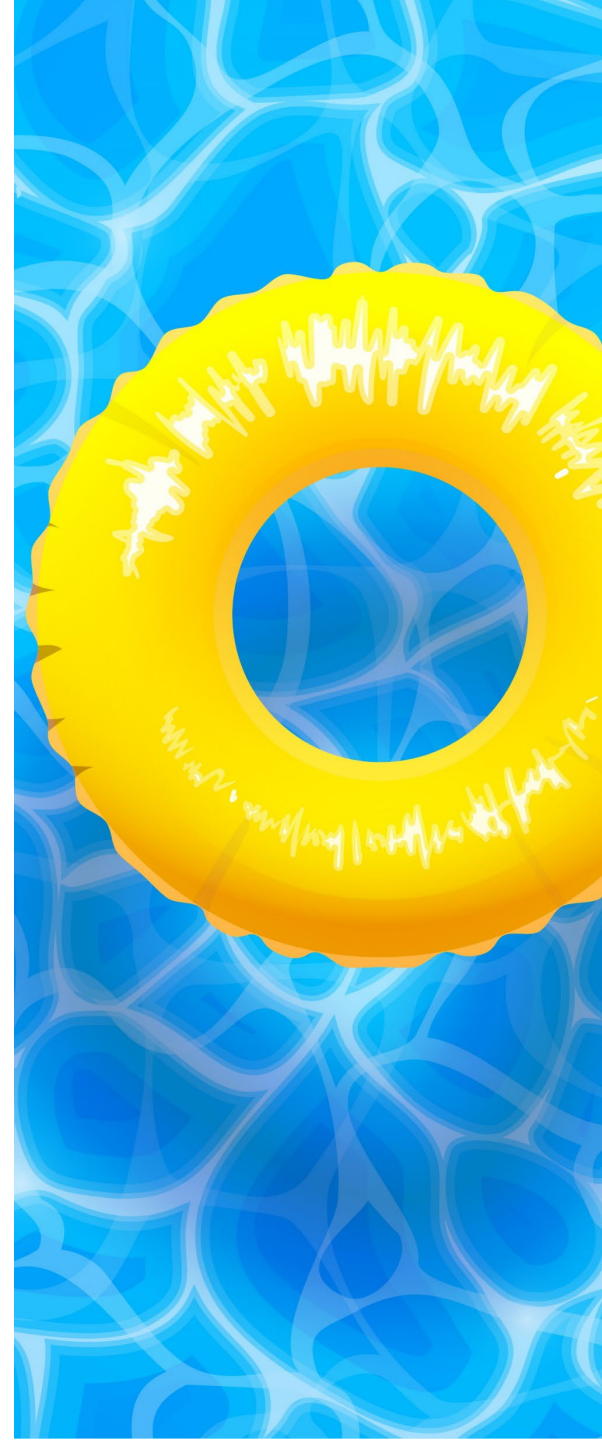
S

I

People Oriented



How would each DISC Profile go swimming?



Key takeaways from DISC Assessments

- *There is no “right” answer*
- *Treat others the way they want to be treated*
- *Need all elements to complete a team*
- *Not a life sentence – Natural vs. Adapted: We all have every trait, some of us just need to try harder to turn on certain elements.*
- *Dealing with Ds*

Efficient, Analytical, Organized, Factual,
Aware of the Consequences of their Actions,
Practical and Innovative.

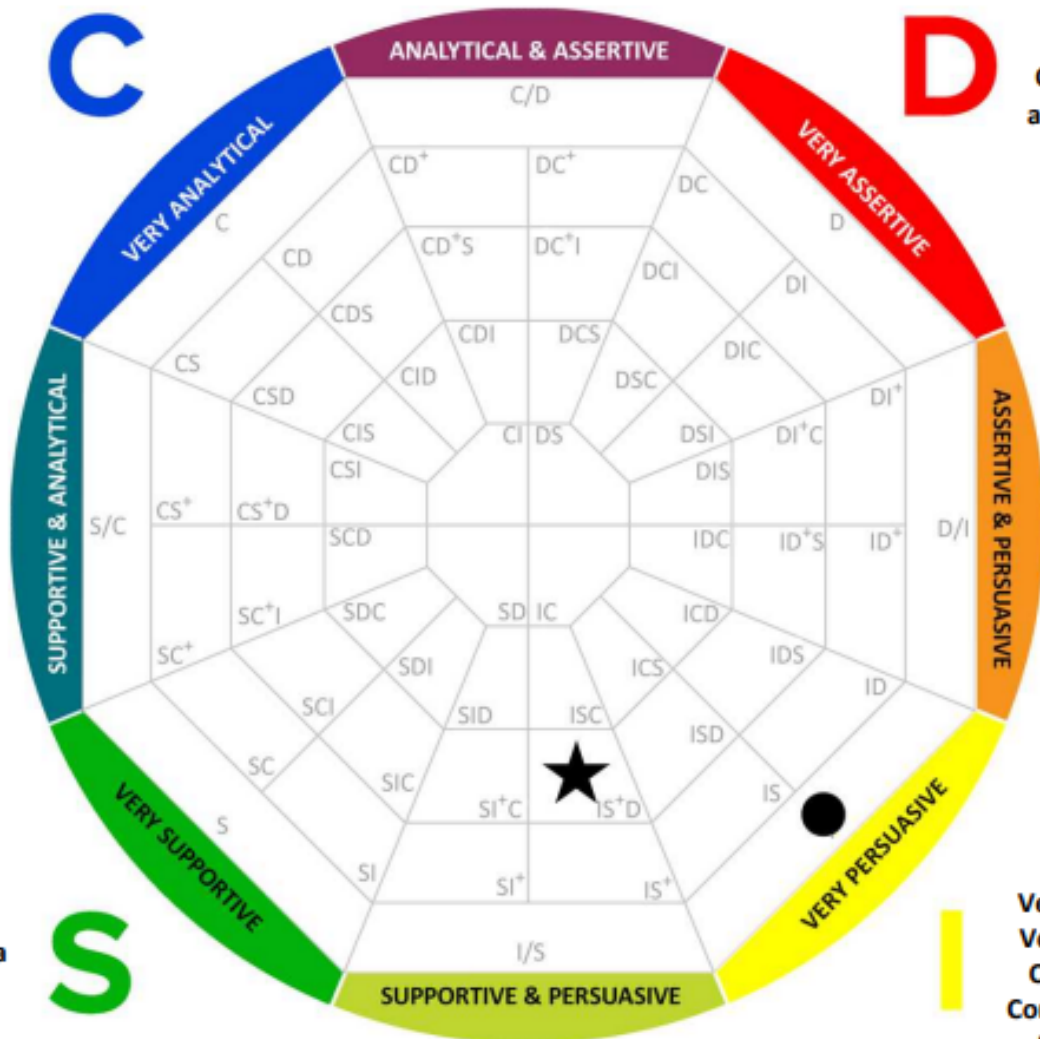
Data, Fact & Analysis
Based. Precise & Accurate
Trusts in the Value of
Structure, Standards &
Order. Sees the value of
"Rules".

Balances & Values Data
& Diplomacy, Mindful of
the "Rules". Will be Goal
Focused, Dislikes
Confusion and
Ambiguity.

Very Patient & Favors
Stability and Structure. Not a
Risk Taker, Likes to operate
at a Steady, Even Pace.

● = Natural Behavioral Style

★ = Adapted Behavioral Style



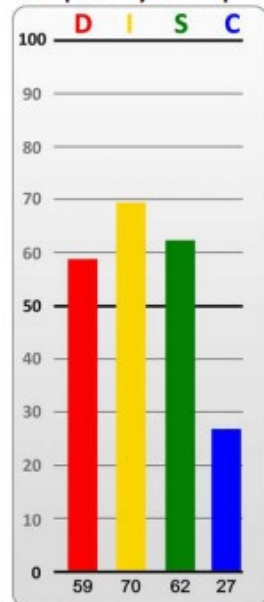
Supportive & Persuasive, Good
Team Player, Creates Good Will &
provides Good Customer Service.

Assertive, Results Focused,
Rapid Decisions, Will Seek
Challenges, Can be Aggressive
and Impatient, Desires to Lead.

Both Assertive and
Persuasive, Likely to
embrace New Concepts,
Often a Mover and a
Shaker, Can be very
outgoing with High Energy
and Engaging Effort.

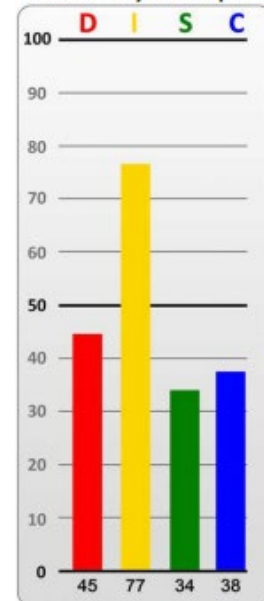
Very Outgoing & Persuasive,
Very People Oriented, Quite
Optimistic Outlook, Strong
Communication Skills, Likes to
have Variety in their day.

Adapted Style - Graph I



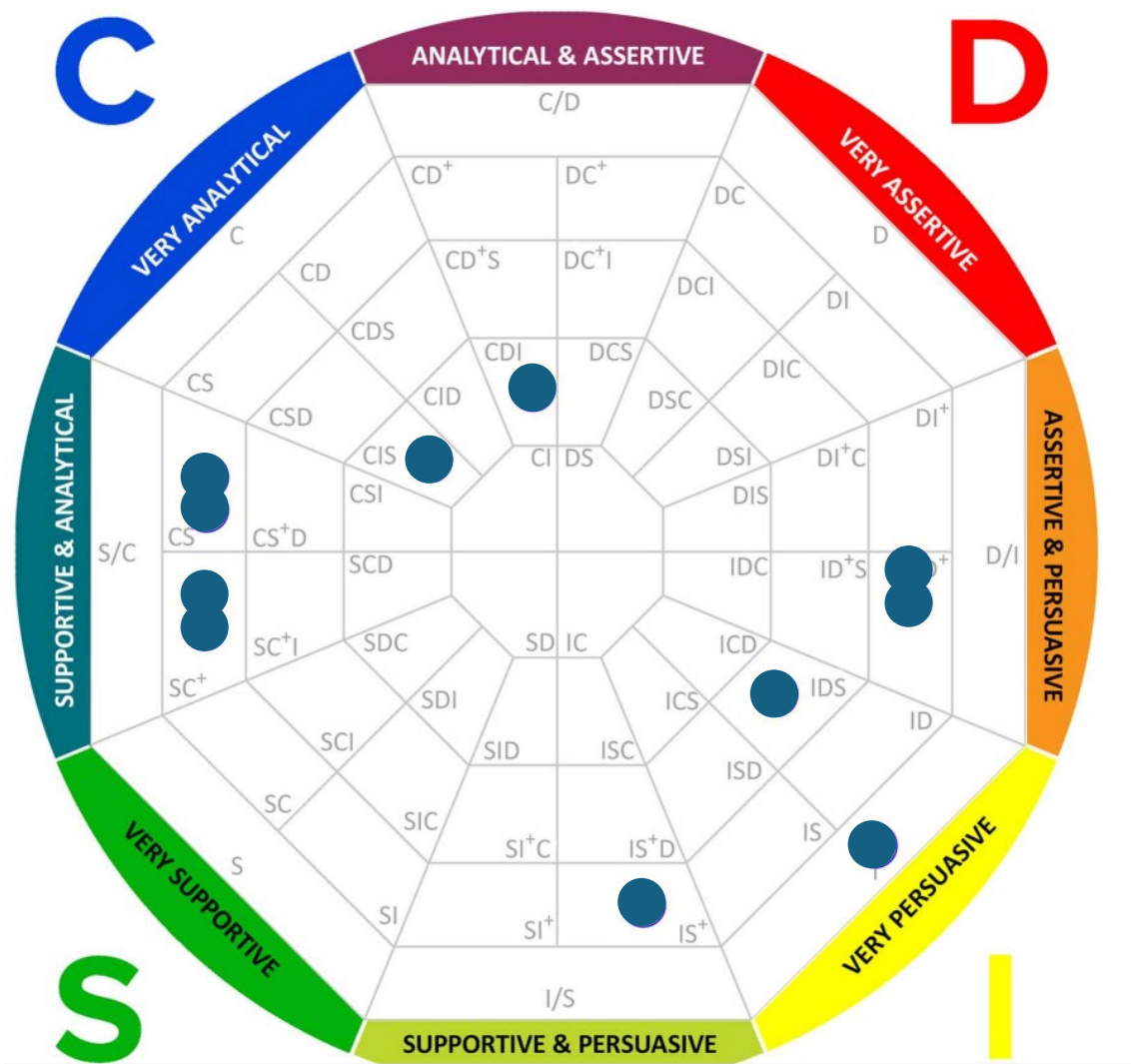
Pattern: Isd

Natural Style - Graph II

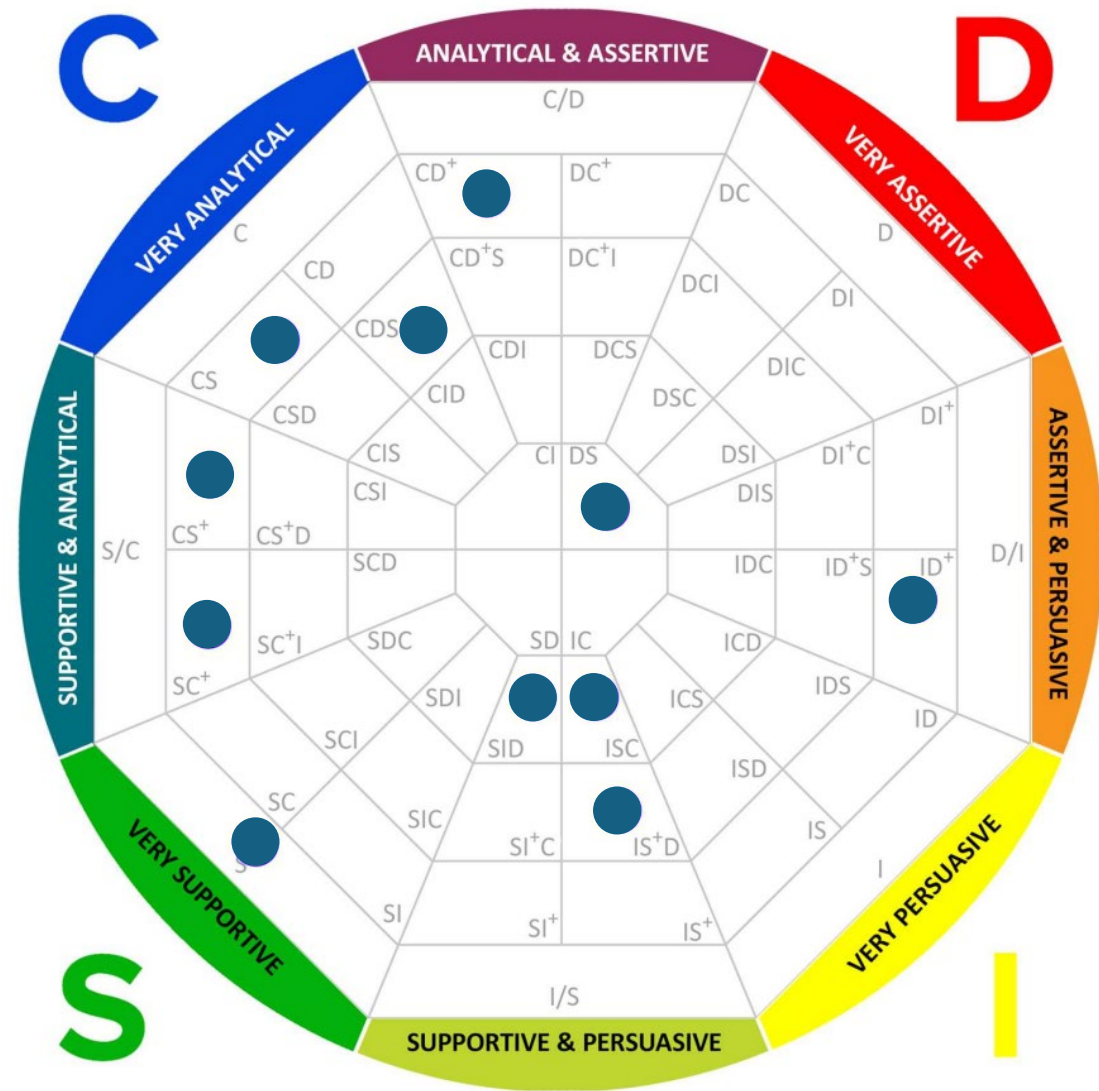


Pattern: I

Behavioral Pattern View - Natural



Behavioral Pattern View - Adapted



When Communicating with Teig, DO:

- Offer input on how to make ideas become reality.
- Be certain to specify instructions for continuing action.
- Plan to talk about things that support Teig's dreams and goals.
- Provide immediate incentives for Teig's willingness to help on the project.
- Be engaging, stimulating, and fast-paced.
- Plan some extra time in your schedule for talking, relating, and socializing with Teig.
- Be certain to conclude the communication with modes of action and specific instructions for the next step.

When Communicating with Teig, DON'T:

- Let the discussion with Teig get caught in dreams too much, otherwise you'll lose time.
- Be impersonal or judgmental.
- Get bogged down in facts, figures, or abstractions.
- Stick too rigidly to the agenda.
- Leave decisions hanging in the air. Be certain all decision points have reached closure and result in plans for action.
- Be cool, aloof, or regimented.
- Be overly task-oriented.

	Traits	Needs	Blind Spot	What they do at a pool	How they plan a Christmas Party	Reaction to Change	Boiling Point	How to approach	To be effective
D	<ul style="list-style-type: none"> • Direct • Results Oriented • Decisive • Independent • Big Thinker • <u>Take Action</u> 	<ul style="list-style-type: none"> • Challenge • Choice • Control 	Can appear to be defiant	Jumps right in	No definitive idea or plan, just delegates to others to get it done	Yes! (if it's my idea)	Anger & Yelling	<ul style="list-style-type: none"> • Make it feel like it is their <u>idea</u> • Make sure there voice is <u>heard</u> • Wants you to be quick, confident, motivated. 	Slow down to speed up
I	<ul style="list-style-type: none"> • Interactive • Friendly • Enthusiastic • Fun • Inspiring • Emotional 	<ul style="list-style-type: none"> • Image • Recognition • To be liked 	Can appear to be illogical	"Come on everyone, let's jump in together!"	Several parties not just one, multiple entertainment and food options, childcare so people can participate, "Holiday Party" so no one is offended	We need to bring people <u>along</u> , feelings and relationships are important	Talk & Cry	<ul style="list-style-type: none"> • Support, wait, shut up and <u>listen</u> • Wants you to be fun, enthusiastic, responsive 	Follow one course until successful (FOCUS)
S	<ul style="list-style-type: none"> • Steady • Helpful • Diplomatic • Sentimental • Quiet • Kind 	<ul style="list-style-type: none"> • Appreciation • Security • Peace 	Can be a pleaser	Puts toe in the water to check it out, waits to see what others do	A plan to <u>make a plan</u> , delegates to each member of the group a separate part of the plan (food, entertainment, etc.) to report back to the group	Initially "no", but will eventually help	Poker Face	<ul style="list-style-type: none"> • Ask questions to draw out their opinion and <u>ideas</u> • Wants you to be kind, patient, soft-spoken 	Become comfortable being uncomfortable
C	<ul style="list-style-type: none"> • Calculating • Logical • Witty • Analytical • Cautious • Thinker 	<ul style="list-style-type: none"> • Value • Excellence • Quality Answers 	Can appear to be cold	Reads <u>all of</u> the rules before going in	Invites will go out exactly one week prior, party is exactly on the 25 th , assign who brings what so there are no repeats or things missing.	1,000,000 questions	Fear & 18 page memo	<ul style="list-style-type: none"> • Let them express fear. Discuss the probability of those fears coming true. • Wants you to be accurate, objective, un-emotional 	In pursuit of <u>perfection</u> you can miss excellence



Annual Objectives & Key Results

	2022	2023	2024	2025	2026
Grow Down Payment Assistance & Homebuyer Counseling by 10% Each Year	Build System to track Baseline	Set Baseline: 600	660	725	800
Vacant Lots to Entry Level Homes: develop a sustainable system of 100 new homes per year	Baseline: 20/year	40/year	60/year	80/year	100/year
Acquisition Fund: develop a sustainable system to acquire 100 homes per year	Build and Fund new system	Set Baseline: 40/year	60/year	80/year	100/year
Alternative Lending: develop a sustainable system to lend to 200 families per year on the bench		Develop Business Plan	Launch & Measure Baseline	TBD	TBD

COLLECTIVE AFFORDABLE HOUSING PLAN: 2024 Q2 UPDATE



	Grow DPA	Acquisition Fund	Entry Level Homes	Alternative Lending
Long Term Goal	Grow Down Payment Assistance (DPA) & Homebuyer Counseling by 10% each year for 5 years	Acquire 100 single family homes and duplexes every year that would otherwise be investor owned and sell to homeowners	Construct 100 entry level homes on vacant lots every year	Create a local lending pool that lends to first time homebuyers based on rental history
Q1 OKR Update	<input type="checkbox"/> Complete Agreements with HBC organizations	<input checked="" type="checkbox"/> LIHTC Expiration ASAP Session	<input checked="" type="checkbox"/> Backbone TID approved by City Staff	<input checked="" type="checkbox"/> Conversations with Investors.
Recommended Q2 OKR	<input type="checkbox"/> Integrate quarterly neighborhood organization meeting <input type="checkbox"/> Distribute funds to HBC <input type="checkbox"/> Launch Section 8 to Homeowner Team	<input type="checkbox"/> Launch LIHTC expiration team	<input type="checkbox"/> Complete 25 Foot wide lot design <input type="checkbox"/> Submit Harambee TID Information to City <input type="checkbox"/> Begin Planning Lindsay Heights TID <input type="checkbox"/> CDA Board support of Grow MKE	<input type="checkbox"/> Pitch plan to investor challenge



	Communications	Resident Collaboration	Org. Structure & Financial	Legal partnership
Long Term Goal	Effective communication with residents, practitioners and funders	Continuous Resident Collaboration	An organizational structure and budget that positions CDA to maximize collective action in housing.	Excellent legal support to guide complicated policy analysis.
Q1 OKR UPDATE	<ul style="list-style-type: none"> ✓ Bus Tour ✓ Maintain Newsletter 	<ul style="list-style-type: none"> ✓ Launch Resident Council ✓ Launch Pop-Up Pro 	<ul style="list-style-type: none"> ✓ Launch Board 	<ul style="list-style-type: none"> ✓ Assessor confirmation of Property tax of MCLT
Recommended Q2 OKR	<ul style="list-style-type: none"> <input type="checkbox"/> Maintain Newsletter & Quarterly Meetings <input type="checkbox"/> Outline for Annual Conference 	<ul style="list-style-type: none"> <input type="checkbox"/> Complete 10 resident meetings 	<ul style="list-style-type: none"> <input type="checkbox"/> Hire Operations position <input type="checkbox"/> Hire Policy Position <input type="checkbox"/> Launch Policy Council <input type="checkbox"/> Orientation of New Board Members 	<ul style="list-style-type: none"> <input type="checkbox"/> Complete Backbone TID contracts <input type="checkbox"/> Opinion on Resident Priority under Fair Housing