**Search Committee Notes 10-17-2019**

**Attending:** Beth, Chico, Bob, Gordon, Joanna (by phone), Bethany

1. **Proposals and Questions**
* Talked about tools for assessing emotional competencies. Maybe more appropriate for a next phase question for one or two firms. Sometimes you are sure about fit with a potential hire and it still doesn’t work. More concern about whether a candidate from outside the area, for example, will be able to transition well to the Triangle and/or North Carolina.
* Talked about the need for a position profile, not just a job description. The organizational assessment piece will need to be discussed with firms—what needs to be new, what can they work with that DHIC already has? Transition Committee will discuss Gregg’s take on his current and a future description on Monday, 10/21.
1. **Individual Firms**
* **Joanna:** Terra Search did the best job responding. Would like to add to questions: What percent of time has the firm had to provide services for a second search? Add to question around failed searches. Also liked Moss, Armstrong, Conway in that order. Conway’s diversity statement was less compelling to her.
* **Gordon:** May be missing some of the Terra, was interested in Conway, wouldn’t want to dismiss them. How to flesh out non-profit v. development.
* **Bob:** Terra Search was the only one with DHIC-type experience. The person who is assigned to the work has exactly the experience – real estate, LIHTC experience, etc. Really impressed me. Suggested a question specific to the individual in the lead: What does the person who is doing the search understand about the nature of the organization and organizations that are analogous to DHIC?
* **Chico:** Terra Search had made their firm very diverse, had good experience, impressed. One of their podcasts included Phil Freelon. Agrees that we can’t just approach this problem (affordable housing) from a non-profit perspective. Need the real estate/development skills. Not as impressed with Conway and Greenwood.
1. **Interviewing Protocol**
* Talked about the questions and made some additions/modifications/deletions/consolidations based on concerns outlined above
* Beth will be the one to ask the questions. Will ask for quick intros and then move forward.
* Beth will provide calendar announcements and call-in numbers for everyone, including the firms. There will be two different numbers each day.
* Will use a modified CHC ranking form as a tool, but not an end-all. Will be emailed in advance.
* Beth took polled attended on their availability for each call.
* Will set up a separate conference call for Friday, 10/25, 2pm – 3pm to narrow the field or make a final decision.