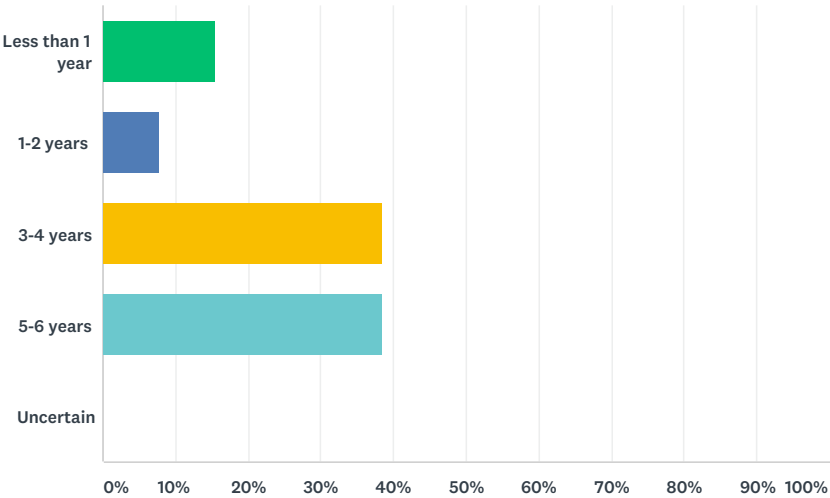


Q1 How long have you served on the Board?

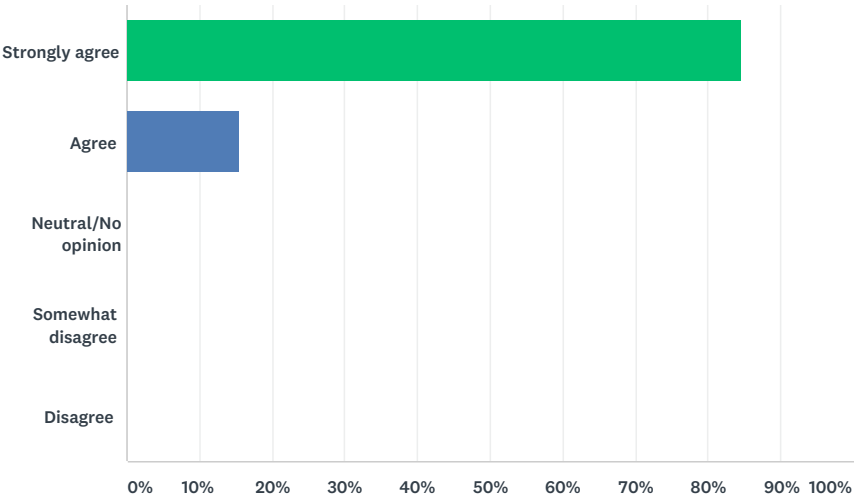
Answered: 13 Skipped: 0



ANSWER CHOICES		RESPONSES	
Less than 1 year		15.38%	2
1-2 years		7.69%	1
3-4 years		38.46%	5
5-6 years		38.46%	5
Uncertain		0.00%	0
TOTAL			13

Q2 Board members receive sufficient orientation to DHIC and the responsibilities of serving on the Board.

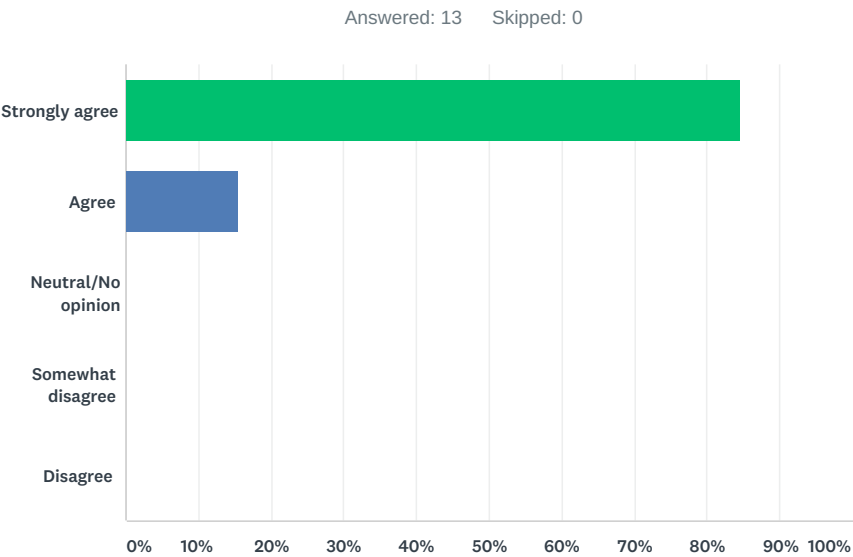
Answered: 13 Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		84.62%	11
Agree		15.38%	2
Neutral/No opinion		0.00%	0
Somewhat disagree		0.00%	0
Disagree		0.00%	0
TOTAL			13

#	COMMENTS:	DATE
1	I think we do a good job onboarding new board members. Between in person meetings and all the information available in the board portal.	11/21/2019 8:34 PM

Q3 Board members understand DHIC's mission, products and programs.

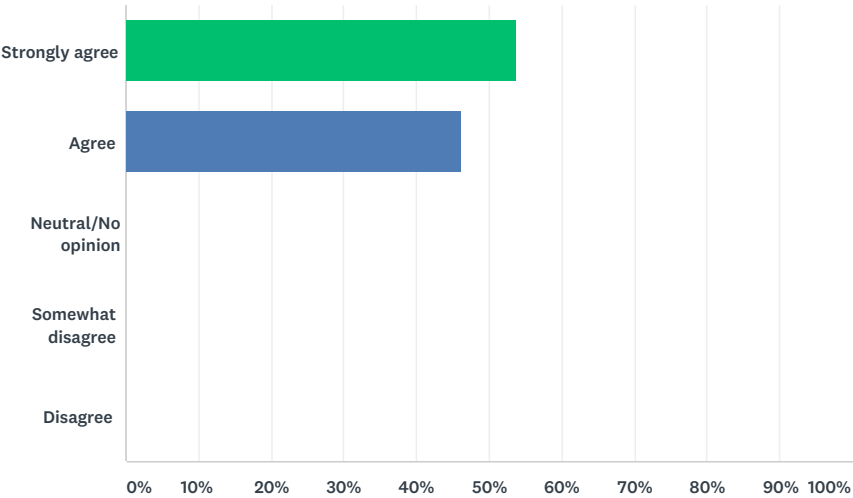


ANSWER CHOICES		RESPONSES	
Strongly agree		84.62%	11
Agree		15.38%	2
Neutral/No opinion		0.00%	0
Somewhat disagree		0.00%	0
Disagree		0.00%	0
TOTAL			13

#	COMMENTS	DATE
1	I think all our board members are informed about our programs and mission.	11/21/2019 8:34 PM

Q4 The respective roles and expectations of Board members, committee members, and DHIC staff are clear.

Answered: 13 Skipped: 0

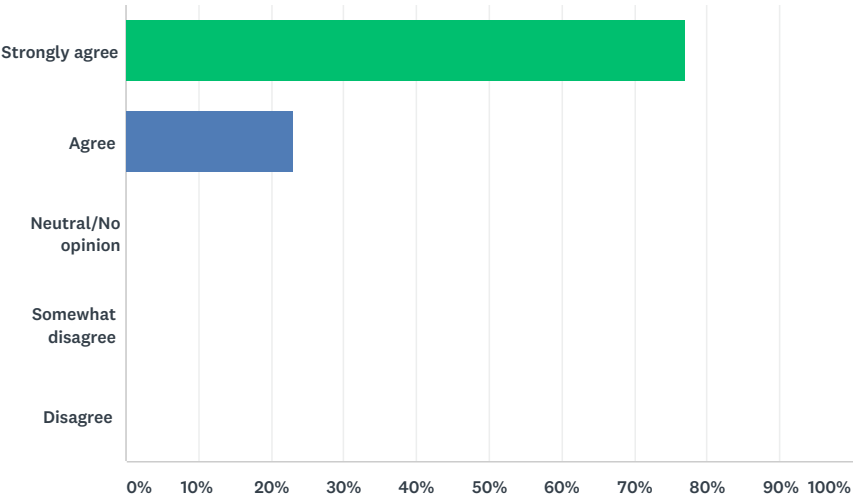


ANSWER CHOICES		RESPONSES	
Strongly agree		53.85%	7
Agree		46.15%	6
Neutral/No opinion		0.00%	0
Somewhat disagree		0.00%	0
Disagree		0.00%	0
TOTAL			13

#	COMMENTS:	DATE
	There are no responses.	

Q5 Board and staff leadership foster an environment that builds trust and respect among Board members.

Answered: 13 Skipped: 0

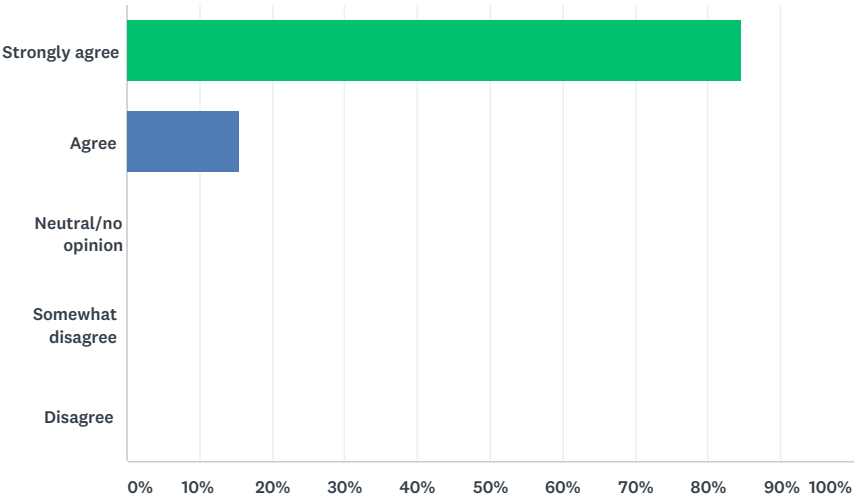


ANSWER CHOICES		RESPONSES	
Strongly agree		76.92%	10
Agree		23.08%	3
Neutral/No opinion		0.00%	0
Somewhat disagree		0.00%	0
Disagree		0.00%	0
TOTAL			13

#	OTHER (PLEASE SPECIFY)	DATE
1	Staff is extremely professional and leadership does and excellent job involving them with the Board.	12/4/2019 6:42 PM

Q6 Meeting agendas allow adequate time for Board members to ask questions and explore pertinent issues.

Answered: 13 Skipped: 0

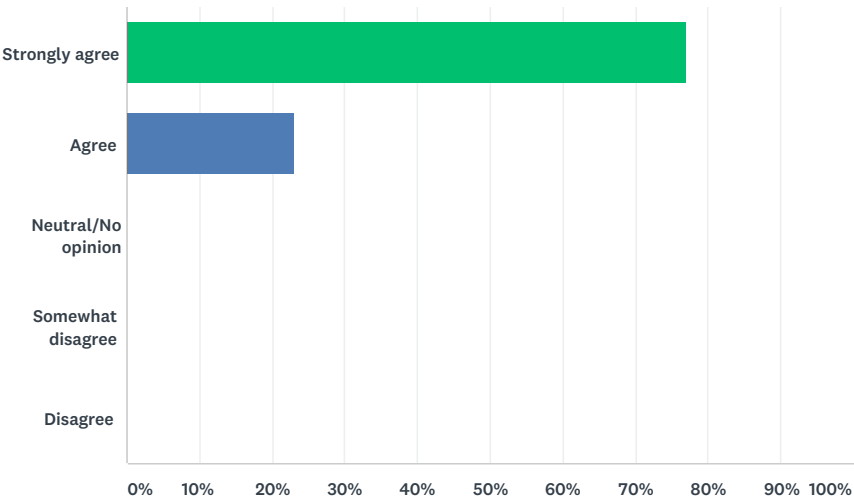


ANSWER CHOICES		RESPONSES	
Strongly agree		84.62%	11
Agree		15.38%	2
Neutral/no opinion		0.00%	0
Somewhat disagree		0.00%	0
Disagree		0.00%	0
TOTAL			13

#	COMMENTS:	DATE
	There are no responses.	

Q7 The Board receives regular and useful reports on finances/budgets, program performance and other important matters.

Answered: 13 Skipped: 0

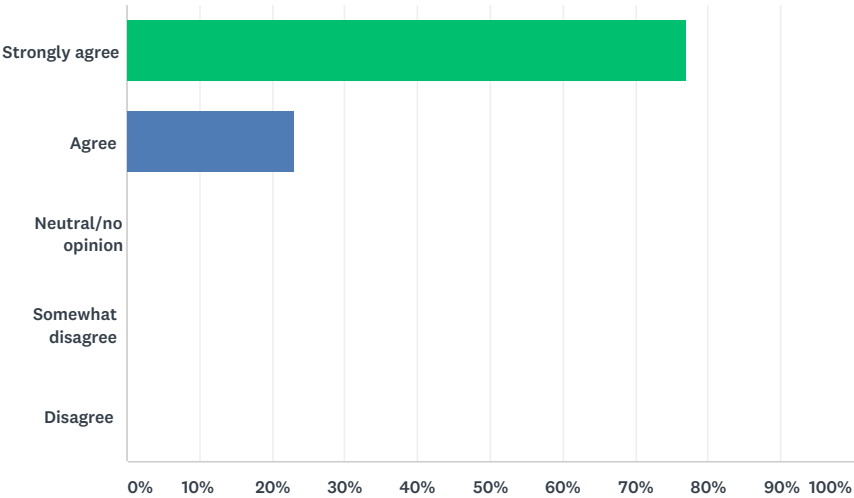


ANSWER CHOICES		RESPONSES	
Strongly agree		76.92%	10
Agree		23.08%	3
Neutral/No opinion		0.00%	0
Somewhat disagree		0.00%	0
Disagree		0.00%	0
TOTAL			13

#	COMMENTS:	DATE
1	CFO is very good at presenting financial information in a fashion so that all Board members may understand the reports.	12/4/2019 6:42 PM
2	It would be great to open orientation and even some financial document orientations to all board members periodically. Never hurts to have a refresher.	11/27/2019 10:03 PM

Q8 The Board attends to appropriately high-level and policy-related decisions that guide operations and staff activities.

Answered: 13 Skipped: 0

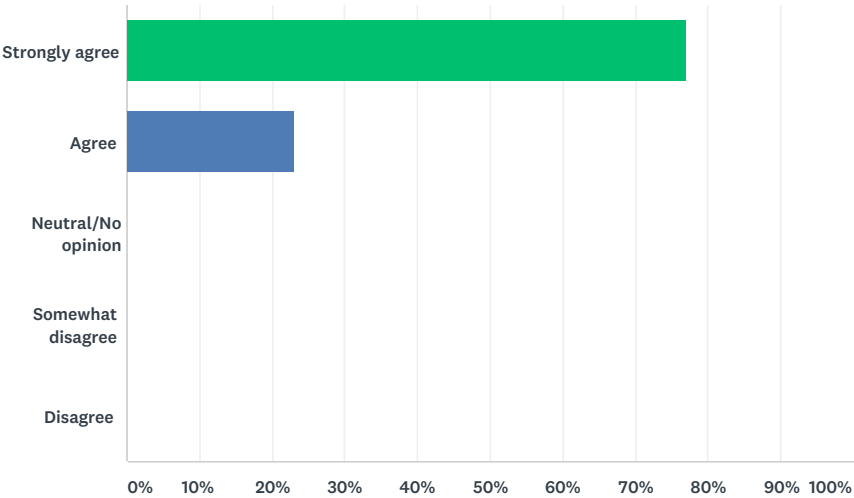


ANSWER CHOICES		RESPONSES	
Strongly agree		76.92%	10
Agree		23.08%	3
Neutral/no opinion		0.00%	0
Somewhat disagree		0.00%	0
Disagree		0.00%	0
TOTAL			13

#	COMMENT:	DATE
	There are no responses.	

Q9 DHIC staff provides Board members with timely and appropriate information needed for the Board to make informed decisions.

Answered: 13 Skipped: 0

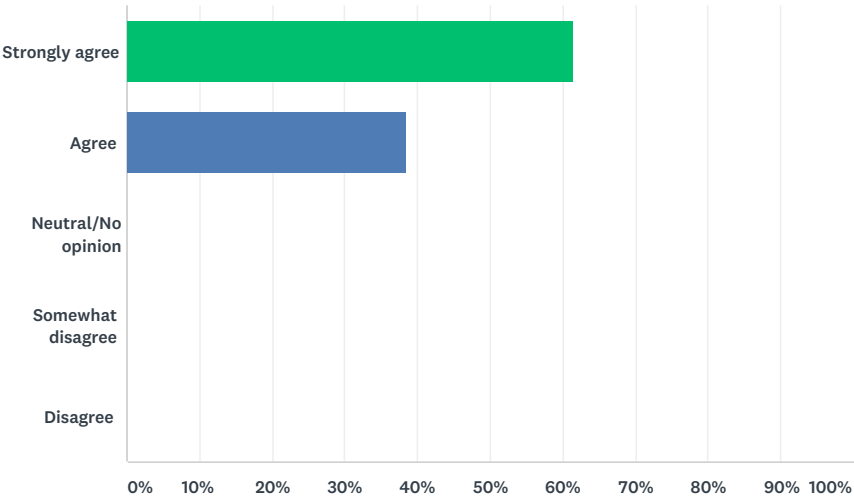


ANSWER CHOICES		RESPONSES	
Strongly agree		76.92%	10
Agree		23.08%	3
Neutral/No opinion		0.00%	0
Somewhat disagree		0.00%	0
Disagree		0.00%	0
TOTAL			13

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q10 The Board is actively engaged in realistic strategic planning.

Answered: 13 Skipped: 0

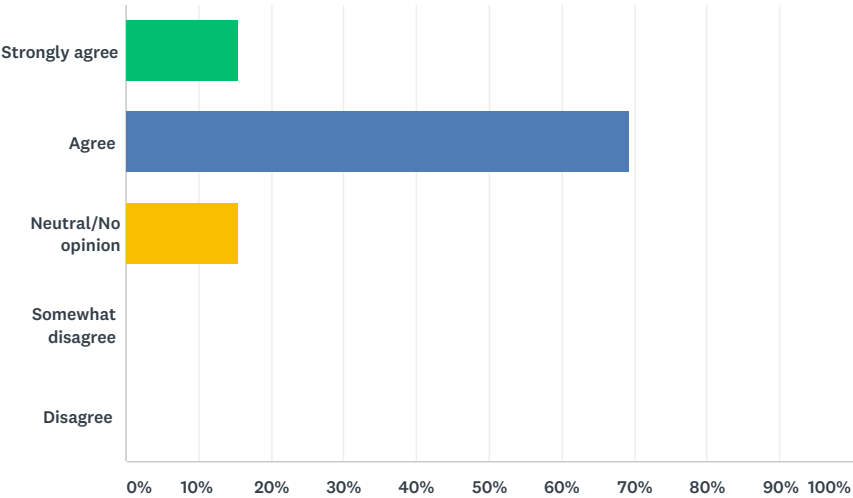


ANSWER CHOICES		RESPONSES	
Strongly agree		61.54%	8
Agree		38.46%	5
Neutral/No opinion		0.00%	0
Somewhat disagree		0.00%	0
Disagree		0.00%	0
TOTAL			13

#	COMMENTS:	DATE
	There are no responses.	

Q11 The Board regularly monitors and evaluates DHIC's progress toward goals outlined in its strategic plan.

Answered: 13 Skipped: 0

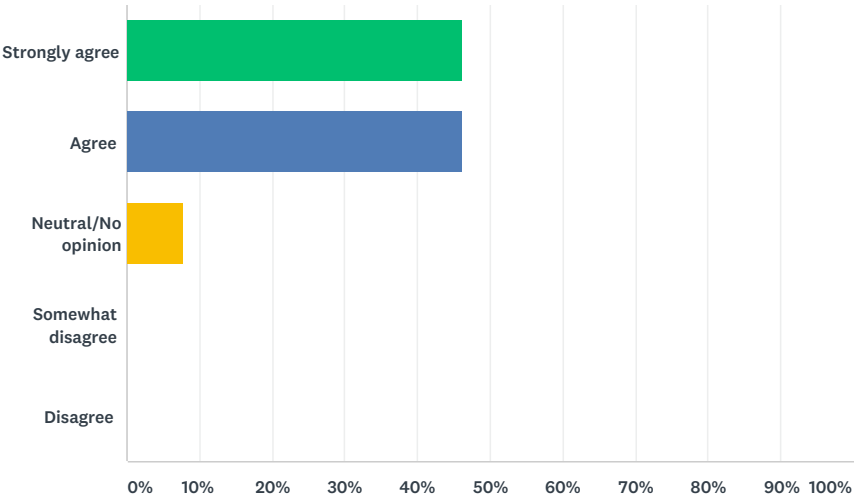


ANSWER CHOICES		RESPONSES	
Strongly agree		15.38%	2
Agree		69.23%	9
Neutral/No opinion		15.38%	2
Somewhat disagree		0.00%	0
Disagree		0.00%	0
TOTAL			13

#	COMMENTS:	DATE
1	We could likely do a better job of this - perhaps by reviewing annually at a board meeting?	11/21/2019 8:34 PM

Q12 The Board regularly reviews its policies and amends as needed in consultation with qualified professionals.

Answered: 13 Skipped: 0

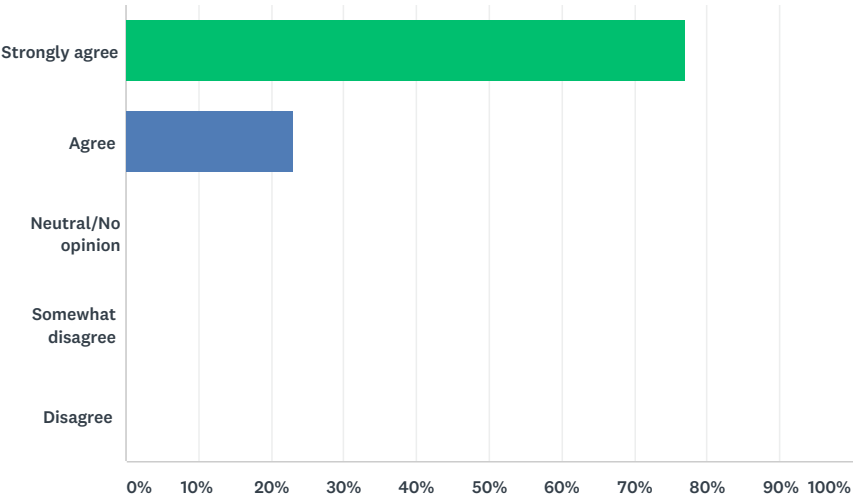


ANSWER CHOICES		RESPONSES	
Strongly agree		46.15%	6
Agree		46.15%	6
Neutral/No opinion		7.69%	1
Somewhat disagree		0.00%	0
Disagree		0.00%	0
TOTAL			13

#	COMMENTS:	DATE
	There are no responses.	

Q13 The Board affirms its conflict of interest policy annually and adheres to it.

Answered: 13 Skipped: 0

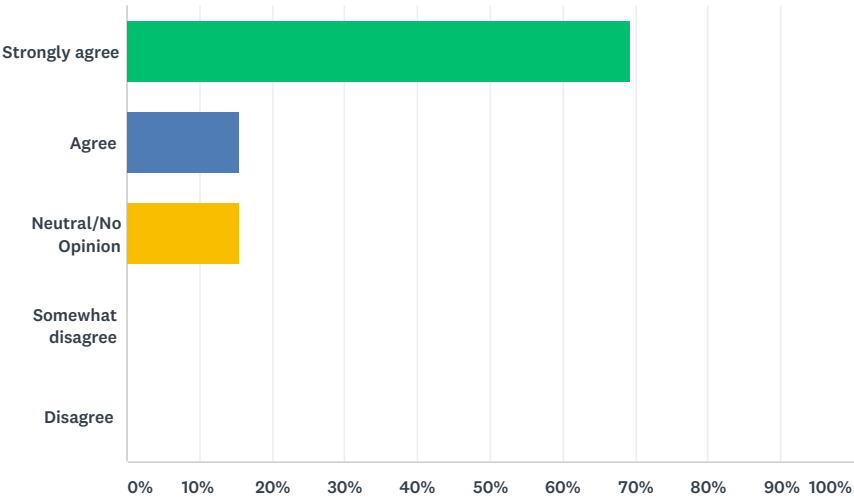


ANSWER CHOICES		RESPONSES	
Strongly agree		76.92%	10
Agree		23.08%	3
Neutral/No opinion		0.00%	0
Somewhat disagree		0.00%	0
Disagree		0.00%	0
TOTAL			13

#	COMMENTS:	DATE
	There are no responses.	

Q14 The Board regularly evaluates DHIC's President/CEO.

Answered: 13 Skipped: 0

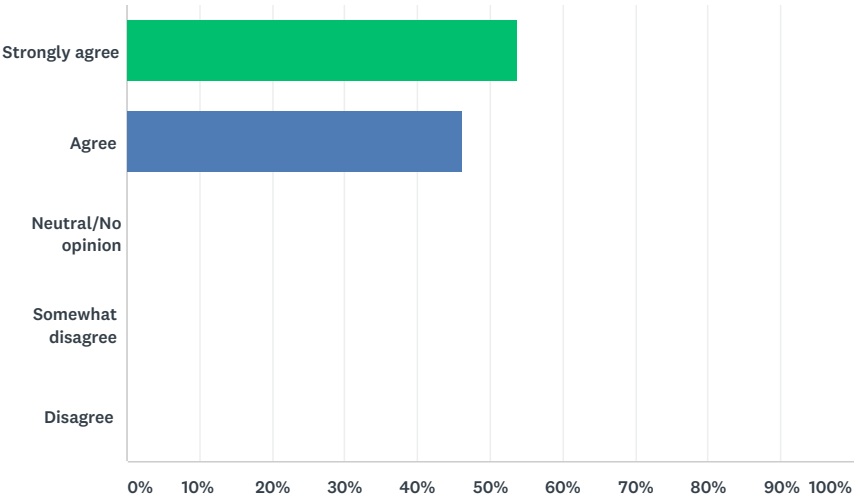


ANSWER CHOICES		RESPONSES	
Strongly agree		69.23%	9
Agree		15.38%	2
Neutral/No Opinion		15.38%	2
Somewhat disagree		0.00%	0
Disagree		0.00%	0
TOTAL			13

#	COMMENTS:	DATE
1	President does excellent job of providing a self-evaluation and an honest overview of DHIC on an annual basis.	12/4/2019 6:42 PM

Q15 DHIC's Board is the right size to meet the current needs of the organization.

Answered: 13 Skipped: 0

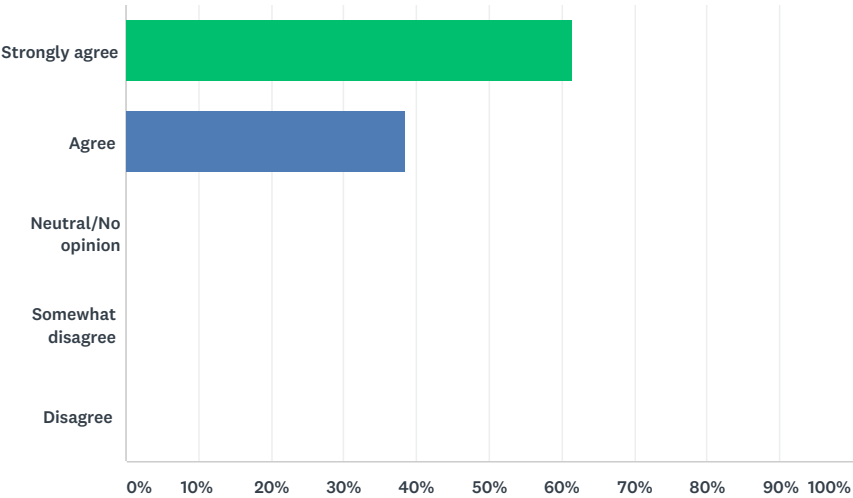


ANSWER CHOICES		RESPONSES	
Strongly agree		53.85%	7
Agree		46.15%	6
Neutral/No opinion		0.00%	0
Somewhat disagree		0.00%	0
Disagree		0.00%	0
TOTAL			13

#	COMMENTS:	DATE
	There are no responses.	

Q16 The DHIC Board has a balanced representation of expertise, community stakeholders, and diversity.

Answered: 13 Skipped: 0

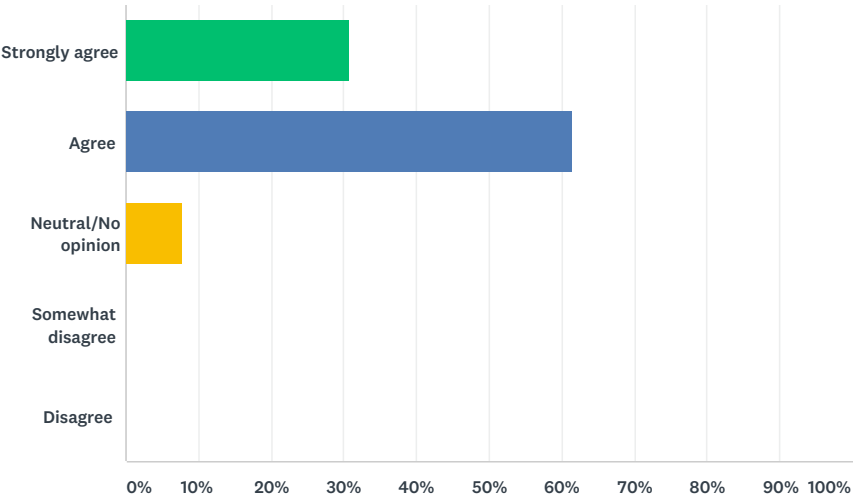


ANSWER CHOICES		RESPONSES	
Strongly agree		61.54%	8
Agree		38.46%	5
Neutral/No opinion		0.00%	0
Somewhat disagree		0.00%	0
Disagree		0.00%	0
TOTAL			13

#	COMMENTS:	DATE
1	Board is extremely engaged with the mission and a very good mix of expertise.	12/4/2019 6:42 PM

Q17 The Board's nominating process is clear, transparent, and effective in meeting DHIC's Board membership needs.

Answered: 13 Skipped: 0

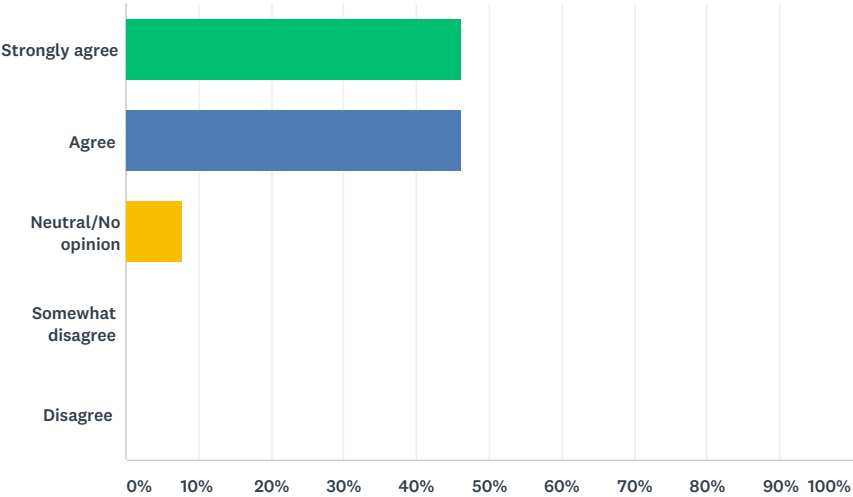


ANSWER CHOICES		RESPONSES	
Strongly agree		30.77%	4
Agree		61.54%	8
Neutral/No opinion		7.69%	1
Somewhat disagree		0.00%	0
Disagree		0.00%	0
TOTAL			13

#	COMMENTS:	DATE
	There are no responses.	

Q18 DHIC staff provides sufficient assistance to Board members to help them fulfill their annual pledges, including participation in fundraising activities and DHIC-sponsored events.

Answered: 13 Skipped: 0

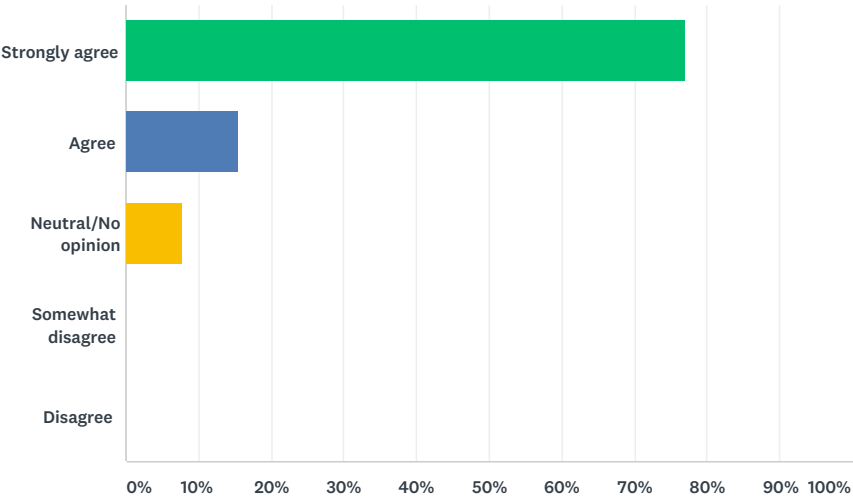


ANSWER CHOICES		RESPONSES	
Strongly agree		46.15%	6
Agree		46.15%	6
Neutral/No opinion		7.69%	1
Somewhat disagree		0.00%	0
Disagree		0.00%	0
TOTAL			13

#	COMMENTS:	DATE
	There are no responses.	

Q19 DHIC offers ample opportunities for Board members to participate in training that improves their skills, knowledge, and effectiveness.

Answered: 13 Skipped: 0

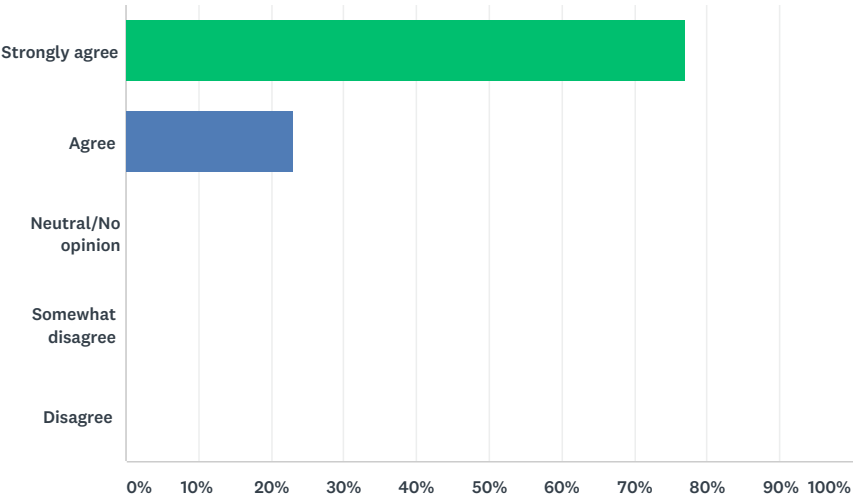


ANSWER CHOICES	RESPONSES	
Strongly agree	76.92%	10
Agree	15.38%	2
Neutral/No opinion	7.69%	1
Somewhat disagree	0.00%	0
Disagree	0.00%	0
TOTAL		13

#	COMMENTS:	DATE
1	Board members are encouraged to attend training meetings. I had the opportunity to attend three.	12/4/2019 6:42 PM
2	Very grateful for these opportunities!	11/27/2019 10:03 PM

Q20 Most DHIC Board members demonstrate an appropriate level of commitment, involvement and enthusiasm.

Answered: 13 Skipped: 0

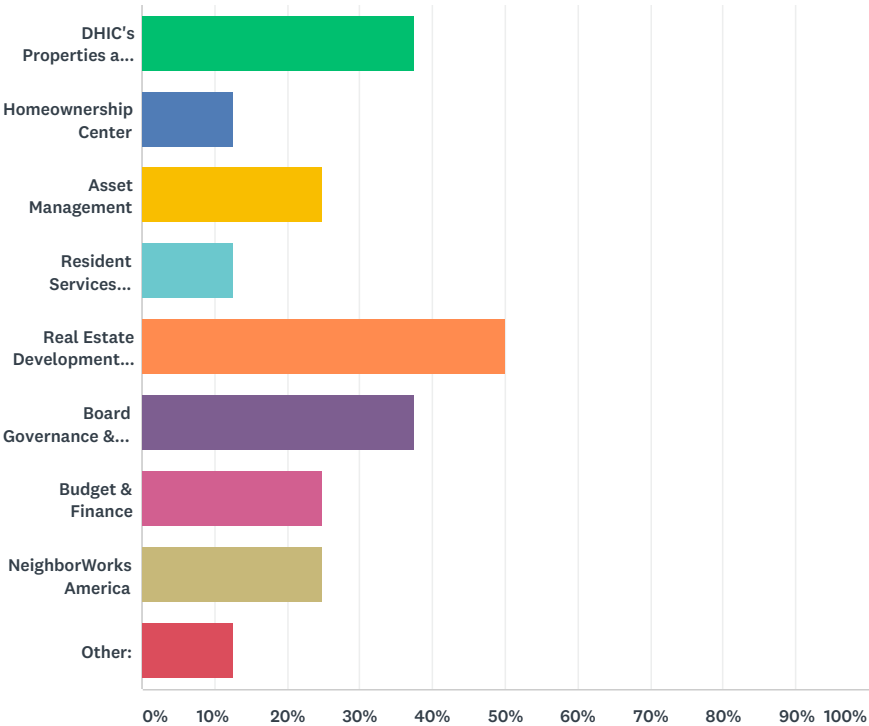


ANSWER CHOICES		RESPONSES	
Strongly agree		76.92%	10
Agree		23.08%	3
Neutral/No opinion		0.00%	0
Somewhat disagree		0.00%	0
Disagree		0.00%	0
TOTAL			13

#	COMMENTS:	DATE
	There are no responses.	

Q21 As a Board member, I would find additional information about the following DHIC topics useful (check all that apply):

Answered: 8 Skipped: 5

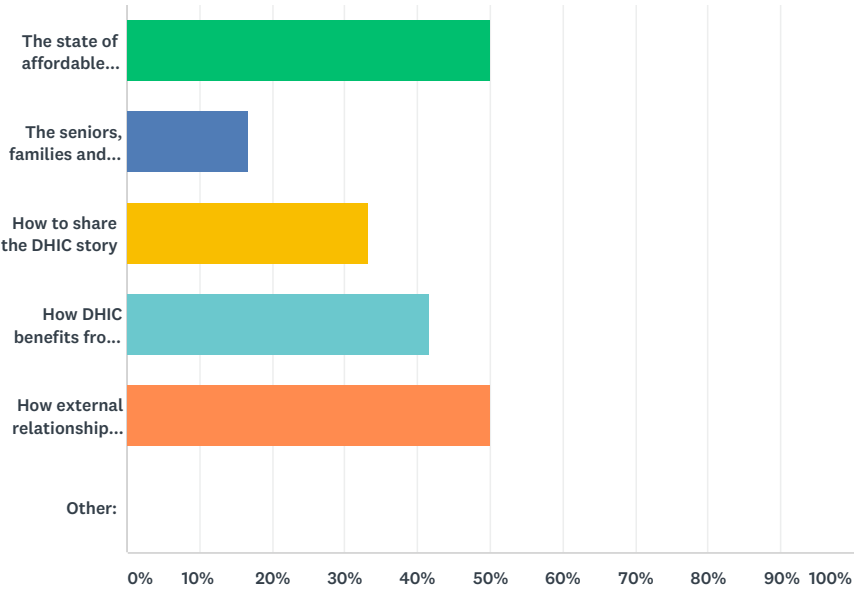


ANSWER CHOICES		RESPONSES	
DHIC's Properties and Projects		37.50%	3
Homeownership Center		12.50%	1
Asset Management		25.00%	2
Resident Services Programs		12.50%	1
Real Estate Development Process & Financing		50.00%	4
Board Governance & Committees		37.50%	3
Budget & Finance		25.00%	2
NeighborWorks America		25.00%	2
Other:		12.50%	1
Total Respondents: 8			

#	OTHER:	DATE
1	I am still trying to learn about all of the different sources of funds-tax credits, grants, loans, etc. It is complicated.	11/26/2019 6:18 PM

Q22 As a Board member, I would like to learn more about (check all that apply):

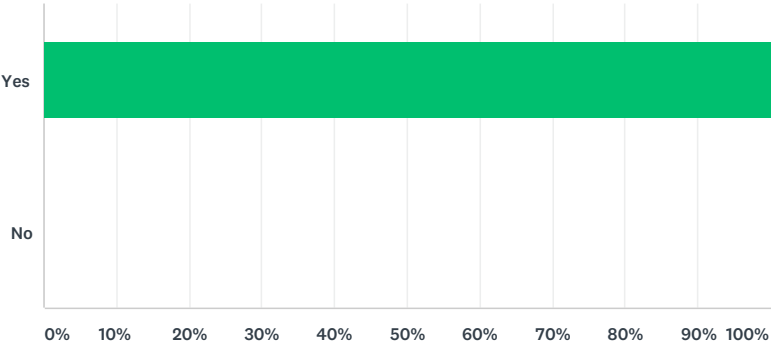
Answered: 12 Skipped: 1



ANSWER CHOICES		RESPONSES	
The state of affordable housing in the Triangle		50.00%	6
The seniors, families and individuals served by DHIC		16.67%	2
How to share the DHIC story		33.33%	4
How DHIC benefits from tax-credits and public support		41.67%	5
How external relationships and partnerships influence DHIC business		50.00%	6
Other:		0.00%	0
Total Respondents: 12			
#	OTHER:	DATE	
	There are no responses.		

Q23 Do you find serving on DHIC's Board to be a rewarding and satisfying experience? If not, please let us know what we can do to help make your experience better.

Answered: 13 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		100.00%	13
No		0.00%	0
TOTAL			13

#	COMMENTS:	DATE
	There are no responses.	

Q24 Do you have any additional comments to share related to your experience serving on DHIC's Board?

Answered: 7 Skipped: 6

#	RESPONSES	DATE
1	It is truly an honor to be a part of this organization. Serving with the DHIC has provided me with insight into how complex affordable housing achievements are in our community. I wish more folks understood this, and that more folks appreciated the success of the DHIC. And in that perhaps I could do a better job sharing our story.	12/3/2019 6:07 PM
2	none	11/29/2019 4:55 AM
3	Thank you for all you do!	11/27/2019 10:03 PM
4	It has truly been a great experience!	11/26/2019 7:46 PM
5	I am thankful to be part of such a great organization and hope that I can contribute in some meaningful way.	11/26/2019 6:18 PM
6	Serving on the Board has been a pleasure and an honor.	11/26/2019 3:54 PM
7	This is one of the most dedicated and passionate boards on which I have ever served.	11/21/2019 2:41 PM

Q25 As you know, DHIC will soon launch a national search for a new CEO. What are three qualities of DHIC's current CEO that are "must haves" for a new CEO?

Answered: 13 Skipped: 0

ANSWER CHOICES		RESPONSES	
1.		100.00%	13
2.		100.00%	13
3.		92.31%	12

#	1.	DATE
1	Work well with staff and Board	12/4/2019 6:44 PM
2	Compassion for the community the DHIC serves, as well as for the employees that contribute to the success of the DHIC	12/3/2019 6:22 PM
3	Affordable Housing Development Experience	12/3/2019 3:40 PM
4	extensive knowledge of affordable housing development	11/29/2019 4:55 AM
5	Integrity	11/28/2019 12:43 PM
6	Strategic thinking	11/27/2019 10:06 PM
7	Passion for the Cause	11/26/2019 7:58 PM
8	Great leadership and communication skills	11/26/2019 6:23 PM
9	Understanding of affordable housing financing	11/26/2019 6:21 PM
10	Strong ethical foundation and behavior	11/26/2019 4:00 PM
11	Good leaderships skills both internal and external to the organization	11/21/2019 8:39 PM
12	Community oriented	11/21/2019 5:38 PM
13	Passion	11/21/2019 2:43 PM

#	2.	DATE
1	Background of working successfully with government officials	12/4/2019 6:44 PM
2	Knowledge of the complex relationships between local governments, private capitol, federal housing agencies, and the financial complexity of public and corporate financing between all of these entities.	12/3/2019 6:22 PM
3	Strong Community Relationships	12/3/2019 3:40 PM
4	strong communication skills -	11/29/2019 4:55 AM
5	Knowledge of the industry in our region	11/28/2019 12:43 PM
6	Community/team buildnig	11/27/2019 10:06 PM
7	Strong Leadership Skills	11/26/2019 7:58 PM
8	Great depth of knowledge in real estate development arena preferably with low income housing experience	11/26/2019 6:23 PM
9	Record of overseeing successful real estate projects	11/26/2019 6:21 PM
10	Open-mindedness and willingness to gain input from others	11/26/2019 4:00 PM
11	Passion for our mission and programs	11/21/2019 8:39 PM
12	Relationship building	11/21/2019 5:38 PM
13	Strategic	11/21/2019 2:43 PM

#	3.	DATE
1	Experience working with Affordable Housing in a leadership role	12/4/2019 6:44 PM
2	Dedication and commitment and patience to see through the long processes and strategies to bring affordable housing projects to fruition.	12/3/2019 6:22 PM
3	Great track record	12/3/2019 3:40 PM
4	ability to motivate board and staff	11/29/2019 4:55 AM
5	Operational savvy	11/27/2019 10:06 PM

6	Strong knowledge of Affordable Housing Environment and Community	11/26/2019 7:58 PM
7	Ability to network and collaborate with many other groups-city council, NC Housing Finance Agency, etc.	11/26/2019 6:23 PM
8	Strong personality to deal with numerous constituents and governmental agencies	11/26/2019 6:21 PM
9	Expertise and influence with stakeholders across the spectrum of DHIC's activities	11/26/2019 4:00 PM
10	Willingness to collaborate with external stakeholders to move projects forward	11/21/2019 8:39 PM
11	Detailed	11/21/2019 5:38 PM
12	Innovative	11/21/2019 2:43 PM

Q26 Are there other skills, knowledge or personal qualities that you would like to see a new CEO bring to DHIC?

Answered: 10 Skipped: 3

#	RESPONSES	DATE
1	A good sense of humor is always a plus.	12/3/2019 6:22 PM
2	DHIC has a really strong staff so I think someone who listens, allows staff to work to their strengths and provides strong support is crucial. We don't need a "change agent"	12/3/2019 3:40 PM
3	resource development	11/29/2019 4:55 AM
4	Helpful if they have relationships in the area already. Would be great if there was someone in our local community or who had even lived in a DHIC property.	11/27/2019 10:06 PM
5	A team-oriented and hands on management style	11/26/2019 7:58 PM
6	The ability to motivate team members and juggle a huge array of projects and responsibilities.	11/26/2019 6:23 PM
7	Have existing connection within NC affordable housing industry. If not in NC, then at least have experience in other markets.	11/26/2019 6:21 PM
8	Need to be good a social media (or able to supervise a social media coordinator); need to be willing to work with board and staff to get projects done; need to have good leadership skills while trusting existing DHIC staff to know their roles and get their jobs done (no micromanaging). Must have a good community presence (or willingness to get out and immediately learn about our community).	11/21/2019 8:39 PM
9	Established track record in RE development	11/21/2019 5:38 PM
10	The next CEO needs to understand how to drive success for our mission in our region from the position as the region's leading affordable housing developer.	11/21/2019 2:43 PM

Q27 As DHIC looks toward its 2020 Strategic Planning process, what are three strategic priorities that DHIC Board and staff leadership will need to address together?

Answered: 13 Skipped: 0

ANSWER CHOICES	RESPONSES
1.	100.00% 13
2.	84.62% 11
3.	84.62% 11

#	1.	DATE
1	Forming a partnership with the new Mayor of Raleigh	12/4/2019 6:44 PM
2	Local population boom, and greater demands for affordable units	12/3/2019 6:22 PM
3	Onboarding a new CEO and, as needed, providing community introductions	12/3/2019 3:40 PM
4	plan to increase minority contractor participation	11/29/2019 4:55 AM
5	Assisting staff with the CEO transition	11/28/2019 12:43 PM
6	Ensuring the right CEO is chosen	11/27/2019 10:06 PM
7	Continue to successfully identify new growth opportunities	11/26/2019 7:58 PM
8	Affordable Housing Crisis/Increased Gentrification in our area	11/26/2019 6:23 PM
9	Undertaking new affordable housing projects as real estate values continue to rise	11/26/2019 6:21 PM
10	Shift in macroeconomic and financing environments	11/26/2019 4:00 PM
11	Affordable housing bonds and other public initiatives surrounding affordable housing	11/21/2019 8:39 PM
12	Leadership transition	11/21/2019 5:38 PM
13	Role of DHIC in local bond process	11/21/2019 2:43 PM

#	2.	DATE
1	Rising costs of land acquisition	12/3/2019 6:22 PM
2	Push forward with Washington Terrace	12/3/2019 3:40 PM
3	sustainability	11/29/2019 4:55 AM
4	Expanding homeownership opportunities	11/27/2019 10:06 PM
5	Continue to attract great talent and maintain the strong team	11/26/2019 7:58 PM
6	Rising construction costs-develop new housing as efficiently as possible	11/26/2019 6:23 PM
7	Work closely with governmental agencies to find new projects	11/26/2019 6:21 PM
8	Strongest ties to municipalities which are prioritizing affordable housing needs	11/26/2019 4:00 PM
9	Creating strategic partnerships to leverage future JV opportunities	11/21/2019 8:39 PM
10	Expansion in triangle	11/21/2019 5:38 PM
11	How to continue improving our tax credit applications	11/21/2019 2:43 PM

#	3.	DATE
1	Public perception of affordable housing, and increasing public awareness of value of entities like the DHIC.	12/3/2019 6:22 PM
2	Make up of Board - City Council appointees needed? Outside Raleigh representation?	12/3/2019 3:40 PM
3	staff development	11/29/2019 4:55 AM
4	Expanding rental opportunities	11/27/2019 10:06 PM
5	Effectively communicate the vision of the organization post leadership transition	11/26/2019 7:58 PM
6	Expand to acquisitions/renovation of projects	11/26/2019 6:23 PM
7	Maintain good relationships with financing agencies	11/26/2019 6:21 PM
8	Best ways to capture NOAH opportunities in and around the Triangle	11/26/2019 4:00 PM
9	Continuing to compensate/retain/train the best staff	11/21/2019 8:39 PM
10	Completion of Washington Terrace phase two	11/21/2019 5:38 PM

11	How to develop new partnerships	11/21/2019 2:43 PM
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Q28 Do you have other thoughts or suggestions as the Transition Committee finalizes a CEO position profile for the Board to review?

Answered: 6 Skipped: 7

#	RESPONSES	DATE
1	The Home Ownership is the branch of the DHIC of which I am most proud. I sincerely hope that the new CEO appreciates that as much as did Gregg Warren.	12/3/2019 6:22 PM
2	Not at this time	12/3/2019 3:40 PM
3	none	11/29/2019 4:55 AM
4	Gregg has provided incredibly strong leadership for a long time but the team, reputation and culture are strong and I believe DHIC has great days ahead.	11/26/2019 7:58 PM
5	Gregg has big shoes to fill, so I believe we may need a person with a stronger vs. a more reserved personality at this juncture in DHIC's history.	11/26/2019 6:21 PM
6	Replacing Gregg will be tough--needs to be a person who clearly understands both development and operating portfolio management. Critical to understand both.	11/26/2019 4:00 PM