

**Resident-identified Qualities that are Important in the**

**MPHA Executive Director Position:**

* A good listener and genuine commitment to addressing resident concerns
* Views resident and resident organizations as true partners and understands the mutual benefit of working together to solve problems and advance common interests
* Extensive prior public housing work experience (including highly-qualified candidates who have worked/currently work for MPHA)
* Integrity
* Willing to stand up to authority and fight on behalf of resident concerns with elected officials and others
* Puts the needs of residents above all else
* Someone who understands the importance of security and feeling safe and who will support continued funding for Project Lookout – the resident crime prevention program
* Compassion
* Committed to maintaining current housing stock and not selling it off
* Long-term planner
* Leadership skills both within the organization and outside of the organization, for example building relationships with other housing-related organizations, elected officials, the MPD, etc.
* Willing to fight for more funding for capital and operating needs
* Ability to delegate
* Someone who sets big but realistic goals
* Accountability
* Commitment to sustainability goals – recycling, alternative energy etc.
* Sensitivity to cultural diversity including awareness of immigrant/refugee populations
* Will represent all residents – highrise, scattered site and family
* Willing to focus on developing programs with residents, not for residents
* Ability to empathize with residents via experience with living in public housing or through having relatives who have lived in public housing
* Understanding of varied circumstances of public housing residents including residents with physical disabilities, mental illness, economic and financial inequities/struggles and other issues
* Supportive of residents’ Active Living efforts, eg. vegetable gardens, walking clubs, space for exercise equipment
* Someone who will make good decisions and work on behalf of all residents regardless of age, race, ethnicity, sexual orientation, etc.
* Maturity - age range can make a difference, especially when it comes to being concerned about the senior population
* Takes pride in their position and is passionate about the job, not just looking for a paycheck
* Remember that most residents are low income---don’t want anyone who’s always had a silver spoon in their mouth

*These comments were collected at recent MHRC Board, Area, resident council meetings, and at the July 7 meeting with members of the MPHA ED Selection Committee and Cohen Taylor which, in addition to highrise residents, included Glendale and Scattered Site residents.*