

**Michigan State Housing Development Authority
Minutes of Special Authority Meeting
December 3, 2020 – 2:30 p.m.**

**Special Meeting held via Microsoft Teams accordance with Senate Bill No. 1108
amending Section 3 (MCL 15.263) of the “Open Meetings Act” (1976 PA 677)**

AUTHORITY MEMBERS PRESENT AND LOCATION:

Regina Bell, Detroit, Wayne County, Michigan
Mark Burton, Meridian Township, Ingham County, Michigan
Susan Corbin, Lansing, Ingham County, Michigan
Carl English, Village of Bingham Farms, Oakland County, Michigan
Rachael Eubanks, East Lansing, Ingham County, Michigan
Jennifer Grau, Tamarac, Broward County, Florida
Deb Muchmore, Laingsburg, Shiawassee County, Michigan

AUTHORITY MEMBERS ABSENT:

Tyrone Hamilton

OTHERS PRESENT VIA MICROSOFT TEAMS:

Maria Ostrander, Executive
Richard Norton, Legal Affairs
Lisa Ward, Legal Affairs
Mary Cook, Office Services
John Millhouse, Office of Attorney General
Michael Fobbe, Office of Attorney General
Keri Lardie, Michigan Civil Service Commission
Lori Fedewa, Human Resources
Katie Bach, Communications
Butch Edlinger, Icebreaker Resources
Jonathan Hilliker, Executive

Twenty-one additional members of the public participated via the following Conference Line: +1 248-509-0316, Conference ID: 172 978 507#.

Chairperson Susan Corbin opened the meeting at 2:30 p.m. In accordance with Senate Bill No. 1108 amending Section 3 (MCL 15.263) of the “Open Meetings Act” (1976 PA 677), a roll call vote confirmed the presence and physical location of each Authority member. A quorum was established with seven members present.

Ms. Corbin requested public comments from teleconference participants. There being none, she proceeded with approval of the agenda.

VOTING ISSUES:

Approval of the Agenda:

Mark Burton moved approval of the agenda. Deb Muchmore supported. The following Roll Call was taken:

Regina Bell	Yes	Rachael Eubanks	Yes
Mark Burton	Yes	Jennifer Grau	Yes
Susan Corbin	Yes	Tyrone Hamilton	Absent
Carl English	Yes	Deb Muchmore	Yes

There were 7 “yes” votes. The agenda was approved.

DISCUSSION/NONVOTING ITEMS:

Ms. Corbin reminded Authority members that the interviews would be conducted in the same manner as the interviews on December 1, 2020. To maintain consistency and ease of process, she would ask the candidates the questions prepared ahead of time by Keri Lardie and Authority members. Authority members could then ask follow-up questions; Candidates would be permitted time at the end to ask questions. The prepared questions were shared with candidates ahead of time.

Ms. Corbin announced that the first candidate they would interview was the current Acting Executive Director, Mr. Gary Heidel. Once Mr. Heidel joined the Teams meeting, he was asked to respond to the Presentation Topic and Interview Questions as listed below.

Presentation Topic:

How has your background has prepared you for the role of Executive Director at MSHDA? This should include your education, work experience and knowledge of the State of Michigan and its housing industry and programs.

Interview Questions:

1. This position requires an individual who possesses strong leadership skills to head the agency during a public health and economic crisis. Please describe your experience in leading an organization through a crisis and the specific things you did to ensure the organization was still able to meet their mission and goals during an uncertain time.
2. How does MSHDA play a role in the economic recovery of the State of Michigan and do you believe that now is a time for change or stability within MSHDA?
3. What would your plans and objectives be for the first month in this role? Six months? Twelve months?
4. Michigan is a very diverse state with both rural and urban areas. What is your experience with housing programs for each? How would you ensure a focus on housing needs for the entire state and not just one particular region or type of community?
5. Please describe the steps you would take to ensure that MSDHA is able to creatively and quickly respond to the needs of the state’s low- and moderate-income residents.

6. As MSHDA's Executive Director, you would be responsible for supervising MSHDA's Director of Legal Affairs, who also acts as the ethics officer for the Authority. What are your views about ethics in the workplace, particularly in government?
7. Describe a situation where you inherited a staff and had to assess the team and understand the dynamics of the work environment. What is your process for doing so and what would be your approach within MSHDA? How have you used a strategic plan to develop measurement tools for your team?
8. How is diversity and inclusion important to MSHDA and its mission, and what specific steps have you taken to foster diversity and inclusion in your workplace in the past year?
9. Gaining commitment to a new vision can be very challenging. Tell us about a time you were successful in developing and maintaining partnerships with stakeholders to take actions that supported a change or new vision. Why were your efforts successful and how did you measure that success?
10. What specific traits, skills or abilities would you bring to this role and how would those benefit MSHDA?

Following the prepared questions, Mr. Heidel was asked to provide additional commentary regarding community engagement. He also discussed ways in which feedback from customers and stakeholders may have changed policies or procedures at the Authority.

After a quick break, the final candidate, Mr. Donald Rencher, was invited to join the Teams meeting. Mr. Rencher, Director of Housing and Revitalization for the City of Detroit was asked the same set of prepared questions as noted above.

Afterwards, Mr. Rencher was asked a follow-up question concerning state agencies and how engaging with them could have an impact on the Authority's success. He was also asked what excited him most about possibly returning to the Authority, where he began his career as an intern.

Following the interviews, Authority members noted how impressed they were with all four candidates. Authority members agreed that to make a decision they would need to focus on the needs of MSHDA at this moment, as well as in the next couple of years. While these issues were explored when the search process began, things have changed tremendously due to the Covid-19 pandemic. It was agreed that there would be value in having another discussion to clarify priorities going forward.

Ms. Corbin asked whether they would be able to narrow down the candidate pool. After discussion, it was decided to proceed with second interviews for Mr. Gary Heidel and Mr. Donald Rencher.

Ms. Corbin, in her role as Chair, placed an item on the agenda to select candidates for second interviews for the position of Executive Director. She then explained that a draft resolution had been provided to Authority members entitled Resolution to Select Candidates for Second Interviews for the Position of Executive Director. This would confirm and authorize certain candidates to receive a second interview at a Special Board meeting. As such, she requested a

motion to amend and approve this resolution to include the names of Mr. Gary Heidel and Mr. Donald Rencher. Mark Burton moved approval. Regina Bell supported. The following Roll Call was taken:

Regina Bell	Yes	Rachael Eubanks	Yes
Mark Burton	Yes	Jennifer Grau	Yes
Susan Corbin	Yes	Tyrone Hamilton	Absent
Carl English	Yes	Deb Muchmore	Yes

There were 7 “yes” votes. The resolution as amended was approved.

Ms. Corbin reiterated that the Authority would schedule two more Special Meetings, with the dates and times to be determined based on members’ availability. First, they will meet to clarify their priorities for selecting the Executive Director. A second meeting will be convened to conduct second interviews.

There being no additional business, Ms. Corbin requested a motion to adjourn. Jennifer Grau supported. The meeting was adjourned at 5:20 p.m.

REVIEWED
By Lisa Ward at 8:46 am, Dec 07, 2020

REVIEWED
By Richard Norton at 1:04 pm, Dec 07, 2020