

What We Heard: Phase 1 Findings

Stakeholder Interview Synthesis | June 23, 2026

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Recommended Priorities for Implementation

<p>1</p> <p>Board Governance Framework</p> <p>Near-Term</p> <ul style="list-style-type: none">· Governance & operations role clarity document· Decision-making protocol (consensus vs. vote)*· Board chair authority and agenda-setting process· Executive session practice established	<p>2</p> <p>Structured Onboarding Program</p> <p>Near-Term</p> <ul style="list-style-type: none">· Onboarding kit: CDA history, roles, expectations· Officer transition guide· Constituency rep expectations by seat type*· Board composition and member bios accessible	<p>3</p> <p>Meeting Structure Reform</p> <p>Mid-Term</p> <ul style="list-style-type: none">· Expand to 5–6 meetings/year or add committee structure or longer meetings?· Materials distributed 2 weeks in advance· Agenda redesigned: fewer presentations, more discussion· Morning or daytime meeting options explored	<p>4</p> <p>ED Evaluation Process</p> <p>Mid-Term</p> <ul style="list-style-type: none">· Board-led annual evaluation calendar· Mission-aligned evaluation criteria developed· 360 review process piloted· Peer-org benchmarks included	<p>5</p> <p>Constituent Voice Infrastructure</p> <p>Ongoing</p> <ul style="list-style-type: none">· Formalize feedback loop between board and resident groups· Clarify coalition seat expectations and deliverables· Build accessibility accommodations for resident leaders· Expand community representation beyond current model
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***Bolded** is board/staff co-created