



Community Development Competency Chart

Organizational Development and Management	STRONG	MEDIUM	LOW
Governance			
Human Capital / Diversity and Equity			
Learning Organization			
Assessing core competencies			
Adaptability			
Capable Leadership			
Internal infrastructure			
Financial management			
Organizational risk management			
Compliance and reporting			
Community Engagement and Public Policy	STRONG	MEDIUM	LOW
Local knowledge and expertise			
Political relationships and support			
Advocacy and public policy			
Resident, business, and institution engagement			
Community network			
Stakeholder development			
Cultural Competency			
Planning	STRONG	MEDIUM	LOW
Strategic planning			
Community planning			
Project planning			
Communications	STRONG	MEDIUM	LOW
Internal communications			
External communications			
Story-telling			
Communicating impact			
Robust website with interactive links			
Social media			
Marketing			
Project Development (Real Estate)	STRONG	MEDIUM	LOW
Real estate development team			
Project management			
Needs and market analysis			
Feasibility analysis			
Land assemblage and site control			
Project financing			



Lending		STRONG	MEDIUM	LOW
	Deal structuring			
	Underwriting			
	Capital aggregation			
	Work outs			
	Loan administration and servicing			
	Asset management of loan portfolios			
Property and Asset Management		STRONG	MEDIUM	LOW
	Property management and maintenance			
	Tenant selection			
	Asset management and preservation			
	Asset disposition			
	Resident services			
Program/Business Line Development and Management		STRONG	MEDIUM	LOW
	Idea generation			
	Program development			
	Program launch			
	Program execution			
	Program close and evaluation			
Resource Development, Capital Aggregation and Fundraising		STRONG	MEDIUM	LOW
	Federal, state, and local			
	Foundations and corporations			
	Financial institutions			
	Intermediaries			
	CDFIs			
	Individuals			
Collaboration and Partnerships		STRONG	MEDIUM	LOW
	Shared vision			
	Shared leadership and decision making			
	Shared participation			
	Innovation			
	Accountability			
	Performance goals/measurements			
	Constant communication			
	Everyone benefits			
Performance Measurement and Evaluation		STRONG	MEDIUM	LOW
	Data collection and analysis			
	Performance measurement			