



MnCIFA Staff Retreat

April 1, 2026

# Agenda for the day

- Cultural Humility and EJC Financing Discussion: led by Dr. Kimberly Evenson and Catrina Huynh, DEI Consultants from MAD
  - Cultural Humility versus Cultural Competence
  - Inclusive concepts embedded in all our work
- October All Staff: Review 6-month Priorities and Accomplishments
- Determine 2026 Priorities

# Kari's Reflections

- Acknowledge Reality + Give Grace: People
- Good can be great: Products
- Measure Twice, Cut Once not Measure Once, Cut Twice: Pace
- AND = > Positive Momentum

# 0-3 Month Priorities: Oct-Dec 2025

- Top 3:



Working on the legislative language



Budget work, including implementing electronic payments, money in the bank, and improved budget/invoicing processes



Completing 2-3 demos of the CRM tool

# 0-3 Month Priorities: Oct-Dec 2025 continued

- Other Top Priorities:

- ✓ Launching the public website
- ✓ Mandate all external comms
- ✓ Annual report planning
- ✓ Clean financial audit
- ✓ Drafting manual processes, diligence
- ✓ Finalizing the COOP
- ✓ Working with Redstone on maintenance/support
- ✓ Hiring, onboarding and training new staff
- ✓ New office

# 3-6 Month Priorities: January – March 2026

- Top 3:



Having legislation proceed through committee



Financial platform procured, a vendor selected, and a contract in place



Lending manual finalized

# 3-6 Month Priorities continued

- Other Top Priorities:

- ✓ Call for Application released, +3 deals
- ✓ Targeted engagement projects – EJ, local government, and Tribal
- ✓ Establishing a coordinated engagement plan

- Other Lower Priorities:

- ✓ Annual report concluded
- ✓ Determine staff strategy, develop position descriptions, and onboard new staff
- ✓ Staff retreat 2.0
- ✓ Intranet fully set up
- ✓ Team building
- ✓ Developing more policies, procedures, workflows
  - P-Card in place or in progress
  - 1-year and a 5-year CAP plan
- ✓ Complete trainings
- ✓ Roles/responsibilities/position descriptions solidified

# 6-12 Month Priorities: April – October 2026

- Top 5:
  - Biennial budget in place, budget requests FY 27 and 2027 legislative planning beginning
  - Financial dashboard and lending system in progress, along with essential financial processes and procedures
  - Engagement with EJ and Tribal communities; geographic and technology diversity in loan portfolio.
  - Planning for capitalization and additional funds for lending and TA



Loan servicing procurement

# Key Questions to Answer for 2026 and 2027

1. What are our teams and roles for various projects? Small, growing and matrixed.
2. What is the “Goldilocks” dollar amount for loans to lend out in 2026?
3. How should we allocate our time and resources?

# Top Q2 Priorities: April - June 2026

- Top 4:
  - Loan management system including
    - CRM Funding procurement contract
    - Invoicing system -- document library or smart sheet
  - Investment and Finance:
    - Board approval on 1 – 3 new deals
    - All legacy deals closed
    - Standardized loan agreement and closing documents
    - Research Loan Loss Reserve product
  - Fiscal/Budget including
    - Fiscal year close
    - Government affairs – Bill passed
    - Biennial budget planning
- Engagement and Outreach Plan
  - Expanded statewide connections and collaborations
  - Deeper Tribal Nations outreach
  - Pilot engagement with key cities

# Q2 Foundational Work

- The foundational work that will be done to support these priorities are:
  - Hiring and onboarding of Investment Officer and Portfolio Manager positions
  - 98% + timely payments : Statewide goal
  - Possible procurement of a Technical and Environmental Consultant
  - Possible procurement of a Collateral Management Specialist

# Top Q3 Priorities: July – August 2026

- Top 3:
  - Loan management system/CRM including:
    - CRM kick off and development to inform implementation
  - Fiscal work including
    - Financial audit completed
    - 2027 Fiscal Year Planning
    - Biennial budget submission and meeting prep
- Second round Call for Applications including:
  - Establish model engagement with 1-2 cities
  - Lessons learned incorporated into second round of Call for Applications

# Q3 Foundational Work

- The foundational work that will be done to support these priorities are:
  - Government affairs planning
  - Implement new policies and procedures
  - Key hires and role refinement: HR Operations and Chief of Staff/Leg Affairs

# Top Q4 Priorities: Oct – Dec 2026

- Top 4:
  - Strategic Plan completed
  - Prepare for administration transition with government affairs planning
  - Deals approved from Call for Applications
  - Capitalization strategy execution:
    - Informed by Legislative Session
    - Strategic Outreach to Impact Investors and Lenders
    - Supported by Communications and Events strategy

# Brainstorm 2-year Strategic Plan

- Statute requires completion by December 15, 2026
- Deliver to legislative leaders and post on website
- Working committee will include staff and board members
- MAD consultants will lead parts of the engagement process

# Thank You!

