

Creating a better Tulsa by transforming lives and communities



THA's Three-Year Strategic Plan

January 2022 to December 2024

1. Increase/provide sustainable, affordable housing, become premier provider in the City



- Objective A. Exit Public Housing by completing portfolio RAD conversion
- Objective B. Demolish and begin the rebuild of Comanche Park
- Objective C. Identify land acquisition targets
- Objective D. Increase housing portfolio by 750 units (450 units + Comanche & RiverWest CNI)
- Objective E. Stand up THA LIHTC Compliance Department
- Objective F. Become 3rd party Management Company

2. Improve Opportunities for Resident Self-sufficiency



- Objective A. Continue to grow the BOT micro-grant program
- Objective B. Ensure every property has a resident association
- Objective C. Grow the Section 3 program/opportunities for our residents
- Objective D. Grow the FSS program to max participation

3. Strengthen THA's organizational capacity/advance workforce development and performance



- Objective A. Create a more dynamic Human Resources team
- Objective B. Reduce staff turnover rate to below 10%
- Objective C. Reduce days to fill positions while sourcing and hiring the best candidates
- Objective D. Complete Yardi conversion
- Objective E. Create an IT Strategic Plan that will maximize technological use by all employees
- Objective F. Evaluate the implementation of a 4-Day Work Week
- Objective G: Establish a Succession Plan

4. Strengthen THA's Finances



- Objective A. Generate a minimum of \$2M in developer fees a year
- Objective B. Seek CNI Grant for Comanche
- Objective C. Seek funding opportunities from Build Back Better Bill
- Objective D. Seek American Rescue Plan Act State funding opportunities
- Objective E. Zero financial findings on audit