



HRS Leadership Council Minutes

Committee: HRS Leadership Council

Date: 5/2/2022

Duration: 12:00 – 2:00

Meeting Place: VIRTUAL MEETINGS VIA ZOOM

<https://us02web.zoom.us/j/86532870646>

Meeting ID: 865 3287 0646

Presiding:

Attendance:

P = Present

TC = Attended via Dial in

A = Absent

P/A = Partial Attendance

Leadership Council Members							
	Cathy McClaugherty	P	Ruth Ahearn				
P	Dianna Grey	A	Tiffany Hart				
P	Dylan Shubitz	P	Whitney Thurman				
P	Emily Seales		Vacant				
P	Jason Philips		Vacant				
P	Quincy Dunlap		Vacant				
P	Brion Oaks						
Committee Chairs							
P	João Paulo Connolly						
P	Richard Johnson						
Attendees							
ECHO (CoC Lead)							
P	Maya Beit-Arie	P	Summer Wright				

AGENDA	TIME	PRESENTER	DISCUSSION	ACTION ITEMS
I. Welcome and Values Check-in	12:00-12:10	R. Ahearn & B. Oaks		
II. Updates	12:10 – 12:20	All	Updates <ul style="list-style-type: none"> New Leadership Council co-chairs have been nominated! <ul style="list-style-type: none"> Richard Johnson and João Paulo Connolly Reminder on process for Leadership Council Agenda requests <ul style="list-style-type: none"> Contact Summer, JP, and Richard Summer to create form to streamline requests Committee meeting schedules posted on ECHO website & open to the public 	

AGENDA		DISCUSSION		ACTION
			<ul style="list-style-type: none"> • COA HOME-ARP Funds entering public comment period from 5/3-6/10 <ul style="list-style-type: none"> ○ Three categories: affordable housing, development of non-congregate shelter, supportive services ○ Does not allow for operation of shelter • All Stakeholders Meeting – approving next year’s Leadership Council Slate • Follow-up on LC/CoC Logo <ul style="list-style-type: none"> ○ ECHO to seek assistance via Catchafire ○ Website conversation to start about July • HUD Debriefing on 2021 CoC NOFO <ul style="list-style-type: none"> ○ ECHO received more information from HUD around score breakdown, still analyzing to provide something more digestible in future • Vacant Leadership Council Seats <ul style="list-style-type: none"> ○ Workforce Development/Education, Funders, Youth PLE ○ Applications can roll in, don’t currently have any for open seats ○ Whole LC has responsibility to try to fill seats ○ Want to have seats filled in preparation for All Stakeholder ○ M. Beit-Arie can help people navigate to application • Upcoming vote for income support for 85 families <ul style="list-style-type: none"> ○ Urban League in support of Item 21, urge others to support 	
III. Leadership Council Retreat	12:20-12:50	R. Ahearn & All	Leadership Council Retreat <ul style="list-style-type: none"> • Appreciation of facilitation and coordination of space • Brion and Quincy absent, Whitney partial attendance • Started with team building <ul style="list-style-type: none"> ○ Touching base with seats members represent, what they bring to space ○ Sharing struggles over the past year—a heavy lift building something new, feelings of pressure • Co-Chair nominations • Working on scope of responsibility <ul style="list-style-type: none"> ○ Areas of responsibility, authority, and influence ○ Essentially power mapping ○ Looking forward to hearing feedback from community and clarifying any confusion, hope to build trust/transparency ○ Helpful with understanding LC’s position/role within system, especially in relation to ECHO • Determined who holds which responsibilities <ul style="list-style-type: none"> ○ NOFO coming out soon 	

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			<ul style="list-style-type: none"> • Looking to get LC logo/letterhead to center identity of board in advocacy • Named/prioritized items to work on over course of next 12 months, including which committees/workgroups expected to work with • Feeling optimistic with concrete vision and strategy for LC future • Looking to create Google form to make agenda setting collaborative • Not recorded, notes available for priorities and responsibility discussions 	
IV. Public Comment	12:50-1:00	All	<p>Public Comment</p> <ul style="list-style-type: none"> • Netanya Jamieson: Will there be a consistent LC rep on Equity committee after Summer shifted roles? <ul style="list-style-type: none"> ○ Tiffany Hart to fill role • Challenges and barriers with PLE attending committees? <ul style="list-style-type: none"> ○ Co-Chairs brainstormed at meeting ○ Compensation policy still coming online ○ Communication with chairs of committees important moving forward ○ Summer to discuss strategies with co-chairs ○ Acknowledgment of inherent barriers of instability present for folks to get involved ○ Not just PLE causing quorum issues on committees • Quincy Dunlap: strong appreciation for management and facilitation of Brion and Ruth • Linda Jackson: Were priorities sent out to appropriate committees? <ul style="list-style-type: none"> ○ Priorities for committees based on items in roadmap 	
V. Committees' Feedback on Roadmaps	1:10-1:30	Co-Chairs	<p>Committees' Feedback on Roadmaps</p> <ul style="list-style-type: none"> • Pamela Bryant/Sasha Rose: Systems Improvement <ul style="list-style-type: none"> ○ Agreed with a lot of what LC already suggested: cross systems collaboration and improvement of wrap around service provision ○ Want to establish regular meetings/presentations from different groups to improve collaboration, build upon resource guide ○ Push for peer support/advocacy development for stronger wraparound provision ○ Written standards for "trauma informed strategies" ○ Low barrier high quality access to physical, mental, and substance healthcare, including respite ○ Having mental health police officers is traumatizing, push for 	

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		<p>more trauma informed emergency care</p> <ul style="list-style-type: none"> ○ Supporting parental reunification ● Nirav Shah: Performance Monitoring <ul style="list-style-type: none"> ○ Guidance and direction “helpful from mission charged standpoint” ○ Cleared up boundaries between committees ○ Tasks for 2022 felt expansive, harder to distill priorities ○ 3-6 month priorities: CoC Independent Review team, Performance scorecard work, PIT Count Planning ● Erin Whelan: Permanent Housing <ul style="list-style-type: none"> ○ Appreciate transparency and visibility for community ○ Concerns about overlapping work, glad that committee co-chairs will be meeting monthly to touch base ○ Making sure that we are thinking about how we’re using data, and using a totality of data, not just what’s collected by ECHO, etc. ○ Want to think holistically about funding opportunities and who’s applying to which funds ○ Trying to be cognizant of smaller orgs/people not at the table ○ Want to impress upon community/LC that we’re serious about representation of our community in our governance ● Netanya Jamieson: Equity <ul style="list-style-type: none"> ○ Hybrid meeting, felt good—had quorum ○ Appreciated framework/layout, but revised wording to avoid pigeonholing, felt limited in scope ○ Switch from Black-led orgs to minority-led ○ Added points to include transgender community ○ Good feedback from community during open forum ● Crisis Response <ul style="list-style-type: none"> ○ JP: Not a whole lot of change, need to confirm with chairs ○ Mark Hilbelink: okay with roadmap ○ Biggest challenge was balancing recommended workgroups with committee workgroup desires, figuring out role of workgroups ○ Scope felt good ● Dylan Shubitz: What was source of content? <ul style="list-style-type: none"> ○ Original vision for committees and workgroups from governance committee <p>ACTION: Summer to get finalized versions of committee roadmap sections from committee co-chairs</p>

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			<ul style="list-style-type: none"> ○ Part of process is that committees can add/remove workgroups (i.e. PLE Support Space under Equity) ○ Initial committee thoughts included as well, in addition to ECHO guidance from HUD Standards 	
VI. Compensation Policy	1:30-1:45	M. Beit-Arie	Compensation Policy <ul style="list-style-type: none"> ● Current language in compensation policy delineates hourly rate of compensation for PLE and otherwise uncompensated equity advocates ● Hourly rate is \$40 in 2022, \$50 moving forward <ul style="list-style-type: none"> ○ From calculation of living wage for Austin/Travis County, slightly above, given it's not a full time job ● Revisited conversation around flat rate vs. hourly ● Have been using flat rate based on hourly rate during initial part of compensation that LC members were compensated ● Suggestion to formalize process by officially switching to a flat rate ● Jason Philips: Depending on type of committee, eligible up to certain amount? Flat rate is everyone gets that amount <ul style="list-style-type: none"> ○ Not "up to": 4 hours for committees or workgroups, 6 hours for committee/workgroup chairs, 10 hours for LC, no set amount for LC chairs ○ Change will not lessen amount people receive ● Whitney Thurman: What about for someone who is on a committee and workgroup? <ul style="list-style-type: none"> ○ Receive compensation equal to total of both ● Need to set hours for LC chairs, lot of time for that role, need to decide how many additional hours of lift that is <ul style="list-style-type: none"> ○ Ruth Ahearn & Brion Oaks: 6 additional hours feels accurate ● Dylan Shubitz: motion to vote, seconded by Ruth Ahearn ● Quincy Dunlap: request for motion to be repeated <ul style="list-style-type: none"> ○ "Is this an overall compensation structure to include those individuals we were discussing or is this a separate motion?" ○ Is this for everyone who would be compensated? ● Maya Beit-Arie: this is vote for overall amendment to compensation policy to include changes to switch to flat rate and to add hours for LC chairs ● Brion Oaks: How close are we to securing contract with fund distributor? <ul style="list-style-type: none"> ○ Super close, mechanism is complicated—contracting with third 	<p>ACTION: Vote to shift compensation policy to flat rate and establish 16 hours as monthly rate for LC co-chairs</p>

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			<p>party org who is contracting with bank to provide people with reloadable debit cards, so third party is currently waiting on bank, with Summer and Maya providing admin support</p> <ul style="list-style-type: none"> ○ Governance members will be contractors, forms to be held by third party org as well ○ Summer and Maya will work to connect members to Foundation Communities to support with filing taxes 	
VII. Public Comment	1:45-2:00	All	<p>Public Comment</p> <ul style="list-style-type: none"> ● Alesandra Dominguez: What can we do to get higher attendance from people throughout our system to attend committees? <ul style="list-style-type: none"> ○ Reaching out to individual level, checking in with people ○ Alternating meeting times to accommodate different schedules ○ Hybrid/changing between online and in person meetings ○ Could reach out to folks who applied to committees but weren't seated: do intend to use for workgroup recruitment ○ Could use time at All Stakeholder for committees to advertise ● Linda Jackson: Checking in with people can help them feel like they're being heard, work isn't futile ● Sasha Rose: Revision to expression of interest form to include phone numbers <ul style="list-style-type: none"> ○ Sending individual texts can help get people in the room ● Tracey Moody: Mobile dental units? <ul style="list-style-type: none"> ○ St. David's Foundation has mobile dental program/can point to other programs ○ Non-mobile but Community Care locations at Montopolis and Oltorf provide care for patients with MAP 	
Adjournment	2:00		<p>FUTURE AND ONGOING AGENDA ITEMS Next Meeting: June 6th, 12:00PM – 2:00PM</p>	

AGENDA	DISCUSSION	ACTION
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