



# HRS Leadership Council Minutes

**Committee:** HRS Leadership Council

**Date:** 2/7/2022

**Duration:** 12:00 – 3:00

**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							
P	Cathy McLaugherty	P	Richard Johnson				
P	Dianna Grey	P	Summer Wright				
P	Dylan Shubitz	P/A	Whitney Thurman				
P	Emily Seales		Vacant				
P	Jason Philips		Vacant				
P	Quincy Dunlap		Vacant				
P	Rhie Azzam Morris						
Committee Chairs							
P	Brion Oaks						
A	Ruth Ahearn						
Attendees							
ECHO (CoC Lead)							
P	Maya Beit-Arie						
P	Quiana Fisher						

AGENDA	TIME	PRESENTER	DISCUSSION	ACTION ITEMS
<b>I. Welcome and Values Check-in</b>	12:00-12:30	<b>R. Ahearn</b>		
<b>II. Announcements</b>	12:30 – 12:40	<b>M. Beit-Arie &amp; All</b>	<b>Announcements</b> <ul style="list-style-type: none"> <li>Austin Street Outreach Collaborative open for applications with drop-in office hours; IRT group ready when apps close</li> <li>APH Community Based Resources Unit released RFP for housing stabilization (PSH, RRH, landlord outreach, navigation, and move-in) for over \$53m, including \$42m of ARPA and \$10m of general fund</li> <li>Expectation for additional RFPs including both ARPA and general funds for Crisis Response and ancillary/wraparound services</li> </ul>	<b>Action:</b>

AGENDA		DISCUSSION	ACTION
		<ul style="list-style-type: none"> <li>• LC Roadmap being worked on with guidance from Action Plan to End Homelessness and ECHO guidance</li> <li>• MOU with ECHO being worked on in governance group</li> <li>• Committees continuing to meet, some keeping meetings closed as members become oriented</li> <li>• M. Beit-Arie promoted to new position, will maintain LC role until replacement</li> <li>• Pilar Sanchez hired as new Travis County Health and Human Services Executive, to oversee Community Development Block Grant, Emergency Rental Assistance Program, and rollout of ARPA funds, among other programs</li> <li>• Council to continue Cold Weather Shelter advocacy push <ul style="list-style-type: none"> <li>○ Statement has been written and waiting for more LC comments before sending out</li> <li>○ S. Wright to update and send out in the afternoon for hopeful release by end of week</li> <li>○ Push for larger conversation than around only raising minimum threshold</li> </ul> </li> </ul>	

AGENDA	DISCUSSION	ACTION		
<b>III. Compensation Policy</b>	12:40-1:25	<b>M. Mollica, S. Wright &amp; R. Azzam-Morris</b>	<b>Compensation Policy</b> <ul style="list-style-type: none"> <li>• Background               <ul style="list-style-type: none"> <li>○ Compensation policy reflects recognition of value of PLE and equity advocates in our system and the imperative of imparting genuine decision making power to them</li> <li>○ \$40/hr in the first year, working towards \$50/hr over time</li> <li>○ Acknowledgment that PLE may not have work that provides the same flexibility and that lived expertise is legitimate expertise that deserves to be compensated as such</li> <li>○ Policy drafted and driven by group including all councilmembers with lived expertise</li> </ul> </li> <li>• Roadblocks               <ul style="list-style-type: none"> <li>○ ECHO has been in conversation with nonprofit accountants and employment experts</li> <li>○ ECHO has covered cost and working on distributing funds for Dec., Jan., and Feb. but needs help starting March</li> <li>○ Any org that pays people more than \$600 annually requires W9 and 1099</li> <li>○ Contracting would result in governance members being ECHO employees, as a potential conflict of interest</li> <li>○ ECHO lacks capacity to meet scale of invoicing all needed individuals (a little over 100)</li> <li>○ Work with UpTogether fell through, would need to maintain \$250k in account and can only make uniform payments without room for shifts in employees</li> <li>○ Austin Community Foundation would require LC to set up as 501c3</li> <li>○ Want to pay people in cash, need to be careful about taxes and benefits</li> </ul> </li> <li>• Potential solutions               <ul style="list-style-type: none"> <li>○ Orgs alternate making direct payments each month, can invoice ECHO for payments</li> <li>○ Community contracts with third-party platform</li> <li>○ Community partners with corporate foundation</li> <li>○ LC obtains 501c3 status and partners with ACF as fiscal agent</li> </ul> </li> <li>• Discussion               <ul style="list-style-type: none"> <li>○ Stipend model for participation? Over \$600 annually becomes taxable income</li> <li>○ Leave it to PLE within system if they feel comfortable doing their taxes, keeping people informed. Have open conversation with</li> </ul> </li> </ul>	

AGENDA	DISCUSSION	ACTION		
			<p>folks being affected</p> <ul style="list-style-type: none"> <li>○ Need to ensure payments in March and also building of sustainable structure</li> <li>○ Not feasible to do a rotation on a monthly basis</li> <li>○ Taxation implication of language of earned income vs. compensation/scholarship</li> <li>○ Paying through apps/gift cards is still taxable</li> <li>○ Social Security benefits could decrease</li> <li>○ Need for conversation with community partners</li> <li>○ Conflicts of interest depending on which org(s) fund seats</li> <li>○ Where do funds come from? Not tied to a grant, from fundraising</li> <li>○ No money in ECHO budget for infrastructure</li> <li>○ With AYC, youth became employees of third party that dispersed funds</li> </ul> <ul style="list-style-type: none"> <li>● M. Beit-Arie to send calendar invites to various org execs and finance teams within our community to discuss further</li> </ul>	
<p><b>IV. Proposed Decision-Making Processes</b></p>	<p>1:40-1:55</p>	<p><b>S. Wright &amp; D. Shubitz</b></p>	<p><b>Proposed Decision-Making Processes</b></p> <ul style="list-style-type: none"> <li>● LC Level: Funding, designation of Collaborative Applicant &amp; HMIS Lead, public-facing advocacy, creation of roadmap, and seating of new LC members <ul style="list-style-type: none"> <li>○ High level priorities and vision</li> </ul> </li> <li>● Committee level: seating new voting members of committees, policies and procedures (i.e. NOFO, PIP, written standards, landlord incentives, etc.) <ul style="list-style-type: none"> <li>○ Workplan set to determine “how” to enact the vision</li> </ul> </li> <li>● Workgroup level: work on efforts set by committees and send back to committees or LC for approval, depending on which group’s purview the work falls under <ul style="list-style-type: none"> <li>○ Implementation of workplans</li> </ul> </li> <li>● When an item might intersect multiple committees, direction comes from roadmap</li> <li>● Equity advocates seated on all committees and co-chairs hold accountability to shared values to ensure that policies don’t universally have to pass through Equity Committee</li> <li>● If a policy point could fall under the purview of multiple committees, representatives from LC have potential to coordinate with each other from a central place</li> </ul>	
<p><b>V. Guidance on Committees</b></p>	<p>1:55-2:30</p>	<p><b>All</b></p>	<p><b>Guidance on Committees</b></p> <ul style="list-style-type: none"> <li>● Systems Improvement</li> </ul>	

AGENDA		DISCUSSION		ACTION
			<ul style="list-style-type: none"> <li>○ Workgroups: Capacity Building, Employment, Healthcare, Mental Health &amp; Substance Us, Free Transportation</li> <li>○ Cross systems collaboration focused</li> <li>● Performance Monitoring <ul style="list-style-type: none"> <li>○ NOFO workgroup separate from IRT group</li> <li>○ Performance Improvement Plans? Does committee have expertise to do this work</li> </ul> </li> <li>● Need to provide committees with bullet pointed summaries of their purview, as well as information and system context so people on committees have knowledge to do work</li> <li>● M. Beit-Arie to check in with Research and Eval. And HMIS teams to see what info they can offer</li> <li>● Highlights need for roadmap, more guidance from LC</li> </ul>	
<b>VI. Public Comment</b>	2:30-3:00	<b>All</b>	<p><b>Public Comment</b></p> <ul style="list-style-type: none"> <li>● Guidance in terms of roadmap (deadlines, etc.) but concern around disconnect for what committees see as priorities vs. LC. Guidance around priorities would be beneficial</li> <li>● Committees still level setting with systems knowledge and interpersonal connection</li> <li>● Miracle Messages—housing first programs struggle with community integration/social connectivity. Possible UBI + social capital pilot could help address rising homelessness</li> <li>● Systems Improvement Committee asking for guidance on their purpose/what change they can hope to affect</li> <li>● Need clarity around ask with compensation policy—why can't ECHO take policy on? AMA would be willing to be one of the orgs</li> <li>● Not paying people from October is exploitative and should be addressed</li> </ul>	
<b>Adjournment</b>	3:00		<p><b>FUTURE AND ONGOING AGENDA ITEMS</b></p> <p><b>Next Meeting: March 7<sup>th</sup>, 12:00PM – 3:00PM</b></p>	