



**Metro Denver Homeless Initiative - Board Meeting
February 13, 2020 - 2:00 - 4:00pm
Mile High United Way, Busse Board Room**

Board Minutes

Attendees:

In Person

John Feeney-Coyle, Elissa Hardy, Claire Clurman, Karissa Johnson, Jennifer Biess, Shelly McKittrick, Mike Malloy, Alix Midgley, Kelli Barker, Ved Price, Carla Respects Nothing, Ayashe Cornelius,

By Phone:

Ben Ryan, Kristen Toombs, Karen Kreutzberg

MDHI Staff:

Matt Meyer, Kelly Hellman, Bethany Maynard-Moody, Diane Howald, Mikah Wagner, Alex Rigberg, Jamie Rife

Administrative:

John called the meeting to order at 2:00 and the meeting started with Executive Session

Consent Agenda:

John covered the consent agenda minus the financials which will be voted on separately.

Vote -Claire Clurman motioned to approve consent agenda minus the Financials, Shelley McKittrick seconded, no opposed, motion passes by acclamation

Matt introduced Jamie Rife as MDHI's new Director of Communications and Development

Topics:

Updates- Governance & Continuum Activities

Board Officer Succession - John reiterated that there is a need to provide successors for officer positions for those that will be terming off this year and asked that the members let him know if you want to nominate anyone, or if you are interested in becoming a board officer. Shelley reminded the board that we are looking for more diversity.

Board Committee Assignments – Elissa summarized the committees and assignments and asked the board to look over the assignments.

Financial Presentation

Kelly gave a financial presentation that went into the basics of financial statements and the fiscal responsibility for the board. The presentation was sent to board members in a separate email. Matt pointed out that the organization was in a deficit position and we are now working toward profitability. Alix asked if we could incorporate this into the new board orientation meetings. October, November and December financials were presented. Kelly discussed how the current deficit has been created by the Flex Fund account. This account has added 96K of expenses YTD with no offsetting revenue. This was because the revenue was received last fiscal year and per the auditors, had to be booked in that year.

Vote – Motion to approve the October, November and December Financial statements by Shelly McKittrick, second by Alix Midgley, approved by acclamation

Equity and Accessibility Committee Recommendations

John reiterated the need to have a cordial but difficult conversation and reminded all that we all share a common mission and asked that we be respectful of other viewpoints and positive intent.

The topic discussed and presented by Karissa focused on Racial Representation for all CoC funded programs. Karissa referred to the 2019 Racial Representation Breakdown page that was included in the Board Packet. This chart represents 2019 NOFA participants and the Racial Breakdown of Board, Executive Staff, Mid Management and Frontline Staff. Karissa points out that this is a way to tie funding to representation. John asked if there were any organizations that pushed back on providing this information and Matt stated that we had lots of questions and comments and the NOFA committee was clear that providing this information would have nothing to do with their scoring. The data shows that most organizations are not where they need to be as far as racial equity and representation. Matt added that MDHI is not where we need to be either, and that we need to lead by example. Ved asked about the main challenges of hiring people of color and Matt stated that the applicant pool is not where it needs to be for representation. Matt went on to say that we all have to do a better job of outreach to bring in more diversity and that salary and benefits need to improve to attract more people. Karissa pointed out that it can be awkward in certain situations because nobody wants to be the only person of color in an organization. Matt added that we should support existing staff in all organizations through trainings and workshops for emerging leaders. Also discussed was that moving the needle based on hires is much easier to do in small organizations vs large organizations. Hiring a person of color represents a higher percentile change when the numbers are smaller. Ben and Shelley discussed HUD and NOFA scoring and how equity may currently deviate from that. This includes fostering transformation that doesn't lean on NOFA scoring. Shelly added that this may not be what HUD wants this year but may be a requirement in 5 years.

Kelli brought up that only 5% of the population are people of color so they will always struggle to find equity in the applicant pool located in that area. Karissa replied that expectations have to be higher in these areas. Ved agreed and asked if creating a position for recruiting and outreach within the metro area would help with this.

John asked about the timing of an equity statement and how and when it becomes effective? And in addition, we would need to get the support of the COC agencies if we roll this out. Matt stated that we would not implement any changes to the NOFA scoring without a year notice, and it may include piloting new methods. Karissa added that there is no blueprint for this specific to what we are trying to accomplish.

The Meeting was adjourned at 4:05

MISSION: *Leading and advancing collaboration to end homelessness in our region.*