



## JUNE 2021 BOARD MINUTES

**Board:** Alix Midgley, Ben Ryan, Brendan Clark, Brian Arnold, Carla Respects Nothing, Elissa Hardy, Eugene Wade, Jenna Hansen, Jennifer Biess, John Feeney-Coyle, Mike Malloy

**Staff:** Jamie Rife, Julie Winkowski, Layla Said, Matt Meyer, Rebecca Mayer

### ADMINISTRATIVE

Brian introduced Stephon to the meeting as the icebreaker for the group. Stephon works full-time for Pixar. He led the group in drawing two characters: Mike Wazowski and Lightning McQueen.

#### Consent Agenda

Brian asked for a motion to approve the consent agenda. Jennifer motioned to approve. Mike seconded. All in favor.

*Brian covered the consent agenda.*

**Vote – Jennifer Biess motioned to Approve, Mike Malloy seconded, all in favor, none opposed**

### TOPICS

#### Board Officer Election Results (Brian)

Mike Malloy – President

Carla Respects Nothing – VP of Continuum of Activities

John Feeney-Coyle – VP of Organizational Activities

Brendan Clark – VP Finance

#### Final Budget Agenda (Julie)

Julie said we already went through the budget in detail. This presentation was to show us the changes in the budget. Julie stated that there are no major changes. No adjustments were made to development goals. Individual contributions and foundation grants also remain the same. Julie had to true up some Grants to actuals since they cross fiscal years (ESG, etc.), which resulted in a decrease in revenue. Line 41, NOFA Fees decreased. The Bitfocus licensure estimate also decreased. These were initially estimates. There were no significant changes to salary and wages. Line 62, Programs and Services, are the funds that we use to support the YALC (stipends, bus tickets, food, talking circles). Julie said that have not had a great amount of expenses this year, so she reduced it to reflect the actuals. IT expenses increased to reflect the price of the actual contract plus normal consulting outside our regular billing. After speaking with our HMIS lead, they calculated needing 140 new licenses. This was reduced from 200.

Ben asked about the reduction to the YALC line item. Julie said that spending was very low over the past year, and this reflects closer to the actuals. She said there are also only 2 members in the group right now, and added that Layla could probably speak more to that.

Ben asked how much of the \$20,000 is just stipends. Julie said there is a portion for food, bus tickets, stipends, and talking circles. Ben wanted us to be cautious of shortchanging ourselves in this area. Julie said she worked closely with Sierra on this estimate and that Sierra was comfortable with this figure.

Ben asked about the IT consultant. He wanted to know if IT was a recurring cost. Julie said yes, it is a recurring cost, but there is extra billable costs for work done outside the contract. Julie said the contract increased significantly. We went from \$600 a month to \$3,000 month. Matt added that we switched vendors, and that our previous vendor wanted to renegotiate their contract. Since the previous vendor had significant performance issues in terms of unreliability, Matt saw this renegotiation as a blessing in disguise.

Brian asked if there was a need for upgraded equipment. He asked if everyone had working laptops. Since there are always upgradable things for IT, he wanted to know if our new IT consultant provided that? Matt said everyone is satisfied with their equipment. Part of the IT consultant's role is to manage the lifecycle policy of our machines. Matt said they are really a full-service agency. They have been engaging with us on strategic planning also.

Ben had one more question about the BitFocus licenses. Ben asked what the term was and where we were in that term. Julie said the new term starts July 1. They gave us a 3% increase, but we also had to factor in setup charges for the new 140 licenses. Julie added that the increase comes from a renewal of the existing BitFocus license as well. Matt added that a bulk license for a few years would remove the increase. Matt said we did an audit of the licenses and they are currently being used efficiently. Some agencies had too many licenses, and some had two little. So after a reshuffling of those licenses, they are now being used efficiently.

Ben said he takes some responsibility for the terms negotiated in the original Bitfocus contract. He is learning much more about software licenses in his new position, a lot of which he didn't know at the time he helped negotiate. Ben offered to help renegotiate a new contract when the time should come. Matt thanked Ben for offering to help on such a tricky negotiation.

Brian asked where the DEI consultants are in the Budget. Julie said that is in Staff Training. We earmarked \$30,000 for DEI consultants. The other question Brian had is more philosophical. He asked if we are happy with the HR company, or if that is something that we want to move in house? Matt said that we are very happy with Insperity. They provide a full range of services. He thinks we should do an analysis to make sure if it is a good deal cost-wise for the organization. We have had a lot of growth, and they are not cheap. That could be something we could look at this year. He thinks we're ready for that.

Alix wanted to add that having an HR is not just benefit or salary related. She believes an HR-person in house could contribute a lot to the culture of an organization. They could also provide support to the workers below Matt who more directly experience secondhand trauma from the work. She also thinks they could support the DEI work and be there as a support for BIPOC staff.

Jenna asked about professional development allowances reimbursements for employees working from home. Matt said that professional development is pooled among the staff and allocated throughout the year. He noted that this is part of a growing pain, and sort of a growth issue with that. Regarding the reimbursements for working from home, Matt added that increased the phone and internet stipend when we made that transition last year. We also supplied employees with whatever they needed to setup their home offices.

Brian asked for a motion to approve the budget.

*Approval of the FY 21-22 Budget.*

**Vote – Brendan Clark motioned to Approve. Elissa Hardy seconded. All in favor.**

### **Continuum Councils and Committees (Alix)**

Alix said she was not sure if everyone saw her email yesterday, but she was invited to share a few thoughts as she transitions out of her role as VP of Continuum Activities. Although she's been serving since December, she has had a lot of meetings and discussions with people about how we've setup the council and committee structure, which informed her email to the group. She wanted to invite Matt, Rebecca, and Layla to put in their own thoughts.

Rebecca said she was so impressed with how many meetings she attended and the thought she put into questioning the structure we have in place.

Ben appreciated Alix's comments on the structure specifically related to equity. He added that he thinks we need consultants to support our recruitment efforts as a Board, so that we can create a more inclusive structure.

Elissa thanked Alix for her thoughtful points and wanted to echo what Ben said. She wants MDHI to be able to do this well and thoughtfully about not centering whiteness and being more inclusive. Elissa added that as we keep working on the YALC, she echos the idea of having help and guidance so that we don't find ourselves tokenizing anyone.

Jennifer also thanked Alix for condensing so much thought into a few bullet points. Something that really has really struck Jennifer about the council/committee structure is, who is what's jurisdiction? She thinks Alix's points are a great synthesis for us to sit back and reflect. She recognizes that Alix has taken on a huge effort and wants to know how we as a Board relate CoC committees. Jennifer said that the Board's relationship to the Councils is still unclear to her. She wants to make sure the Board is supporting the CoC side of the work, and not just the Board committee side.

Matt appreciates everyone's thoughts and comments and would like the group to reexamine the committee and council structure. He noted that we have done a tremendous amount of learning over the last year as we have been thinking about this from a perspective of inclusion. It brought up a ton of issues than many of us weren't thinking about when this was created. We had a simplistic view of "if we build it they will come," but what we learned is that it is much more complex than that. Matt wanted to acknowledge that he thinks this is a point of growth for the organization. This comes back to Ben's piece. He said one of the things Sierra's been pushing is the idea "should we be the convener? Or should we be showing up to their meetings? Should we be going to their spaces and demonstrating trust by going to them and not making them come to us. Matt said we are not always the ones running the show. We may be making our job more complex. We don't necessarily need more capacity around this; we need more open ears in more spaces.

Alix thanked Matt for sharing that, and she thinks it's a wise, thoughtful question to be asking before we start to reorganize ourselves again. She believes listening deeply sounds like a really good method.

### **Acknowledge Service of BOD Members**

Brian said that this is the sad part. Alix and Ben have served MDHI and the community well. Brian said he would like if they could each tell us a story of a time that was instrumental at their time at MDHI. He wants to then give the rest of us time to properly thank them. Alix talked about the time Ben supported her through wanting to leave the Board. Ben made himself available for many hours to talk through challenges Alix was grappling with. Ben talked about his first meeting where he was just listening and could barely keep up. He is grateful for all of his time spent on the Board and with its members.

John wanted to express his gratitude to Ben and Alix. He thanked Ben for his attention to detail, always asking hard questions, and caring about the infrastructure of the Board, which is critically important and often overlooked. He thanked Alix for her courage to ask hard questions. Her ability to make the group uncomfortable when necessary has been a tremendous attribute to this organization. John said forcing middle-class white men to turn inward and reflect on racial equity is incredibly important and a leadership quality that not many possess.

Elissa thanked them both for the unique qualities they have brought to the Board. Jennifer thanked them both for their articulateness. Brian asked the staff to leave so that the Board could begin executive session.