



November 12, 2020 (2:00 - 4:00 PM)

Microsoft Teams

BOARD MINUTES

Board Members:

Alix Midgley, Ben Ryan, Jennifer Beiss, Brian Arnold, Carla Respects Nothing, Elissa Hardy, Jenna Hansen, John Feeney-Coyle, Kelli Barker, Ken Hayes, Michael Malloy, Shelley McKittrick

MDHI Staff:

Jamie Rife, Layla Said, Julie Winkowski, Matt Meyer, Rebecca Mayer, Ben Lordi, Omotola Williams, Midori Higa

ADMINISTRATIVE

Rebecca introduced the new staff. Ben Lordi is starting as a Data Capacity Specialist working with the HMIS and OneHome teams. Omotola (Tola) Williams is our new Improvement Advisor. She will be working with BFZ and other programs.

Brian announced two resignations on the Board. Karissa Johnson resigned a month ahead of schedule. Rachel Vaughn also resigned, citing too much current responsibility. Brian said to be mindful of the required time commitment when recruiting new members for the Board.

Brian mentioned some things came up in his virtual coffee. People had questions about what it's like to be on a Board, when they get to talk, and how they could get more involved. Brian has asked Ben to help him to add to the existing Board orientation to better address these questions.

Regarding Board meeting time, Brian feels that meeting during the workday no longer accommodates everyone's schedules. He said the survey results found that most members would be okay moving the meeting to after 5pm. He also found that most people were comfortable with reducing the size of the Board. He wants to make sure everyone feels included and a part of the Board. No one had comments to add about the virtual coffees.

The group did the icebreaker after Julie's presentation on Q1 Financials.

CONSENT AGENDA

Brian covered the consent agenda.

Vote - Jenna motioned to approve the consent agenda, Alix seconded, none opposed, none abstained

TOPICS

Chair Updates (Brian)

Brian asked if anyone else wanted to nominate someone for VP of Continuum Activities. No one else was nominated.

Alix Midgley as Vice President of Continuum Activities

Vote – Shelley motioned to approve Alix Midgley as the Vice President of Continuum Activities, Kelly seconded, all in favor, Alix abstained

Governance

Matt asked if anyone had objections to the Board adopting a Policy Governance framework and undergoing Board training. Jenna asked when the training would occur. Matt said we talked about Bill Charney doing some virtual sessions to get people more familiar with Policy Governance. The intention would be to have a retreat when we could meet in person. We felt it would be difficult to do this work remotely. The timing is dependent on when the vaccine is available, when we feel that COVID is under control, and when people feel comfortable meeting in person again. Most likely Summer 2021. We have money budgeted for 2020, but we will probably divert some of that money to the Equity training. Jenna feels that it makes sense to not rush the training due to COVID, but also acknowledges that the Board is at a pivotal point in terms of fusing how it works together. Ben says Jenna makes a good point, as we are in a time of uncertainty and change. He thinks some background information in the meantime would be helpful. Matt wanted to add that Bill would start working with the Board between now and the summer to provide the group with a basic PG framework. Matt would like to make a commitment to Bill soon. He thinks it would be helpful for the Board to commit to a framework. Matt noted that there is no single way for a Board to operate; it is up for the Board to decide how it executes its authority.

Jenna asked if there was a commitment from this Board to move to a Policy Governance structure. She affirmed her commitment. Brian said he is also committed to PG and wants to move this process along. Ben said that after hearing there would be a series of educational virtual trainings, he is more comfortable starting this now through a meaningful approach. Matt wants to make sure he isn't overstepping his bounds, since this pertains to the Board's structure.

Matt said he will talk to Bill tomorrow to get a training setup for January/February.

Approve Policy Governance framework

Vote – Mike Malloy motioned to approve the adoption of a Policy Governance framework, Ben Ryan seconded, all in favor

Matt said he was not comfortable nominating Brendan Clark as a Board member at this time, as they have not met. However, he said he is very comfortable with his financial background. Brian asked Mike to give the Board an overview of the candidate and his opinion of him. Mike said he did not recall exactly where he worked, but knows he has worked in accounting the majority of his professional career, specifically with 501Cs. The candidate seemed very onboard with the work of MDHI. Ben was at the interview with Brendan and was impressed with his interest in MDHI and the research he did for the interview. Ben said that in the last couple of interviews, the Board has really put people on the spot with in-depth equity questions to get an idea of their skills, knowledge, and training, as well gauge how comfortable they are talking about racial equity. He said other candidates were concerning, while Brendan impressed him with his willingness to speak about a difficult topic in a way that was informed and compassionate. He acknowledges that he is a white man, so this won't move us closer to our racial representation or lived experience goals. However, we do have an immediate need for someone with his finance background. He is also affiliated with a group at EY that is for people in racial minorities, so we could potentially tap that group for recruitment in the future. Brian acknowledged that although he doesn't meet our equity goals, he does fill the need for a Treasurer.

Shelley wanted to bring up something about representation. She feels filling skills that we need is important; however, she would like to see a BIPOC person or a person with lived experience take her place. Although she is supportive of this nomination, she wants us to fulfill our racial representation goals with the next few seats we fill.

Jenna asked how many vacant seats we have on the Board that we are going to fill. Brian said we are currently redetermining how many Board seats we have. He thinks that we are going to move to having a flexible Board. Ben said with Rachel's resignation, there are 9 vacancies. Beginning 2021, we will have 10 vacancies. We might not necessarily fill all those seats. Ben feels this is the ideal time to move to a flexible Board, away from 22 members. He said to look for an amendment to the bylaws stating this change in the next few meetings.

Jenna asked if there are vacancies we are specifically recruiting for. Matt said (1) is financial, (2) someone with a data background, and (3) people with lived experience.

Approve Brendan Clark as a Board Member

Vote - Mike Malloy motioned to approve Brendan Clark as a new Board Member, Ben Ryan seconded, all in favor

Ben wanted to thank Mike Malloy for stepping into the Treasurer role and doing great work.

Brian asked for anyone interested in replacing Rachel's position to contact him.

Revised Budget (Matt M.)

Matt said that there are positive reasons for us recasting the budget. Much of the budget remains largely the same as the one that was previously approved. There are a few significant variances that the Board should be aware of. The first significant variance is in the Foundation Grants. We had initially budgeted 150K, up from last year's 84K. We have had unanticipated grant awards, bringing us to 504K. Other variances are in the Foundation Grants and Federal Grants. Matt asked if there are questions. Shelley asked when the ESG was initially supposed to be spent. It was originally to be spent by March 31st, 2021 but was extended to September 31st, 2021. She asked if we have the capacity to house people with this money, and Matt said he believes we do.

Changes in our Expenditures (roughly 200K increase) are because we have added 3 staff positions that are funded through CV-1 funding or Foundation Grants. New hires are Josh Ledesma and Rosie McQuiggan as OneHome Coordinators, and Annie as a full-time staff accountant. We also gave out additional network grants to our providers, fFlex Fund recipients, and landlord partnerships. Adjustments were also made in our rent and IT consultants. Our previous IT consultants were causing problems in our efficiency and work-life environment.

Matt asked for questions. No one had questions. Matt wanted to specifically thank Julie for her work on the budget. He also thanked Kelli Barker and Jenna Hansen for their work in supporting MDHI.

Approve Revised Budget

Vote – John Feeney-Coyle motioned to approve the revised budget, Ben Ryan seconded, all in favor

Financials (Julie)

Brian welcomed Julie. Julie said we are going to review financials on a quarterly basis. This report is from July-September. Contributed support is individual donations, federal awards, and foundation grants. We are positive 108,036. Accounts receivable is a little high, which is great due to more money coming in the organization. She also reviewed our total assets, total equity, total cash flow, and grants receivable.

Ben had a question about the grants timing issue. He wondered if there was a way from a Board oversight perspective if we could think about ways to compensate for that to give a better financial picture of money going in and out. Julie feels there will be a better picture of financials next quarter. She said there was a delay in releasing funds because of the learning curve of coming on as a new hire.

Matt wanted to clarify that any Board member can be on the Finance committee. An accounting background is not required, and it is a good space to go deeper into the financials, learn, and ask questions. Matt agrees we still should do a training.

Vote – Mike Malloy motioned to approve the FY20-FY21 Quarter 1 Financials, Shelley McKittrick seconded, all in favor

Theory of Change & Logic Model (Rebecca, Jamie, Kyla, Midori, Jackie)

Rebecca said we are going to look at the final draft of the Logic Model, which was updated after receiving feedback from the Board. Changes are highlighted in blue and green. Today, we will be talking about next steps to hold ourselves accountable to this model. Kelli asked how the last bullet in Outcomes is measurable. Rebecca said we will be using quantitative and qualitative data, and that we will use qualitative data for that specific outcome. Matt added that this is part of a larger conversation about data. We want to make sure that not only is our data accurate and telling a story, but that people feel their experiences are accurately reflected in the data itself.

Shelley said we need to survey people as soon as possible so that we can have an accurate baseline when assessing the changes we have made in our Continuum. Midori commented that the LEAB will be able to do this through their listening sessions.

Rebecca asked the Board for feedback on types of data, formatting of reports, and frequency of reporting. Shelley wanted to note that it is important to share wins as well as losses. Brian said it would be great if the data came formatted with a story that explained the data. Alix said she loved the idea of a monthly snapshot that included a small narrative, and then maybe once a year/quarter we could do a deeper dive. Rebecca said as we feed this information to Committees, it would be helpful for them to come up with recommendations as well.

Matt commented that MDHI was extremely successful at taking this from inception to a meaningful model that we can operationalize as a team. We can now use this to assess what's working, what's not working, what we can do better, and what we are celebrating. This is possible because we now have the data.

Open Forum for Stakeholder Comments and Community Announcements

Brian wanted the Board to agree on changing the Bylaws to lower the number of Board members. Ben thinks it would be helpful to have an odd number, either 13 or 15. Matt thinks 13-17 might provide more flexibility. The Board agreed.

Brian asked about moving the meeting from 5:30-7:30pm. It would still be the second Thursday of the Month.

Moving our meetings

Vote – Alix Midgley motioned to approve moving the meeting time to 5:30-7:30pm, Mike Malloy seconded, all in favor

Brian asked if we could still meet in December to just thank everyone who has served on the Board and has either termed off or resigned. The group liked this idea.

Shelley just wanted to say this has been an incredible 4 years. A lot has changed, our world has changed. She has really valued these connections, our equity work, and this entire experience.

Concluding Remarks (Brian)

Brian thanked everyone for their time. He will send out a calendar event for next month so that we can all virtually celebrate the year of 2020.