

Seattle-King County CoC Board Special Meeting Minutes

Date/Time

May 28th, 2024; 3:00 PM – 3:30 PM

Roll Call

Name	Present
Patricia Sam	x
Tamara Bauman	x
Kenyatta CarrollHillman	
Leeze Castro	x
Zsa Zsa Floyd	
Marvin Futrell	x
Antoinette Lambert	x
Dorsol Plants	
Ruby Romero	x
Martha Sassorossi	x
Kristina Sawyckyj	x
Sherry Tillman	
Galena White	

- Roll Call – 8 members present – 5 members absent
- Quorum is Met

Land Acknowledgement:

- The King County Continuum of Care Board acknowledges that we work on the unseated traditional lands of the Coast Salish peoples, especially the first peoples of Seattle, the Duwamish people. The original stewards of the land, past and present. We honor with gratitude the land itself and the Duwamish tribe. This acknowledgement only becomes meaningful when combined with accountable relationships and informed action and is the first step in honoring the land that we today sit on and their peoples.

Theory of Change:

- If we create a homelessness response system that centers people who have lived experience of homelessness, then we will be able to meet needs and eliminate inequities, in order to end homelessness for all.

CoC Board Seating Process and Recommendations: Kelsey Beckmeyer

Agenda:

- Selection Committee Onboarding, Role, and Tasks
- Selection Process
- Final Recommendations
- Questions/Discussion

Selection Committee Role

- Time-limited, as-hoc committee to develop recommendations for the seating of the new board members on the Continuum of Care Board
- Comprised of members of Continuum of Care, inclusive of leaders with lived experience, CoC Board members, and KCRHA

Selection Committee Tasks

- Review and score applicants to identify a top slate of candidates for confirmation interviews
- Participate with interviewers to finalize slate of recommendations for review by CoC Board prior to going to CoC Convening
- Welcome to join the May 22 Board meeting when current board is briefed on the recommendation

Activity	Responsible Party	Dates
Review of Applications and Complete Matrix	Selection Committee	May 6 – May 8
Identify Candidates for Phone Interview	Selection Committee	May 8 th , 2pm - 3pm
Phone Interviews of Initial Recommendations	Selection Committee	May 8 th -May 16th
Phone Interviews Complete	Selection Committee	May 16th
Complete Interview Matrix	Selection Committee	May 16th
Final Recommendation Meeting with SC	Selection Committee & KCRHA Staff	May 16th
Recommendations to the Board via Email	KCRHA Staff	May 17th

Selection Committee Onboarding

- Overview of the CoC and the CoC Board
- Review of Equity Principles
- Implicit Bias Training
- Reviewed the Charter for representation requirements

Application Questions & Review

Application Area	Rating Criteria
Understanding and Interest regarding the CoC (Questions 1 & 2)	1 - Applicant does not provide any specific information regarding their knowledge or interests related to the CoC. 5 – Applicant can clearly articulate their knowledge and skills related to the CoC.
Skills and Leadership (Questions 3 & 5)	1- Applicant does not indicate how their leadership or skills will help people experiencing homelessness in the region. 5 - Applicant provides concrete examples of past leadership roles and how their leadership would support and serve people with lived experience.
Understanding of Systemic Racism (Question 6)	1 - Applicant does not communicate the relationship between systemic racism and housing/homelessness. 5 – Applicant provides multiple concrete examples of the relationship between systemic racism and housing/homelessness.

Interview Questions & Review

Application Area	Rating Criteria
Collaboration and Teamwork (Questions 1 & 3)	<p>1 - Applicant does not indicate how they would handle conflict or positively work with collaborators.</p> <p>5 – Applicant can clearly articulate how they navigate conflict and create positive working relationships</p>
Housing and Homelessness Knowledge (Question 2)	<p>1- Applicant does not indicate how knowledge and awareness will help people experiencing homelessness in the region.</p> <p>5 - Applicant provides concrete examples of how they maintain knowledge and awareness to support and serve people with lived experience</p>
Increasing Equity (Question 4 & 5)	<p>1 – Applicant’s response does not indicate record of actions to increased representation and advanced equity within a community, workplace, or other comparable affiliation</p> <p>5 – Applicant’s response demonstrates a record of actions to increased representation and advanced equity within a community, workplace, or other comparable affiliation.</p>

Application Area	Rating Criteria
Overall Interview Rating	<p>1- Applicant did not provide clear or specific responses and did not fully answer questions. <u>I would not recommend applicant.</u></p> <p>3 - Applicant provided some thorough and thoughtful responses. However, responses lacked specificity and applicant lacks skills and connections that would qualify them as an outstanding candidate. Overall, application was acceptable, but <u>I would not recommend applicant.</u></p> <p>5 - Applicant thoroughly and thoughtfully answered all questions with clear and specific responses and indicated an outstanding level of connection to the community of people with lived experience of homelessness. Applicant brings skills, networks, expertise, experience, ideas, and enthusiasm that are representative of the high-quality leadership needed for the CoC Board. Overall, application was a standout and <u>I highly recommend this applicant.</u></p>

Using the Interview Scoring Matrix

INTERVIEW REVIEW							SUMMARY		
Benchmarks	Collaboration and Teamwork (1- Applicant does not indicate how they would handle conflict or positively work with collaborators. 5 – Applicant can clearly articulate how they navigate conflict and create positive working relationships.)		Housing and Homelessness (1- Applicant does not indicate how knowledge and awareness will help people experiencing homelessness in the region. 5 - Applicant provides concrete examples of how they maintain knowledge and awareness to support and serve people with lived experience.)		Increasing Equity (1 – Applicant’s response does not indicate record of actions to increased representation and advanced equity within a community, workplace, or other comparable affiliation 5 – Applicant’s response demonstrates a record of actions to increased representation and advanced equity within a community, workplace, or other comparable affiliation.)		1 - Applicant did not provide clear or specific responses and did not fully answer questions. I would not recommend applicant. 3 - Applicant provided some thorough and thoughtful responses. However, responses lacked specificity and applicant lacks skills and connections that would qualify them as an outstanding candidate. Overall, application was acceptable, but I would not recommend applicant. 5 - Applicant thoroughly and thoughtfully answered all questions with clear and specific responses and indicated an outstanding level of connection to the community of people with lived experience of homelessness. Applicant brings skills, networks, expertise, experience, ideas, and enthusiasm that are representative of the 5-quality leadership needed for the Governing Committee. Overall, application was a standout and I strongly recommend this applicant.		Total
Rating Scale	Reviewer 1	Reviewer 2	Reviewer 1	Reviewer 2	Reviewer 1	Reviewer 2	Reviewer 1	Reviewer 2	
Candidate 1									0
Candidate 2									0
Candidate 3									0
Candidate 4									0

Developing Recommendations

- Tools to guide the process:
 - Theory of Change
 - CoC Charter
 - Application Scores
- Charter:
 - A maximum of 19 members
 - Representative and reflecting the diversity of people experiencing homelessness
 - Have expertise and/or skills in one or more area:
 - Implementing policies/practices promoting racial-ethnic equity
 - Provision of services for people experiencing homelessness with an emphasis on serving populations that are disproportionately represented
 - Physical and/or behavioral healthcare or other intersecting systems
 - Geographical representation

Selection Committee Recommendations

- Titi White
- Elizabeth McKeen Fitzgerald Maupin
- Amaiya Leonor
- Victor Loo
- Amy Thomas
- Bella Irons
- Jade Weise
- Kristina Sawyckyj
- Tamara Bauman

Next Steps

- CoC Board Affirms Nomination List
- COC Membership will vote on May 29th Convening
 - Voting to take place from 10:30 am – 12:00 pm
- New Board Members welcomed to attend June meeting and officially begin as voting Board Members July
 - Onboarding for new members will be in June

- **Board Member Ruby Romero:** States that she thinks that there should have been 3 board members on the panel. She says that if a board member resigns, the board should be able to appoint someone in their place. It is her understanding that she should be able to make nominations from the floor. Says there was nothing in the process that says that's not allowed. Is curious on how the board feels about the addition of two previous board members (Leeze Castro & Marvin Futrell). States that in the charter section 2 letter D, it says that they are allowed to hear the recommendations put forth by the Selection Committee but do not have to adhere to what is being suggested to the board as it is a recommendation. Points to the Theory of Change centering the voices of Lived Experience so she is open to hearing from everyone. States that she saw 2 seats available. Brings up the fact that there were 2 board members on the Selection Committee. Also states that the workgroup should be dissolved after giving their nominations. Is curious as to why the Selection Committee was being referenced to decide whether they could add two additional members.
- **Co-Chair Marvin Futrell:** States that there was less clarity around the application process for board members, who have reached their max term. States that in the last meeting two board members were nominated but it was the technical struggles with the filling out of the application for one of the nominees. We agreed on the selection process for new members. States that it is up to the board on how to move forward with the process of old board members re-applying.
- **Board Member Leeze Castro:** States that he was notified at the last minute that he was eligible to re-apply. He applied within 48 hours (about 2 days) and got a confirmation email that the application had been received. He then learned later that it had not been considered in the application process due to it being a different application. He filled out an application that was sent to him at the last Special Board Meeting on May 22nd after staff were notified of the issue and submitted it right away. He shows that he was on the front page of the New York Times for their

work in Youth Homelessness. Makes it clear that he doesn't want to take opportunities away from anybody and doesn't want anyone on the list of nominees to not be considered if he were to be added. States that he would love if we could motion to add a couple seats.

- **Board Member Patricia Sam:** Says that she first heard of Leeze's technical difficulties of the application last week in the May 22nd Special Meeting. States that today she noticed a string of email chains between board members that not everyone was included in with back-and-forth conversation. She is concerned in the process for current board members. States that a few weeks ago she heard an announcement regarding the recruitment of board members to the Selection Committee but that she could not join because she was on PTO. Heard Marvin Futrell (CoC Co-Chair) mention that he was not clear on the process. Is in favor of Leeze and Marvin going forward. States that there needs to be clear and explicit guidelines but wonders why current board members would have to go through such a rigorous process to re-apply.
- **Board Member Tamara Bauman:** Was told that she could not apply but then told that yes, they can on the day the applications were due. States that we are all new to this process and are all figuring it out and that it was just a misunderstanding. Supports the two nominees because they have been invaluable for the last 4 years. Brings up the fact that there are board members who don't show up or contribute at all and wants accountability for the board and the membership. Wants the board to get back on track and asks that they reprioritize and re-center the work going forward.
- **Board Member Martha Sassorossi:** Asks for confirmation on terms for the current board members and asks that that information be included in the roster information. Asks for clarification on available board seats, saying that she counted 19 seats on the board.
 - **Board Member Ruby Romero:** States that there were 14 board members with one Youth Action Board Member. After Galena resigned, we had 13 board members. 5 board members are exiting. 9 nominees so that would put us at 17 and states that there are two extra seats available.
- **KCRHA Staff Kelsey Beckmeyer:** Shares the ending terms for board members. 20 people applied and 9 met the scoring threshold from both the application and the phone interview process, and those 9 were the nominations put forward to be voted on by the CoC Membership.

Name	Pronouns	Term Start	Term End
Patricia Barnes-Sam	She/her	8/2/2023	7/1/2026
Tamara Bauman	She/her	8/2/2023	7/3/2024
Kenyatta Carrollhillman	She/her	8/2/2023	7/1/2026
Leeze Castro	They/he	8/2/2023	7/3/2024
Zsa Zsa Floyd	She/her	8/2/2023	7/1/2026
Marvin Futrell	He/him	8/2/2023	7/3/2024
Antoinette Lambert	She/her	8/2/2023	7/1/2026
Dorsol Plants	He/him	8/2/2023	7/1/2026
Ruby Romero	She/her	8/2/2023	7/1/2026
Martha Sassorossi	She/her	8/2/2023	7/1/2026
Kristina Sawyckyj	She/her	8/2/2023	7/3/2024
Sherry Tillman	She/her	8/2/2023	7/3/2024
Lacee Montez	She/her	3/6/2024	2/7/2027

- Board Member Martha Sassorossi:** Her understanding is that there are 8 continuing board members continuing, 9 that went through the planned process and there has been discussion of the possible addition of two. Asks if it is possible to add names via action to this call.
- CSH Technical Assistance Provider Susan Tanner:** States that the decision to either continue with the process that was voted on at the May 1st board meeting, or if they are going to not go by that process and change it. The process that the board voted to accept stated that the applications were due on May 3rd. That a selection committee would go through the interview process and come back to report their recommendations to the CoC Board on May 22nd to review. The CoC Board then would review recommendations to be approved at the CoC Membership Convening scheduled for tomorrow May the 29th. There were other applications that were submitted that were not reviewed by the Selection Committee because they came in after the deadline, so they did not get to go through the process. This does not include the two current board members that they are talking about nominating today. Recognized that the CoC Convening is tomorrow and that a decision needs to be made today. Suggests a potential next step as there are a few open seats left and that there will be another convening later this year where people can go through the application process again to fill the additional seats. Her understanding of Roberts Rule of Order and nominations from the floor are that that is not written into the charter they the board will abide by Roberts Rule of Order for nominations, instead the process is determined by the board in the charter and then by the Selection Committee that they all voted to approve back on May 1st. If they want to suspend the rules and go with Roberts Rule of Order, then the nominations from the floor

should happen at the convening, not in this meeting because the CoC Membership are the ones voting, not the CoC Board.

- **Co-Chair Marvin Futrell:** Can the board nominate to reseat its present board members. States that the process that was described was for new members, not existing members.
 - **CSH Technical Assistance Provider Susan Tanner:** States that it was her understanding that the process was for anyone who wanted to apply to be on the board. Existing or not.
 - **Co-Chair Marvin Futrell:** Re-states his question.
 - **CSH Technical Assistance Provider Susan Tanner:** It is for you all to decide as the board. Asks that they recognize that if they go against the charter and the processes that they put into place, then they should stand by it if they are going to make that choice. Adds that in the future if other people bring something to the board that goes against the charter and their process, then what are they going to stand on when they make decisions.
 - **Co-Chair Marvin Futrell:** His takeaway from that is that folks can't. That they haven't chosen to do so yet. Secondly, if the board chooses to do something, we need to write the process that incorporates what the board has chosen to do.
 - **CSH Technical Assistance Provider Susan Tanner:** Adds that the CoC Membership must approve any changes to the charter.
 - **Co-Chair Marvin Futrell:** Agrees. States that editing the charter happens at the end of the year and that he has been waiting to change it for a long time. Goes on to say that he feels conflicted in this because he was one of the members that was nominated to be added to the list of recommendations given by the Selection Committee to retain his position because he did not go through the process. His understanding is that old board members could not apply for a second term.
 - **CSH Technical Assistance Provider Susan Tanner:** States that there was an email sent out on May 1st, to the current board members whose terms were ending, letting everyone know that if they wanted to apply, that the Selection Committee would review that application just like anybody else who was applying.
 - **Co-Chair Marvin Futrell:** Responds by saying that he wasn't looking to be a new board member, that he has already invested his time and that if the board saw value in his work, they receive him. If not, he will be a member of the Continuum. States that he doesn't want to disempower the board in any

way. He wants them to understand what they can and cannot do and what the additional work may be if they choose a path.

- **Board Member Ruby Romero:** Highlights the fact that 48 hours (about 2 days) is not the same amount of time that others had to fill out the application. She thinks there should be accommodation for that. Wants to clarify that the board resorts to Roberts Rule of Order if there is a disagreement within the board. She says the Charter says they can go against the recommendations put forth by the Selection Committee.
- **Co-Chair Marvin Futrell:** Asks for a motion and asks if more discussion is needed.
- **Board Member Martha Sassorossi:** States that a process that the Charter allows for is that board members who have completed their max term may be granted a 1-year extension.
 - **KCRHA Staff Kelsey Beckmeyer:** Points out that the 1-year extension was already given to the board members whose terms expired last year.
 - **Co-Chair Marvin Futrell:** Agrees and states that he already did his additional one-year extension on top of his max term limit.
 - **Board Member Ruby Romero:** Says that the Charter doesn't explicitly say that they can't reapply.
 - **KCRHA Staff Kelsey Beckmeyer:** There are no provisions for reseating that they would just have to re-apply just as every other person who applied for a board seat. States that there is not a different process for current board members. Everyone is asked to go through the same process per the Charter.
 - **Co-Chair Marvin Futrell:** Says there is no section in the charter that talks about re-seating board members.
 - **KCRHA Staff Kelsey Beckmeyer:** States that re-seating board members was not voted on by the CoC Membership. The CoC Membership voted on the Charter as it stands for all people seeking to be on the board and go through the same process.
 - **Board Member Ruby Romero:** States that 48 hours was not enough time for anybody to fill out an application.
 - **KCRHA Staff Kelsey Beckmeyer:** Points out that one of the applications that was denied heard about it on the May 1st meeting and applied late. The deadline was May 3rd for everyone no matter when they heard about the process.
 - **Board Member Ruby Romero:** But they weren't told they couldn't apply.
 - **KCRHA Staff Kelsey Beckmeyer:** It was stated that the deadline to apply was May 3rd.

- **Co-Chair Marvin Futrell:** Is hearing that without the charter stating specifically how to deal with existing members whose terms were coming to an end, that the default process was the Selection Committee process.
- **Board Member Martha Sassorossi:** Moved that the slate of nominations from the Selection Committee be advanced.
 - No board members seconded the motion.
 - **Board Member Ruby Romero:** Makes a motion to suspend the rules and allow for the board to make nominations to add to the list of recommendations that are to be voted on individually at the CoC Convening tomorrow, May 29th, 2024 by the CoC membership. Per Roberts Rules, she states that she cant nominate two names so she nominates Marvin Futrell under suspension of the rules.
 - **Board Member Patricia Sam:** Seconds. Asks if another board member can nominate the other person.
 - **Board Member Ruby Romero:** Absolutely. But they must go through Marvin’s nomination first.
 - Moves on to make a motion to suspend the rules, whatever they may be, to nominate a returning board member under the portion of Roberts Rules which would designate them as an educational and historical reference and crucial to this fight. Motions to nominate Marvin into one of the potential seats voted on by the CoC Membership tomorrow at the convening on May 29th.
 - **Co-Chair Marvin Futrell:** Asks if her motion also included accepting the folks that were presented by the Selection Committee.
 - **Board Member Ruby Romero:** It sure does. It's just adding 1 name and that would mean all 10 names all together to be voted on individually at the Convening.

Name	Present
Patricia Sam	Aye
Tamara Bauman	Aye
Kenyatta CarrollHillman	
Leeze Castro	Aye
Zsa Zsa Floyd	
Marvin Futrell	Recuse
Antoinette Lambert	Aye
Dorsol Plants	

Ruby Romero	Aye
Martha Sassorossi	Nay
Kristina Sawyckyj	Aye
Sherry Tillman	

- 6 Ayes
- 1 Nay
 - Motion is passed with 60% of the voting members in the meeting.

- **Board Member Tamara Bauman:** Wants to take the time to review the CoC Charter and the ILA and governance documents. Wants the board to set aside time to review those documents so that they can all speak knowledgeably about what their roles and purpose are. Asks if Marvin and Leeze can make a public appeal to the public to run again.
- **Board Member Ruby Romero:** States that they can make nominations from the floor at tomorrows Convening
- **Board Member Patricia Sam:** Wants to nominate Leeze now but we are out of time. Asks if they can nominate him to sit in for the interim until we work this out. Brings forth Leeze.
- **KCRHA Staff Kelsey Beckmeyer:** States that the board does not have quorum to vote on Leeze Castro at this time.

Next Meeting:

Wednesday, June 5th, 2024, from 2:00 PM – 4:00 PM