

DWELLING PLACE OF GRAND RAPIDS
GOVERNANCE SUB-COMMITTEE
March 11, 2019
Approved April 16, 2019

MEMBERS PRESENT Annamarie Buller, Juan Daniel Castro, Holly Jacoby (via phone), Larry Titley

MEMBERS ABSENT David Byers, Rick Stevens, LaTarro Traylor

STAFF PRESENT Zoe Post, Dennis Sturtevant

The meeting was convened at 9:04 AM by Juan Daniel Castro.

APPROVAL OF MINUTES **Minutes of the Governance Sub-committee meeting of January 15, 2019 were approved by motion of Larry Titley, supported by Holly Jacoby and carried unanimously.**

OTHER ISSUES **Board assessments**
After some discussion, **the Sub-committee recommended to the Executive Committee that a collective Board assessment using materials from Board Source be conducted annually.** Individual assessments will also be performed once a year; Board members will be expected to reach 75% of the requirements outlined in the BoardSource self-assessment tool.

Board application and background checks
Sub-committee members suggested placing the signature line at the bottom of the Board Application Form, along with some other minor edits.

Equity and inclusion initiatives
The Sub-committee discussed equity and inclusion initiatives that would best use the \$10,000 that Dwelling Place received from completing its Excellence in Governance program. With ideas ranging from team-building activities to provision of iPads, the Sub-committee determined that further research into the Board's variety of needs is required. The Sub-committee will review past Board meeting assessments and evaluate the mentorship program to determine where equity and inclusion gaps are and how they could be addressed.

The Sub-committee recommended the Board Source document, "Board Meeting Assessment" for use at future Board meetings.

Other Board tasks to consider in 2019
Mr. Sturtevant distributed a list of Board tasks to complete in 2019, including 3 major tasks and 11 additional tasks compiled from suggestions given during various meetings in the past year. The Sub-committee was particularly interested in property tours for Board members, entertaining the possibility of a future bus trip to familiarize Board members with each other and with the ongoing work at Dwelling Place.

BOARD RECRUITMENT WORKPLAN REVIEW The Sub-committee reviewed the recruitment strategy questions sent by Ms. Julie Burmania, offering the following feedback to be synthesized into an outline of a Board recruitment work plan:

Defining the Brand:

- Benefits of Dwelling Place housing: location, cost, diversity, inclusion
- Resident perceptions of Dwelling Place: great low-income housing, but long waiting lists and few opportunities for “the missing middle”
- Contributor perceptions: what Dwelling Place does, it does well
- Desired perceptions: a full, broad understanding of the cumulative impact Dwelling Place has across West Michigan

Defining Strategy:

- Outreach strategies: utilizing Board member networks to connect with candidates that fit recruitment priorities
 - Organizational outreach to the Latino Community Coalition, West Michigan Hispanic Chamber of Commerce, Latinas Network of West Michigan, Inforum Michigan, YWCA, GROW, Progressive Women’s Alliance
 - Working with Community Building & Engagement staff to identify resident leaders
 - Personal connections with CEOs and other business leaders

Community Outreach Strategy:

- Board member motivations: provide safe, dignified housing so people in the community can improve many aspects of their lives
- Overlooked target groups: non-CEO officers of major companies, young adults, LGBTQ community

Ms. Post will contact Sub-committee members who were absent from the meeting for further feedback to be given to Ms. Burmania.

ADJOURNMENT

The Governance Sub-committee meeting was adjourned at 10:33 AM by Juan Daniel Castro.