

DWELLING PLACE OF GRAND RAPIDS

BOARD OF DIRECTORS

August 4, 2021

Approved October 6, 2021

MEMBERS PRESENT Annamarie Buller, Juan Daniel Castro, Kellie Kitchen, Sadie Malady, Lee Nelson Weber, Gustavo Rotondaro, Angie Sanborn, Kim Sims, Rick Stevens, Renee Williams

MEMBERS ABSENT Francine Gaston, Kyle Irwin, Rich Kogelschatz, Gil Segovia, Troy Stressman

STAFF PRESENT Chris Bennett, Kim Cross, Jeremy DeRoo, David de Velder, Heather Ibrahim, Rebecca Long, Karen Monroe, Zoe Post, Steve Recker, Jenn Schaub, Alonda Trammell

The board meeting convened at 7:32 AM.

MISSION MOMENT The board welcomed Mr. DeRoo, who brings many years of experience in affordable housing in West Michigan to the organization. The Succession Planning Committee and all staff will assist in Mr. DeRoo's onboarding process in the coming weeks and months.

APPROVAL OF The consent agenda for the August 4, 2021 meeting contained the following:

CONSENT AGENDA

1. Board of Directors minutes (06/02/21)
2. Special Board of Directors Meeting Minutes (06/30/21)
3. Committee minutes:
 - a. Diversity, Equity, & Inclusion Committee Minutes (05/03/21)
 - b. Joint Executive/Governance Committee Minutes (05/11/21)
 - c. Joint Executive/Governance Committee Minutes (06/08/21)
 - d. Finance Committee Minutes (05/26/21)
 - e. Marketing & Development Committee Minutes (05/25/21)
 - f. Joint Finance/RED & Asset Management Committee Minutes (04/12/21)
 - g. RED & Asset Management Committee Minutes (06/14/21)
4. Marketing & Development Committee Description (Updates)

The consent agenda was approved by motion of Rick Stevens, supported by Kim Sims, and carried unanimously.

**FINANCE
COMMITTEE
RECOMMENDATION**

To remain competitive in the job market and to retain current employees and attract new employees to Dwelling Place, the Finance Committee has recommended moving the annual salary study, which usually takes effect at year-end, to September 26, 2021. Mr. Recker reported that Dwelling Place is currently about \$300,000 under budget for salaries due to several vacant positions and even with the increased salary rates (about 5% overall) would still end the year significantly under budget. **Motion to approve the recommendation was made by Angie Sanborn, supported by Rick Stevens, and carried unanimously.**

**ANNUAL
RATIFICATION OF
AFFILIATE ACTIONS**

Dwelling Place is the sole shareholder of each of its corporate subsidiary entities. The following actions were resolved for each subsidiary entity:

- Appoint as directors or managers to the board Jeremy DeRoo (President), Juan Daniel Castro (Vice President), Renee Williams (Vice President), Sadie Malady (Treasurer), Lee Nelson Weber (Secretary).
- Ratify, adopt, and affirm all actions taken by any officer of the subsidiary board in the previous year.
- Authorize amendment, if needed, of the operating agreement of the subsidiary entity to provide for a Board of Managers consisting of at least three and not more than five members.
- Waive any required notice of an annual board meeting.

Ms. Malady noted that her name should be adjusted on the documents to reflect her name change. **Motion to approve these actions, with noted edits, was made by Annamarie Buller, seconded by Angie Sanborn, and carried unanimously.**

The meeting of the Dwelling Place Board of Directors was temporarily suspended at 7:48 AM.

RATIFICATION OF ACTIONS ON BEHALF OF RELATED ENTITIES OF HEARTSIDE NPHC

The Heartside NPHC Board of Directors convened at 7:48 AM.

Heartside NPHC is the sole shareholder of each of its corporate subsidiary entities. The following actions were resolved for each subsidiary entity:

- Appoint as directors or managers to the board Jeremy DeRoo (President), Juan Daniel Castro (Vice President), Renee Williams (Vice President), Sadie Malady (Treasurer), Lee Nelson Weber (Secretary).
- Ratify, adopt, and affirm all actions taken by any officer of the subsidiary board in the previous year.
- Waive any required notice of an annual board meeting.

Ms. Malady noted that her name should be adjusted on the documents to reflect her name change. **Motion to approve these actions, with noted edits, was made by Sadie Erickson, seconded by Lee Nelson Weber, and carried unanimously.**

The meeting of the Heartside NPHC Board of Directors adjourned at 7:50 AM and the meeting of the Dwelling Place Board of Directors resumed.

LARRY BRATSCHE AWARD

Each year, five finalists are selected for the Larry Bratschie award, which identifies residents that demonstrate exemplary leadership in their community. The committee of staff and AmeriCorps members received 13 nominations and identified Martineau resident Mallory Strobl as this year’s award winner. Ms. Strobl is the Co-chair of the Heartside Downtown Neighborhood Association and has been an active presence in the community, especially at the start of the COVID-19 pandemic. She advocated on behalf of her unhoused neighbors to ensure that even in the midst of organizations shutting down, they still had the resources they needed. In addition, she is an Education Lead for the Mosaic Film Experience, where she supports youth in the creative industry.

The other finalists—Paula Abagela, Richard Venema, William Wade, and Pat Sheridan—will be highlighted in the coming months in newsletters and other media. An additional unnamed finalist, who is a resident at a property for DV

survivors, will be honored in other ways to protect their safety. **Motion to accept these residents as finalists for the Larry Bratschie award was made by Annamarie Buller, supported by Rick Stevens, and carried unanimously.**

**DISPARATE RACIAL
IMPACT OF
CRIMINAL HISTORY
SCREENING**

Ms. Long presented information about the disparate racial impact of criminal history screenings in resident selection. Incarceration statistics from the Equal Justice Initiative indicate that 2.2 million people in the US are incarcerated, and data from the Prison Policy Initiative indicate that people of color are incarcerated up to six times as frequently than their white peers. This can cause a disparate impact in housing when criminal history is included as part of the resident selection process. However, a 2019 study that included two NeighborWorks Organizations found that 11 of 15 criminal offenses measured did not have any significant effect on success in housing.

Three Dwelling Place properties—Ferguson, Verne Barry Place (VBP), and Commerce Courtyard Apartments—serve similar populations that all come from a referral process, but only Commerce is a “housing first” property, that is, there is no criminal or credit history check at the property level. Ms. Long reviewed referral data from all three properties and found that of all persons of color referred to Ferguson and VBP, 58% and 68%, respectively, were denied, compared to only 16% at Commerce. The denial rate for white referrals was 20% and 43% at Ferguson and VBP, and 4% at Commerce. Despite the lack of criminal screening at Commerce, there were no more negative move-outs than Ferguson or VBP.

Because of these findings, staff have been meeting monthly to discuss resident selection criteria. In July, revised criteria for Ferguson was submitted to MSHDA. If approved, the lookback period for felony criminal offenses will be only 1 year. Further examination of resident selection criteria at other Dwelling Place properties will begin with PSH properties for chronically homeless individuals and progress to other types of properties.

**BOARD ASSESSMENT
SURVEY**

The BoardSource board self-assessment indicated that Dwelling Place scored higher in all four major metrics (people, culture, work, and impact) than average. Board satisfaction was one area that the board identified could improve, noting that meetings are held early in the morning and are often business-heavy. The board may work with the DEI committee to examine how to accommodate the needs of board members while still tending to the many business aspects of the organization. Reviewing the onboarding process and reevaluating meeting times will be part of the next Governance Committee agenda and will be included in the strategic planning process. **Motion to accept the results of the 2020 board self-assessment survey was made by Rick Stevens, seconded by Kim Sims and carried unanimously.**

**UPDATES &
ANNOUNCEMENTS**

The Succession Planning Committee will meet with Third Sector next week to check in about the CEO onboarding process.

ADJOURNMENT

The Board of Directors meeting adjourned at 8:57 AM.