

DWELLING PLACE OF GRAND RAPIDS  
EXECUTIVE COMMITTEE  
August 10, 2021  
*Committee Approved September 14, 2021*

**MEMBERS PRESENT** Juan Daniel Castro, Sadie Malady, Rick Stevens, Lee Nelson Weber

**MEMBERS ABSENT** Annamarie Buller, Francine Gaston, Renee Williams

**STAFF PRESENT** Jeremy DeRoo, Zoe Post

The meeting was convened via video conference at 8:07 AM.

**CEO ONBOARDING AND TRANSITION UPDATE** The Succession Planning Committee recently met with the management team prior to Mr. DeRoo's start date. Mr. Stevens reported a productive meeting, and that the staff had asked to prioritize communication throughout the onboarding process. In response, Mr. DeRoo has set up one-on-one meetings with each of the management team members and will tour each of the Dwelling Place properties within his first two months. The Succession Planning Committee will hold a follow-up meeting with TSC to review their contract.

**ENHANCING THE BOARD EXPERIENCE** As Ms. Gaston will retire from the Dwelling Place board in December 2021 and with Troy Stressman's recent resignation, the board is in need of additional members. Both Ms. Gaston and Mr. Stressman were residents of CHDO-qualified census tracts; NeighborWorks requires that these areas are represented by at least one-third of the board. The Governance Committee will need additional members to accomplish these recruitment goals. The committee suggested contacting United Way and community partners in Holland and Newaygo for potential board and committee members.

**STRATEGIC PLANNING 2022-2025** In the past, the board conducted strategic planning during an all-day retreat led by an outside consultant. As in-person gatherings may not be possible in the near future, Mr. DeRoo suggested smaller group meetings where board members can share their thoughts on the organization and its goals for the next three years. This may be accomplished within the committee structure or with additional meetings. Mr. DeRoo will also consult with leadership staff to determine what is feasible in terms of growth. Further discussion of this topic will be added to future agendas.

**OTHER BUSINESS** Mr. DeRoo informed the committee of a possible cost-of-living salary increase for the COO and CFO positions.

**ADJOURNMENT** The Executive Committee adjourned at 8:50 AM.