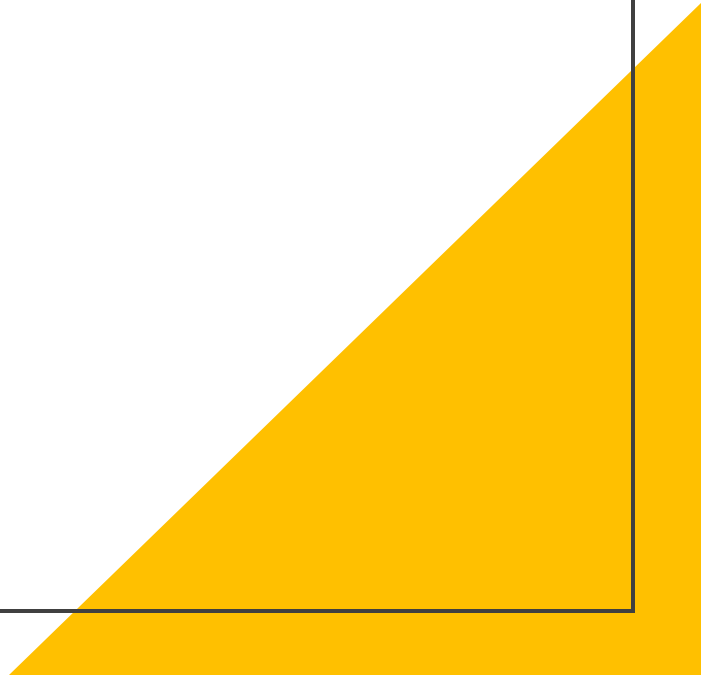




EveryOneHome

Leadership Board

June 18, 2025



Welcome/Introductions



Shared Agreements



- Have sensitivity and respect for each other's experiences.
- Agree to show up and engage. When meeting virtually, this includes having the camera on when possible and safe, while recognizing there are many valid reasons not to have cameras on.
- When making decisions, prioritize the best interests of the homelessness response system and people experiencing homelessness above the interests of the individual board member/organization.
- Commit to racial equity and justice in decision-making. Participate in training and create space and time for this practice.
- Function as peers instead of a hierarchy of persons with lived experience and others.
- Be constructive, not obstructive; try to offer solutions along with barriers.
- One voice at a time, no interruptions.
- Give people the chance to speak once before you speak twice.
- Share and review the materials in the packet in advance of meetings.
- Prioritize action items near top of agenda to help with time management in meetings.



Agenda



1. Welcome
2. Public Comment
3. Approval of Minutes
4. Homeless Response System Updates
5. Leadership Board Updates
6. Home Together Refresh Update
7. Action: Nominees to Open Committee Seats
8. Listening Session: Grievance Policies in the Continuum of Care
9. Discussion and Update on Committee Feedback and CoC Governance Review Process
10. Closing



Public Comment



Approval of Minutes

- Approving today: May 15th, 2025



Homelessness Response System Updates



Prevention Program Participant Survey

- The [Housing Stability and Homelessness Prevention \(HSHP\) Committee](#) is inviting people who have received homelessness prevention services to share their experiences in a survey
- The HSHP Committee is developing a chart/guide of Homelessness Prevention Programs in Alameda County. The Prevention Program Chart will be used to inform the community about current homelessness prevention initiatives and advocate for funding for targeted homelessness prevention services.
- To help create the chart, the HSHP Committee is conducting a survey of people who have received homelessness prevention services to learn:
 - What prevention programs provided services,
 - What prevention services were provided,
 - Whether the services prevented them from entering homelessness, and
 - How the prevention program services were marketed to them.
- To help the Committee complete the Prevention Program Chart, we are asking people with homelessness prevention experiences to complete this [Prevention Program Participant Google Form](#).

Onboarding Materials Project

- EveryOne Home is currently updating the Committee member onboarding materials and training!
- Committee members, people with lived experience of homelessness, and community partners are invited to provide input and feedback to ensure that the final onboarding training and materials are complete and user-friendly.
- Everyone is invited to give feedback through the [Onboarding Materials Feedback Form](#).
- EveryOne Home also be holding a virtual Onboarding Materials Focus Group on **Tuesday, July 1st from 10am to 11am** via [Zoom](#).

Transition Age Youth (TAY) Engagement Guide

- The Youth Committee is excited to share the [Transition Age Youth \(TAY\) Engagement Guide](#).
- The Youth Committee has worked with the Youth Advisory Board (YAB) and Alameda County Health, Housing and Homelessness Services to collect information on resources for TAY in Alameda County.
- By visiting this guide, you can see information on housing, education, employment and professional development, disability justice, LGBTQIA+ resources, behavioral health, re-entry and more. All youth and service providers serving youth can utilize this resource!
- If you have any questions or think any information is missing, please email alameda@homebaseccc.org.

Leadership Board Updates



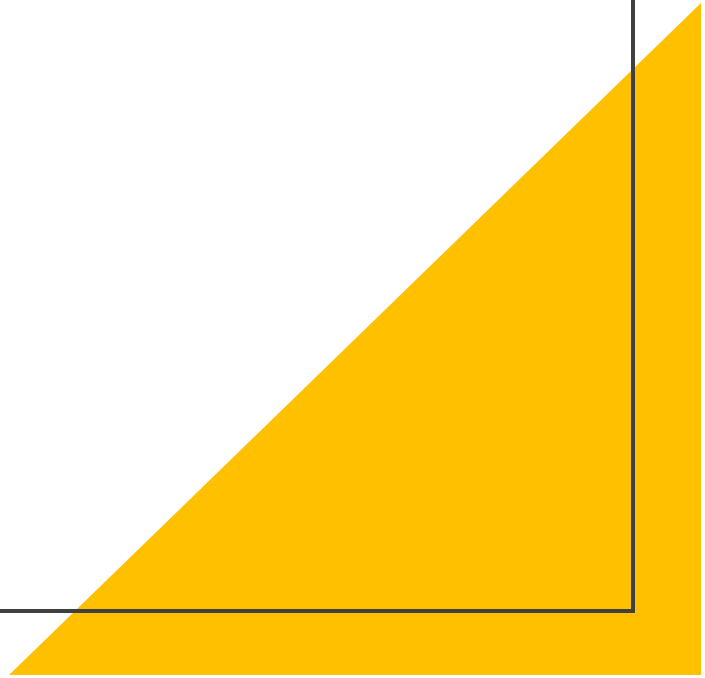
Home Together Refresh Update





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Action Item



Action Item: Nominees to Open Committee Seats

Moe Wright

Sample motion: Motion to confirm the nominations put forth by the Nominations Committee for vacancies on EveryOne Home Committees.



Proposed New Committee Members

Committee	Name
CoC Standards, Compliance and Funding	Erik Martinez – Alameda County Office of Education
Housing Stability and Homelessness Prevention	Elsie Lee – Sistas with Voices, Community Member
	Michael Esparza – Tri-Valley Haven
Youth	Carmel Ewig – Former Youth Advisory Board

Action Item: Nominees to Open Committee Seats

Sample motion: Motion to confirm the nominations put forth by the Nominations Committee for vacancies on EveryOne Home Committees.



Update to the Communications Workgroup

- **Charge approved by the Board on May 15th:**

1. Develop a more complete action plan to come up with a protocol for communications to educate the public and educate people who are unhoused or unstably housed, building from the initial plan created at the Work Session, to bring to the Leadership Board for approval. The plan should include specific goals and milestones, a timeline, details of the activities required to achieve those goals and milestones, responsible parties, a budget for implementing the plan, and recommendations for the entity/agency to support carrying out the plan.
2. Monitor and oversee the implementation of the approved action plan to come up with a protocol for communications to educate and engage the public and educate people who are unhoused or unstably housed, providing regular updates to the Leadership Board.

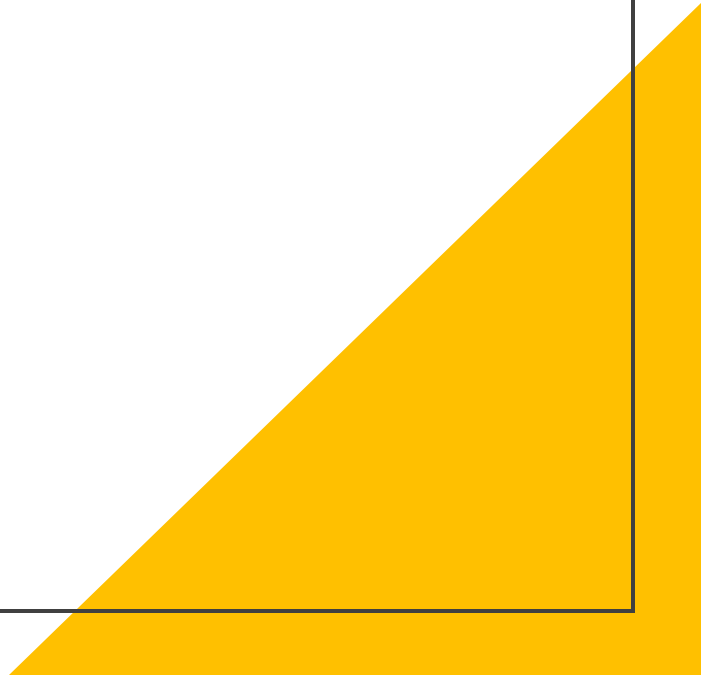
Update to the Communications Workgroup

- **List of past members and new applicants to the Workgroup:**
 - *Past members:* Moe Wright, Elsie Lee, Ms. Shelley Gonzalez, Caroline Topeé, Nic Ming
 - *New applicants, all CoC Committee Members:* Michael Garcia-Picazo, Sabrina Abong, Jenn Oakley, Luke Barnesmoore, Jared DeFig, Ray Corona, Krsna Hare, Keelah Moore, Davida Smalls, Sujey Ruiz
- **Next steps:**
 - *End of June:* Nominations Committee will meet to confirm the Workgroup membership
 - *July:* Workgroup members will begin to meet



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Discussion Items



Listening Session: Grievance Policies in the Continuum of Care

Moe Wright



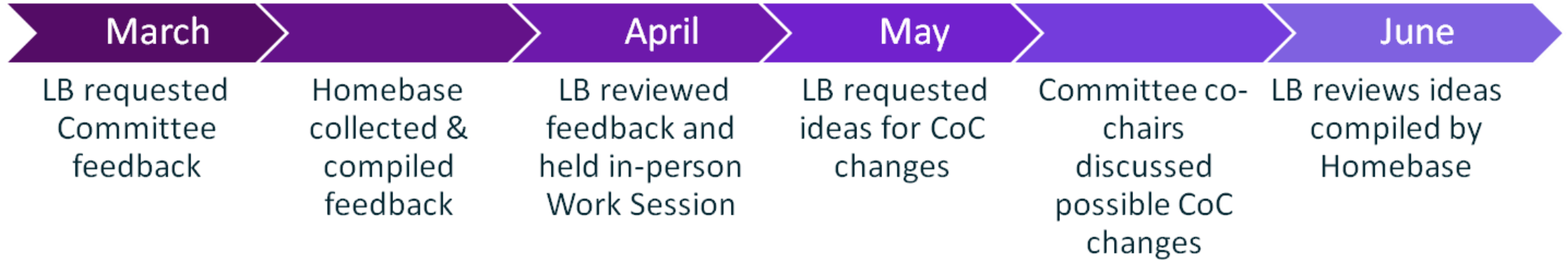
Discussion and Update on Committee Feedback and CoC Governance Review Process

Gillian Morshedi, Homebase



Overview

Timeline



Goals of this Discussion and Review

The ideas shared today are intended to be considered together to accomplish the following goals:

Reduce confusion
about Leadership
Board and CoC
Committees' roles &
responsibilities

Ensure transparency
across
committees/the CoC
as a whole

Ensure accountability
of committees and
their members

Eliminate or at least
reduce duplication of
efforts across
committees

Improve efficiency
across committees

Facilitate a **more
action-oriented**
structure (with **space
for collaboration &
inclusiveness**)

Improve **support for
PWLE** to ensure more
meaningful
participation

**Improve strategic
CoC spending**

Overview of Suggested Changes

Divide current Leadership Board responsibilities and activities among two separate entities.

- CoC Governance Board
- Strategy and Advisory Council or Entity

Simplify the committee structure.

- Combine committees with significantly overlapping responsibilities and activities.
- Sunset committees whose functions no longer need to be held by a separate entity.

Revamp specific aspects of Committee operations.

- Develop performance metrics or other way to measure each committee's progress and outcomes.
- Create a clear attendance and engagement policy for committees to support consistent participation and accountability.
- Decrease the default length and/or frequency of meetings and avoid holding committee meetings on last week of each month.

Institute additional coordination and communication strategies.

- Regular check ins with all committee co-chairs
- Regular Committee Update agenda item at Leadership Board meetings
- Regularly distributed communications packet to all committee members

Create additional support infrastructure for people with lived experience.

Preview of Next Steps

1. Leadership Board reviews and discusses these high-level proposals and the more detailed specifics/ideas associated with each (starting today).
2. Leadership Board continues to solicit feedback from Committees on changes to CoC Structure, Process, and Operations.
3. Committees provide recommendations and/or ideas for Leadership Board review and discussion at next or upcoming meeting.
4. Leadership Board votes on changes during July or later meeting, depending on the timing of Committees' ability to discuss and provide feedback.

Rationale for Suggested Changes

Suggested Change to Leadership Board

Divide current Leadership Board responsibilities and activities among two separate entities:

1. A CoC Governance Board, to oversee the CoC as required by HUD, and to ensure all HUD/CoC Program interim rule requirements are fulfilled
2. A Strategy and Advocacy Council or Entity to lead on strategic funding, public communication, advocacy, and other needs of the overall homeless response system serving throughout Alameda County.

Rationale

Could better enable the CoC to meet HUD-required governance responsibilities while also creating the necessary space and flexibility for innovative and ambitious strategic planning and action.

Suggested Change to Committee Structure

Simplify the committee structure by:

- combining committees with significantly overlapping responsibilities and activities; and
- sunsetting those whose functions no longer need to be held by a separate entity.

Rationale

Committee member feedback themes include:

- Desire for clarity and streamlining
- CoC has become too bureaucratic: too many committees with overlapping or unclear purposes and responsibilities,
- Difficult to understand who is doing what, what work is actually being done, how progress is tracked
- Cost of Homebase staffing 8 committees + Leadership Board is unsustainable and diverts resources from more substantive & strategic work

Suggested Change to Committee Operations

Adjust certain aspects of Committee operations:

- Develop performance metrics or other way to measure each committee's progress.
- Create a clear attendance and engagement policy for committees to support consistent participation and accountability.
- Decrease the default length and/or frequency of committee meetings.
- Avoid having committees meet on last week of each month

Rationale

- Committee meetings are too long and often unfocused; some low attendance is attributed to the length of meetings
- Impact is unclear; often hard to tell what committees have accomplished
- More direction and clear expectations with measurable outcomes will help Committees stay effective and utilize meeting time well
- Committee members missing meetings often creates delays in the ability to make decisions and move work forward
- Meeting on the last week of each month can delay stipend processing and payments

Suggested Changes to Communications and Coordination

Implement coordination and communication strategies.

- Institute regular check ins with all co-chairs so committees.
- Integrate a standing (or at least regular/rotating) agenda item for Leadership Board meetings for Committee updates/reports.
- Regularly distribute a communications packet to all committee members about committee work, progress/achievements, decisions, priority needs, etc.

Rationale

Committee members have expressed the need for more opportunities for communication among the committees and with the Leadership Board, to:

- facilitate better connections
- improve understanding of each committees' purpose and work
- avoid duplication
- enable ongoing coordination and alignment

Suggested Changes to Support for PWLE

Create additional support infrastructure for people with lived experience. For example:

- Additional support before and after Committee meetings (e.g., focused prep and/or debrief sessions, professional development opportunities)
- Ensure meaningful power sharing with PWLE
- Create a Lived Experience Advisory Board

Rationale

- Multiple Committee members with lived experience and expertise of homelessness have expressed concerns and challenges relating to their participation on committees. Some feel tokenized or disempowered within the other Committees on which they serve.
- Many have expressed a desire for additional spaces to connect, as well for more support to better position them to engage more meaningfully in all Committees.

Next Steps for Board & Committees

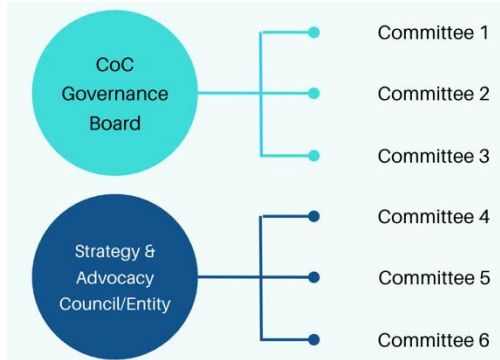
- Leadership Board:
 - Consider ideas in more detail
 - Look ahead towards potential implementation and implications/decisions required for each change
- Committees:
 - Co-chairs facilitate conversations using a standard set of questions
 - Committees provide ideas, recommendations, specific feedback to LB

Implementation Questions and Considerations

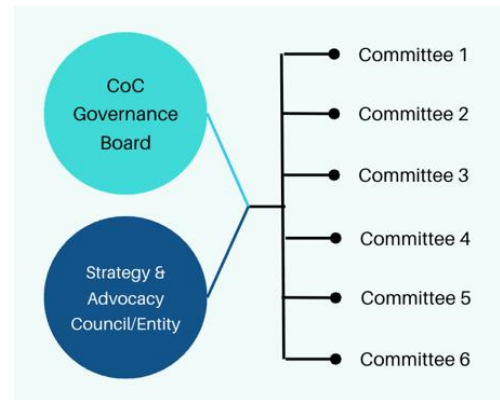
Key Implementation Questions and Considerations to Discuss: Leadership Board Changes

- What other restructuring would be needed as a result of this split? For example:

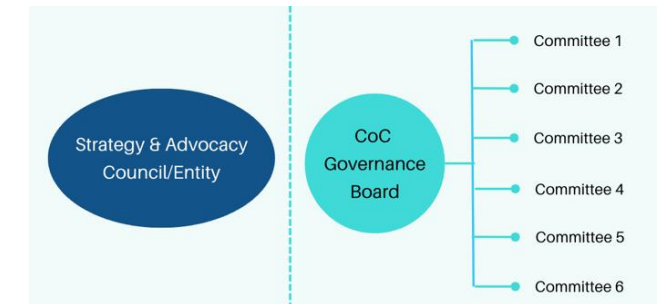
Would the CoC Governance Board oversee some Committees & the Strategy and Advocacy Council oversee others?



Would all Committees report to both about relevant activities (i.e., activities required by HUD to CoC Governance Board and other activities to the Strategy and Advocacy Council?)



Would the Strategy and Advisory Council be completely separate from Committee oversight?



- Would the Strategy and Advocacy Council or Entity be part of the CoC or a wholly separate entity?
 - Should it be a 501c3 or other type of formal/legal entity?
 - Should it simply be a Council?
 - Should the scope of work go to an existing entity like EBHO as opposed to creating a new council or entity?

Additional Implementation Questions and Considerations to Discuss: **LB Changes**

Potential ways to approach initial implementation of this kind of change include:

- Create a temporary/ad hoc Executive Committee within the Leadership Board to primarily handle HUD business.
- Repurpose/elevate the CoC Standards, Compliance, and Funding Committee to become the CoC Governance Board (with needed adjustments to membership) and have the existing Leadership Board shift its focus to everything else.
- Narrow the focus and responsibilities of the existing Leadership Board to CoC/HUD requirements (i.e., have the Leadership Board become the CoC Governance Board) and either create a new Strategy and Advocacy Council or Entity or identify an existing organization or entity to serve that role

Depending on if and how this moves forward, the number of CoC Governance Board seats and the specific composition of members would likely change from the current Leadership Board makeup.

Key Implementation Questions and Considerations to Discuss: Committee Structure Changes

For some Committee members with lived experience/expertise (PWLE) who receive stipends, reducing the number of committees would result in lower total payments. This could be avoided for increasing stipend payments overall and/or if additional paid opportunities for PWLE were created (see below).

To combine committees requires decisions about committee membership: whether and how to reduce the total number of members of the new combined committee from the start, to have both committees' members remain members of the new, combined committee and assume attendance policies will eventually reduce the number, etc.

To sunset committees requires careful attention to ensure responsibilities previously assigned to a closing committee that are still necessary are re-assigned elsewhere.

Key Implementation Questions and Considerations to Discuss: Committee Operation Changes

Who should work out the details of these changes?

- Should Committees come up with proposals to share back with Leadership Board or should the Leadership Board propose specific changes to Committees?
- Should Homebase develop recommendations for the Board or Committees to consider?

As with the potential reduction of the number of committees, decreasing the length or frequency of committee meetings would result in lower total stipend payments for some Committee members with lived experience/expertise unless stipend amounts were increased or additional opportunities were created.

Key Implementation Questions and Considerations to Discuss: Communication and Coordination

Some or all of these would require staffing (by Homebase or otherwise) or at least some level of logistical support.

Depending on what changes are made to the structure of the current Leadership Board, the details of which committees should report to which governing/leadership entity(ies) may vary.

Clarity around committees' responsibilities and authority is still needed, including when committees need to report to/get approval from the Leadership Board or the ESC and when they are empowered to act on their own. How can/should this clarity occur? Discussions in committees that then come back to the Leadership Board? Recommendations from Homebase? Something else?

Key Implementation Questions and Considerations to Discuss: Support Infrastructure for PWLE

Participation in additional groups and meetings could increase stipend payments for some people, which could help offset reductions in payments that result from fewer committees/fewer committee meetings.

Additional discussions with PWLE, especially those currently on Committees, should inform any changes to the current structure.

Creating additional support infrastructure could be an initial step to try out for a few months or more before deciding whether to create a LEAB. If after a few months PWLE still feel like they are experiencing microaggressions within the CoC, their input is not respected or implemented, or their expertise is not centered within the CoC, creating a LEAB would be a step to formalize PWLE engagement and feedback.

If a LEAB is determined to be necessary, there needs to be a pathway created for PWLE to meet with other California CoC LEABs to gather feedback on best practices for PWLE when trying to implement a LEAB.

Key Questions for Committees (appendix 3)

At a minimum, each committee should answer the following questions for the Leadership Board's consideration:

1. Does this committee think the Leadership Board's responsibilities should be split between a CoC Governance Board and a Strategy and Advocacy Council or Entity?
2. Is this committee a good candidate for combining with another committee? If so, which one(s)?
 - What are the key things the Board should consider in making a decision about whether to combine this committee with another committee?
3. Is this committee a good candidate for sunseting?
 - If the committee is sunset, what governance activities need to be moved elsewhere?
 - What strategy activities need to be moved elsewhere?
 - What other activities need to be moved elsewhere?
 - What representation/Whose voices would be lost?

Discussion for Today



Any immediate reactions? Any questions or concerns about the suggested changes?



Other implementation considerations coming to mind?



What else do you want to hear from the Committees?



Is there anything else you need to know or learn about to vote on changes at the July meeting?

Next Steps after Today

Leadership Board continues to solicit feedback from Committees on changes to CoC Structure, Process, and Operations.

Leadership Board members review possible changes and related implementation considerations and questions in more detail.

Co-Chairs facilitate discussions with Committees and Committees provide recommendations and/or ideas for Leadership Board review and discussion at next or upcoming meeting. See Appendix 3 of Handout for suggested questions.

Leadership Board votes on changes during July or later meeting, depending on the timing of Committees' ability to discuss and provide feedback.

Closing

- Next Meeting to be held Thursday, July 17, 2025
- No meeting in August!

