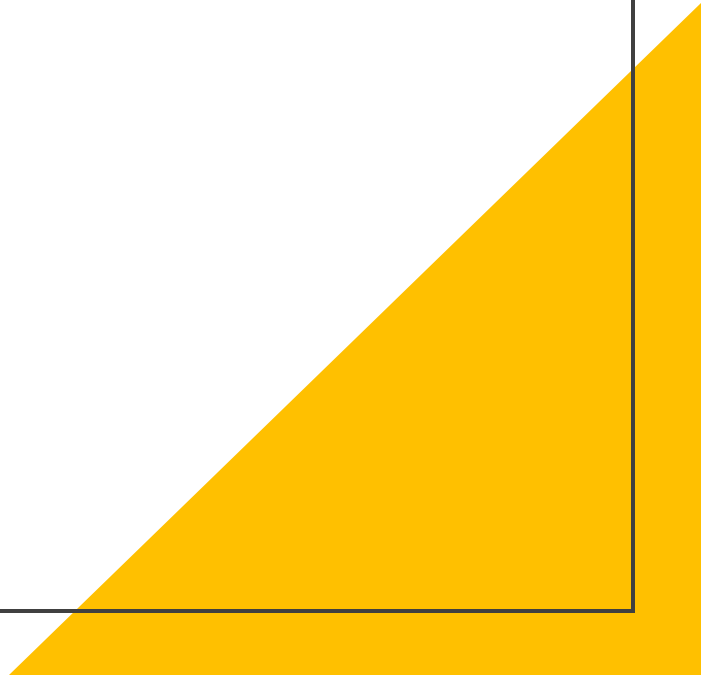




EveryOneHome

Leadership Board

October 16, 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. Action: NOFO Committee
- 7. Action: CoC Governance and Streamlining: Committees
- 8. Home Together Refresh Update
- 9. Update from County on Potential Cuts to CoC funds
- 10. Discussion & Action: CoC Governance & Streamlining: The Leadership Board
- 11. Closing



Public Comment



Approval of Minutes

- Approving today: September 18th, 2025



Homelessness Response System Updates



Leadership Board Updates



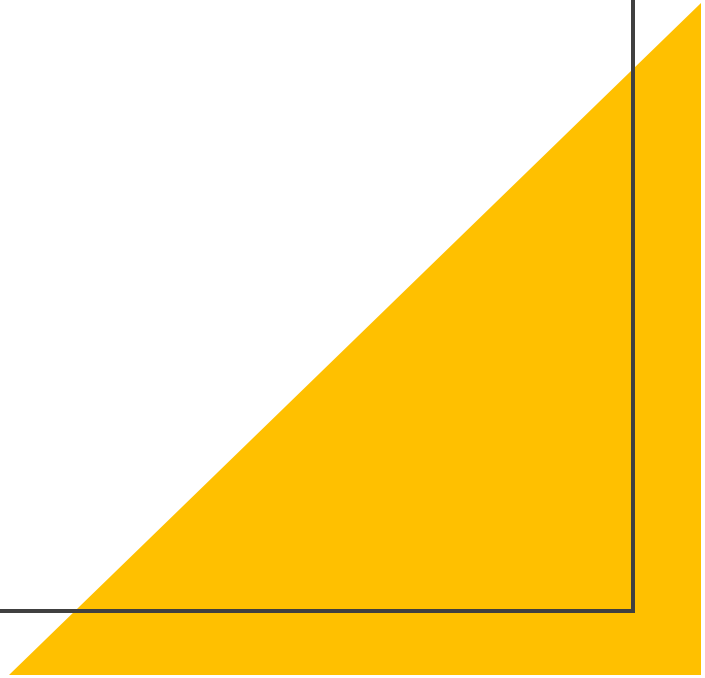
Leadership Board Co-chair Elections

- **Moe and C'Mone's terms as co-chairs are coming to an end this year**
- **Per Charter:**
 - Leadership Board shall have two co-chairs: one public sector + one community member/private sector
 - Co-chairs are elected by Leadership Board for terms of 2 years, with a two-term limit (4 consecutive years; no lifetime limit)
- **Process:**
 - Since both co-chairs' terms are ending, both the public sector and community member/private sector co-chair positions are up for election.
 - **Moe and C'Mone are both eligible for a 2nd consecutive term.**
 - Next co-chair terms will begin January 2026.
 - Leadership Board members interested in a co-chair position should complete application form to be considered nominees.
 - Board will vote to elect co-chairs at November meeting, allowing for transitional period in December.
 - Anyone running for co-chair positions may vote for themselves.



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Action Items



Action Item: Approve NOFO Committee membership

Per the Governance Charter, the Nominations Committee is charged with seating the NOFO Committee and the Leadership Board is charged with approving.



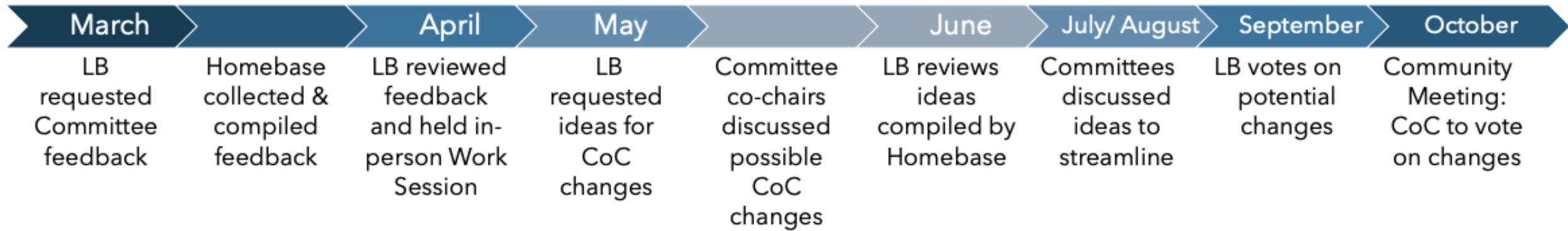
Motion from 2024 NOFO Process:

Motion to approve the NOFO Committee list under the condition of only non-conflicted, non-CoC funding recipients or subrecipients will participate and to allow for additional NOFO Committee membership approval by a majority of the quorum of seated NOFO Committee members.

*Action Item: CoC Governance and Streamlining –
Committees*



CoC Governance Review Updates & Recommended Changes



Reminder: Goals of the Governance Review

Changes to CoC Governance **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 Previously 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.

Additional Feedback Sought from Committees

- Co-chairs received a list of questions to discuss at their July or August meetings. **At a minimum, each committee was asked to answer the following questions for the Leadership Board's consideration:**
 1. Is this committee a good candidate for combining with another? 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?
 2. 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?

Summary of Feedback Received Since June

- The following committees have discussed the potential sunseting of their committee or combining with another:
 - HMIS and System Impact Committee (SIC) discussed **either** combining to become a single with Data & Performance Committee with a dual focus **or** reducing meeting cadence and aligning workplans. They want to proceed with the latter.
 - Youth Committee discussed sunseting
 - Housing Capacity Committee (HCC) discussed sunseting
- The Youth Committee and HCC are in support of the committee-specific recommended changes the Leadership Board is considering today. HMIS and SIC are in support of consolidating their work as the Board sees fit given two options.
- HMIS, SIC, HCC, and Youth Committee have input on how to best accomplish their respective transitions, assuming the Leadership Board approves the changes.

Recommended Changes

CoC Committees: Context

- Overall idea: Simplify the committee structure by: 1) combining committees with significantly overlapping responsibilities and activities; and 2) sunsetting those whose functions no longer need to be held by a separate entity.
 - CoC Committees have discussed & provided input
 - **Two committees identified for sunsetting: Youth Committee and Housing Capacity Committee**
 - Two committees identified for streamlining: System Impact Committee (SIC) and HMIS Committee
 - No changes suggested for remaining 4 committees: Evidence-Based Solutions Committee; CoC Standards, Compliance, and Funding; Housing Stability and Homeless Prevention; and Outreach, Access, and Coordination

Committee Recommendation 1

Sunset Youth Committee

Rationale:

- The Youth Committee's work is duplicative of that being done by the Youth Advisory Board (YAB)
- Majority of youth members on the Committee are also YAB members
- The Youth Committee was initially intended to include service providers as well and charged with being a collaborative table to discuss issues impacting youth. However, the Committee has not been able to retain service provider engagement. The County has mechanisms in place for YAB to collaborate with adult providers.
- Youth voice is siloed in one space
- There are no other Committees for specific sub-populations

Committee Recommendation 1 - Continued

Sunset Youth Committee

Implementation Plan:

- Committee agrees with recommendation, working with YAB and Homebase to develop support and training materials to support youth engagement
- All remaining Committees must designate a Youth seat
 - Leadership Board already has a seat designated for YAB that is vacant
 - For remaining Committees: add an additional youth member
- Homebase will support adult members in the Committee finding other ways to engage in the CoC as non-voting members or other engagement in Alameda County

CURRENT CHARTER READS (footnote on page 23):

1-2 youth committee members will be assigned to attend meetings of relevant committees to ensure appropriate cross-fertilization, communication, and alignment. Specifically, youth representatives will participate in the Outreach, Access and Coordination Committee, the Housing Stability and Homelessness Prevention Committee, and the System Impact Committee.

Suggested Motion: Sunset Youth Committee, remove references to it from the Governance Charter, and designate a youth with lived experience seat on all remaining Committees. Delete footnote on page 23 from the Governance Charter and add the following language to Section 3.D. (Committees, subcommittees, Workgroups, and Advisory Councils – Committee and subcommittee Member Selection, Terms, and Vacancies):

All committees are suggested to have between 8-16 members, at least one of whom should be a youth (aged 18-28) with lived experience of homelessness, from the Youth Advisory Board or elsewhere.

Committee Recommendation 2

Sunset Housing Capacity Committee

Rationale:

- Other agencies and organization can continue the work as the CoC has not been the most effective home for the HCC chartered purpose
- Committee has been focused on training and education which can also be referred elsewhere

Implementation Plan:

- Identifying where tasks such as Housing Provider education and Housing Production best fit—inside or outside the Continuum of Care.
- Collaborating with partners like East Bay Housing Organizations, the newly formed Alliance (Nonprofit Alliance of Homelessness and Housing Providers), or other organizations engaged in housing development.

Suggested Motion: Sunset the Housing Capacity Committee and remove references to the Committee from the Governance Charter.

Action that HCC took: The recommendation is to sunset the Committee. Ensure that committee members are welcomed into other committees and have an opportunity to continue participating. We lift up the value of the educational, collaborative, communication, and connection work, and we call attention to the housing provider survey project.

Additional Committee Update*

Streamline and Align SIC and HMIS Committee Activities

Rationale:

- Both the HMIS Committee and SIC intersect with HUD performance measures, System Performance Measures, and CoC-level reporting
- HMIS is the system that houses and reports on the performance metrics and systemic outcomes that SIC focuses on.
- There is overlap in the Committee membership.

*Does not require Board Action

Proposed Implementation Plan

Rather than combining into one committee, the SIC and HMIS Committee offered an interim step of **alternating meeting months and closely streamlining workplans to identify overlapping items and opportunities for collaboration.**

- Changing the meeting cadence and streamlining workplans would not require a charter change and therefore **does not require Board action.**
- The goal would be to implement this step to maintain the distinct membership and wide spectrum of goals of each Committee but reduce staff and administrative time.
- **After 6 months, each committee will evaluate how the new cadence functions and see if it is meeting the goals of creating more cohesion and less administrative burden.** The possibility of combining into one "Data and Performance Committee" can be taken up again in 6 months if the interim step is not meeting its goals.

Operational Changes that Require No Charter Update/No Vote

- 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.
- Institute regular check ins with all co-chairs so committees can better coordinate.
- 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.
- Provide additional support before and after Committee meetings for people with lived experience.

*Action Item:
Sunset Youth and Housing Capacity Committees*



Home Together Refresh Update



County Update



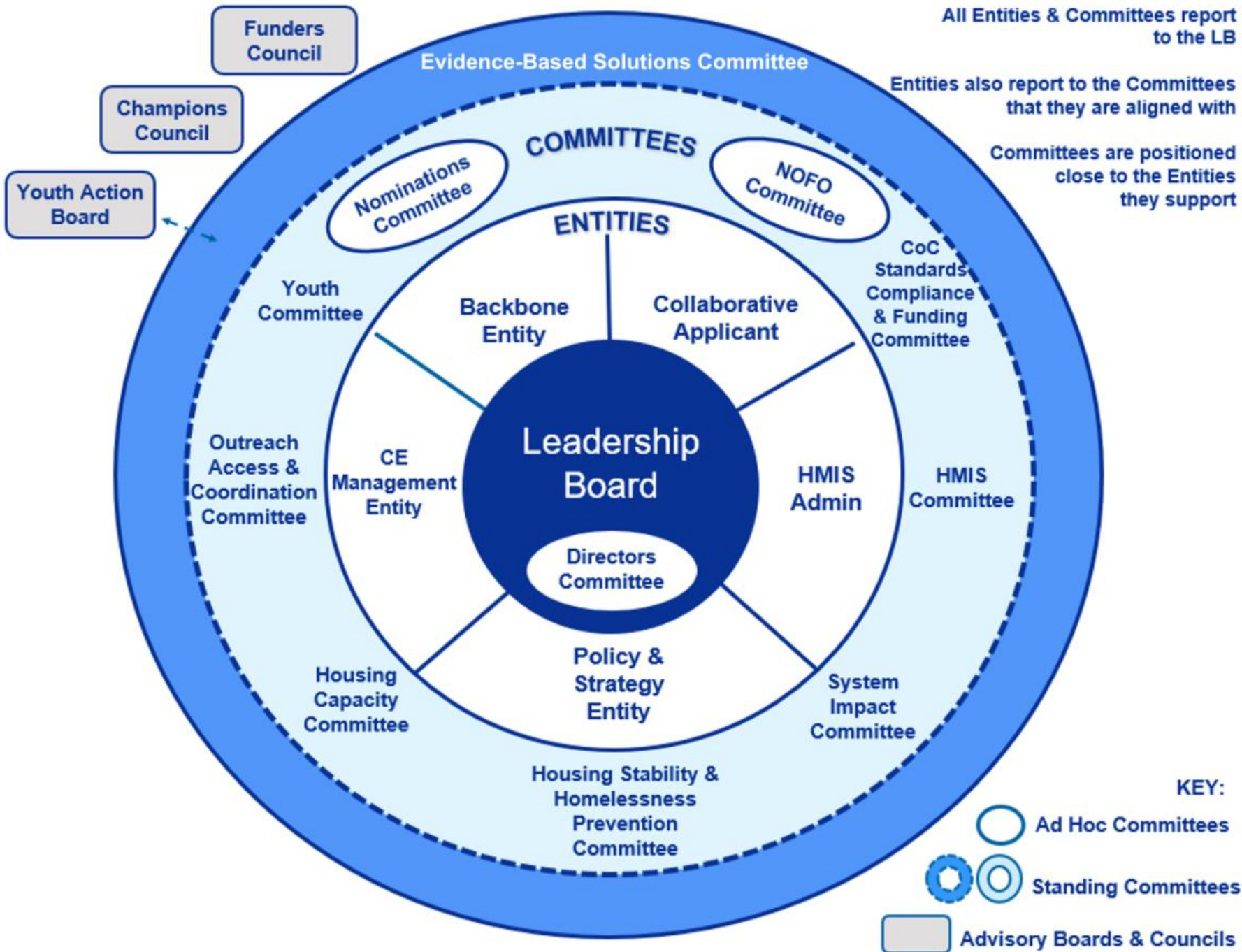
Discussion & Action Item: CoC Governance and Streamlining – The Leadership Board



Leadership Board: Context

- LB identified a desire to focus more on strategy, including by engaging in strategic funding planning, and to lead more in the areas of public messaging and advocacy
 - LB also needs to perform HUD-required governance functions and other bureaucratic responsibilities
 - HUD-required functions and bureaucratic responsibilities often impede their ability to focus on more strategic priorities
- In June, LB discussed creating a subgroup rather than split the Board into two separate entities
- Two different purposes/needs have come up in previous LB meetings:
 1. To handle the HUD/CoC Interim Rule requirements.
 2. To be able to act with the authority of the Board between meetings if urgent items arise that can't wait for the next Board meeting.

Current Charter Structure



LB Potential Change: Utilize the Existing Directors Committee

1. Change the Directors Committee (DC) from an ad hoc to a standing committee.
2. Identify Board Members to participate in the DC
3. Confirm the Committee's two primary functions:
 - i. Act on behalf of the Board in the case of urgent matters; and
 - ii. Handle CoC governance matters as required by HUD, including receiving reports from the SCF Committee and identifying governance-related agenda items for Leadership Board Discussion and Action.

Implementation Considerations

- If we agree on utilizing the DC for the primary functions listed above, need to specify and confirm the roles and responsibilities for the full Leadership Board (LB).
- Utilizing the DC as a subgroup of the full LB would not streamline the size or reduce # of meetings.
 - To avoid adding new meetings or time commitments, DC could use the first 30-45 minutes of currently scheduled LB meetings, with remaining LB members joining afterwards.
 - DC could also call ad hoc meetings as needed to deal with urgent matters
- Language describing the DC's purpose and Roles would need to be added to Charter. A different name other than Directors Committee could be chosen.

Discussion Questions

- Would using the Directors Committee in this way (that is: for the two primary functions identified) accomplish the goals we've been discussing?
- If we decide to utilize the Directors Committee in this way, what do we envision the specific role and activities of the full LB would be?
- Is there a different option other than using the Directors Committee that we should discuss?
- What else do we need to know or consider? For example:
 - Should the DC remain an ad hoc committee or become a standing committee?
 - How should membership be structured? How many Leadership Board members should be on the DC?
 - What should its specific role(s) be?
 - What should its authority be?
 - Should it be called something different?
- What action, if any, do we want to take today?
 - For example: Just authorize the Directors' Committee to act on behalf of the Board in the case of urgent matters and approve corresponding Charter language.

*Action Item:
Directors Committee or other Leadership Board Subgroup*



Closing

- Community Meeting on Tuesday, November 18, 2025.
- Next Leadership Board Meeting to be held Thursday, November 20, 2025.

