

# Community Housing Expansion of Austin

Regular Meeting of the Board of Directors

Wednesday April 3rd

Barak calls the meeting to order at 7:06 PM

In attendance, constituting a quorum:

Matt Dietrich - Human Resources

Natalie San Luis – Staff

Barak Bullock – Chair

Gatlin Cheyenne Johnson – Secretary

Hannah Frankel — member

Tripp Maker — Secretary

## Agenda

- 1) Reviewing last meeting's agenda
- 2) Seating new Sasona Rep
- 3) C-TAP Update (15 minutes)
- 4) GMM / Invitation to potential community Board Reps (15 minutes)
- 5) New Member Orientation (10 minutes)
- 6) Funds for NVC training (5 minutes)
- 7) Anti-oppression/anti-racism post-training discussion (10 minutes)

## Community agreements

1. A meeting facilitator will be selected at the beginning of each meeting by the members present. Although the facilitator will be primarily responsible for guiding the conversation, all members are responsible for adhering to community agreements.

2. One Diva, One Mic: One person speaks at a time. When there are multiple people who want to speak on a topic, a volunteer will keep stack.
3. Move Up, Move Up: Please be cognizant of when you are speaking a lot and when you aren't contributing much. If you are speaking a lot, try to "move up" into the role of listening more.
4. Board members are encouraged to actively make the meeting a comfortable, productive space. Feel free to take care of yourself during meetings. Board members are welcome to suggest taking a short break, getting food, stretching and moving around, and a change in the style of discussion (i.e. break-out groups) as they see fit.
5. Time limit and desired outcome: When proposing an agenda item, please include a time estimate for the discussion and a desired outcome (i.e., discuss, vote). If the conversation goes over the allotted time, the group will vote on a time extension.
6. Garden: When new ideas or suggestions come up during meetings that aren't on the agenda but should be discussed in the future, they will be added to the "Garden list" (also known as a Parking Lot). The Board secretary will keep the list and the group can decide at the end of the meeting how these new ideas should be addressed.

Per our community agreements, Barak invites Matt to facilitate.

Matt kicks us off with a round robin check-in.

#### **Reviewing last meeting's minutes:**

- Matt forwarded it out
- Last meeting's minutes approved 4-0

#### **Staff report**

- NVC: The NVC/conflict training is this Sunday, April 7, 3-5 PM, at Sasona. Please encourage your housemates to go, especially if they are mediators. Here is the Facebook event: <https://www.facebook.com/events/343323089864211/> So far there are 38 people interested. We have asked for folks to contribute donations at the door if they are able, and we need to approve funding at this meeting to pay the trainers. I believe the issue that the La Re member had with NVC was discussed and resolved as best as we possibly could, and we have communicated the concerns with the trainers.
- ROC
  - We had a call last Tuesday. We discussed the timing of a GMM/Mary visit and also Skype calls between Mary and each of the houses. Let's try to nail down a final GMM date, if it has to coincide with Mary's visit, at this meeting so we can propose it to her during the call on Tuesday.
  - Is anyone able to go to the ROC 101 meeting in two weeks? They will fly someone out and put them in a hotel.
  - I sent copy about the ROC project for potential Board members to Matt and can get started on a bylaws change ballot + election ballot whenever we decide to have that election.

- I have taken a look at the job descriptions that Mary sent us but need clarification about what she wants us to add to ours.
- Etc.
  - At this meeting, I think we should take a step back and look at our goals as an organization for GMM, since moving forward on the ROC plan has become central to our conversations about GMM. I would like to revisit our meeting with Hana and see if we can re-center our discussions about CHEA's values and goals.

### **Seating the new Sasona Rep**

- Tripp is the new Sasona board rep! Yay.
- Tripp volunteers to be the Secretary. Matt moves to seat Tripp as the secretary. Election takes place. Tripp is elected to be the new secretary.

### **CTAP Update**

- Matt: We are in a good position to get certification, but we need to do a few things to make that happen:
  - 1: Elect two new community board members to the board (requires bylaws change). Matt knows a couple prospects. Requires two votes: To expand the board in general, and to vote in new members.
    - Implicit in the vote to expand the board is an approval for CHEA to do CTAP work.
    - GMM is a good opportunity to educate everyone on CTAP/ROC work.
  - 2: Cleaning up job description and put out a big call for a future FT employee, who will do the CTAP work. Position will be funded by a JPMorgan Chase grant (administered through ROC USA).
- Barak suggests that, before we discuss any more of the CTAP project, we agree on a date for GMM.
- Hannah: Don't assume that there won't be dissent around the bylaws change. That came up at La Re and not everyone is on board.
- Tripp: We should anticipate that there will be at least one person in the organization who will campaign against this kind of change.
- Safeguards that will prevent the community section of the Board from having a majority of a vote on intra-house or CHEA affairs: how will this happen?
  - Matt: Some organizations have a rule about what community board members can vote on, i.e. they can't vote on stuff that involves daily life of members. That's vague so we would need to figure out clearer language.
  - Gatlin: In College Houses, CBRs don't have board officer positions.
    - The Board feels pretty neutral about this idea.
- Hannah: Hannah is trying to support the board on the CTAP project.
  - There is huge need for member outreach.
  - In conversation with Hannah, Daniel offered to talk to the NASCO Board about being the managing employer with collaboration from the CHEA board. They could also do the hiring process too.
  - GMM needs to happen.

- Reached out to Shoshanna @ BASTA and is scheduling a meeting. Will loop Matt and Natalie in.
- Matt: Original plan in MOU included NASCO giving support as needed; but during the conversation last week, Daniel didn't specify what that support looks like.
- Natalie: Managing the CTAP employee is the whole CTAP project. NASCO has been hot and cold on their material support throughout this process so we might not want to bank on them providing employee management.
- Gatlin: The reason why we're involved in the first place is our geographic locality. NP is the only reason we're being considered for the CTAP is because of our ability to directly manage an employee that would be paid for by JP Morgan Chase.
- Matt moves to extend conversation by 5 minutes; desired outcome: assign tasks. Barak seconds. 4-0.
- Barak: We don't want to cede control of the employee to NASCO, but our original MOU said that they would provide support specifically for the hiring process. It doesn't seem to be clear what the role NASCO wants to have in this project.
  - Matt: Daniel is doing a lot of different stuff and had set this down for so long that he didn't remember what he agreed to do.
- Hannah: We need to figure out how to educate the membership.
  - Matt: Mary visit + Skype Q&A
- Gatlin proposes that we create a Google doc with a list of ROC to-dos.
  - **Action item before next meeting:** Make list of the things that are not done that we need to do. Make one of our goals of talking to Mary: adding things to the list and checking it off.
  - Tripp will make a Trello board.
  - Hannah, Matt, and Gatlin will make a list of what needs to be done. Natalie requests to be looped in on the creation of to-do list.
- **Action item:** Natalie will do draft for job descriptions

## GMM

- Suggested date: May 18 or 19
- Matt proposes: Vote happens on GMM day; Mary can show up that day. Two Skype sessions before that.
  - Hannah: We can have laptops with Skype session.
  - **Hannah will get Mary to commit to two dates between now and GMM when she can Skype Q&A.**
- Natalie: Vote at GMM or ballot opens at GMM?
  - Gatlin: Ballot opens after GMM. GMM should be the capstone of our outreach efforts, but should initiate a two-week period of time to vote on it.
- Hannah: Doesn't think both elections should be bundled together.
  - Matt: We'll have a two-item ballot. First, moving forward with the CTAP project. Second, expanding the Board.
- **Natalie will follow up with Daniel to get specifics on language about CBR restrictions.**
- Barak: We need to bring a persuasive case to the membership.
  - Matt: We don't have to wait to have those conversations. We should all talk to housemates about it.

- Plan: Ask Mary if she can come for May 19<sup>th</sup> GMM.
- Matt: The other piece is the candidates. Do we invite them?
- Natalie motions to extend time by 7 minutes with the purpose of discussing non-ROC GMM stuff. Matt seconds. Passes.
- Non-ROC GMM stuff: Anti-oppression/anti-racism + knowledge/skillshare
  - Hannah: The agenda might be too full for a skillshare. Suggests Jennifer Beardsley for board reps; will mention it to her.
  - Natalie will make GMM Facebook event.
  - Trip suggests “Your Privilege is Showing” game.
  - Matt: Flyers asking members if there’s anything they want to share at GMM.
- Tripp motions to extend for three minutes to say what we’re going to do with GMM.
  - Matt: Education of masses of GMM proposal, making final pitch if Mary’s there.
  - Trip: Party thing? Natalie will secure keg.
  - Gatlin: Deadline for agenda should be April 19, which is 30 days before May 19. That’s the latest we can post an agenda.
  - Matt: Two weeks from now, we need to come to the meeting with agenda ideas.
  - Barak: GMM is best opportunity for collecting income. Natalie will make new membership survey.

### **New Member Orientation**

- Natalie: This is something that should be passed on to the next staff person.

### **Anti-Oppression**

- Natalie: Wants to revisit the training and see where we want to go with it.
- Barak: Talked to people at La Re about starting intentional cultural changes.
- Gatlin: One first thing could be setting up an event at the house level, recreating the conversation with a little more time to breathe.
  - Gatlin says he will take the lead on that for La Re.
  - Barak suggests bringing Hana in to present to the membership.
  - Tripp says he would love to see that happen.
- Matt: Shifting culture through intentional conversations.
- Gatlin: If Hana is available, we should organize something at each house. Would also like to make a central focus to be not just the general talk that we got, but with an eye towards “How is your house safe/unsafe, doing well/poorly, for nonwhite and other marginalized members?” The point is to transform the organization, so leading with that question would be good.
  - Trip volunteers to help coordinate house-level events.

### **Funds for NVC training**

- Matt proposes spending \$250 on NVC training.
- Gatlin: Needs to know to whom and how much before writing check (specific people specific amounts).

- Barak proposes spending \$360 on NVC training (check for Josh Blaine). Matt seconds. 4-0.
- Matt: Keep promoting!

**The Garden (it's where we park things on our rickety bike rack):**

- General Membership meeting
- Nasco institute in Austin
- New member orientation
- Inter-Co-Op Jamberee
- Outreach influenced by strategic plan.
- Offering an org chart tree of Nasco family organizational structure
- "A board retreat" to discuss the strategic plan - Matt D????
- Institutional memory
- Onboarding packet for new members
- Employee Evaluations
- Non-Violent Communication
- New as of 4/3
- Items on membership survey besides income data.

**New Business:**

NASCO Institute

New employee: Job descriptions. **Natalie will do draft of job description by next meeting**

**Future Agenda Items:**

Approve minutes (5 minutes. Action: Vote to approve.)

Staff report (5 minutes. Action: Listen, questions.)

D&O Insurance (10 minutes. Action: Vote on renewing D&O.)

**Next meeting time:**

April 17<sup>th</sup>, 7 PM, La Reunion