

### **Leadership Team Membership Priorities**

BACKGROUND: Per the Orange County Partnership to End Homelessness (OCPEH) Governance Charter, the Leadership Team “is the governing body of the Partnership and CoC, provides leadership to the work of the Partnership, and acts on behalf of the CoC” (pg.1, Article I, Section 4) and members “advise on the management of the Partnership, and protect and advance the interest of the Partnership” (pg. 3, Article II, Section 1).

The Governance Charter also states that Leadership Team members must either live or work in Orange County (pg. 1, Article I, Section 3 & pg. 3, Article II, Section 3). Article II, Section 2 details the composition:

The Leadership Team shall consist of a minimum of sixteen (16) and maximum of twenty-five (25) elected and appointed voting members. Members shall be one of four types, all are full voting members:

- Elected officials: Each of the elected bodies of the four (4) local governments (Orange County, Chapel Hill, Carrboro, and Hillsborough) shall appoint one of their members to the Leadership Team.
- Ex officio: the Directors of each of the following departments, or their official designee, shall serve on the Leadership Team:
  - o Orange County Department of Social Services
  - o Orange County Department of Housing, Human Rights, & Community Development
  - o Town of Chapel Hill Office for Housing & Community (inclusive of Chapel Hill Housing Department)
  - o Orange County Criminal Justice Resource Department
- People with lived experience of homelessness.
- Community members: The balance of representatives are made up of homeless service providers, faith-based communities, local businesses, UNC-CH, UNC Hospitals, developers/homebuilders, funders, Chambers of Commerce, prison system, victim service providers, LGBTQ advocates and organizations, and other homelessness stakeholders.

The Coordinator shall serve as a non-voting member of the board.

Elected official and Ex officio members do not have term limits; others can serve up to 3 consecutive 2-year terms (pg.4, Article II, Section 6).

Action Step #9 of the 2019-2020 Orange County Plan to End Homelessness is to Increase the percentage of African-Americans on the OCPEH Leadership Team to at least 35%.

### Leadership Team Membership Priorities, Cont.

#### PROPOSAL

- Establish priorities for Leadership Team membership

Within the parameters of the OCEPH Governance Charter, board members will be recruited using the following weighted criteria:

- 1) African-Americans
  - 2) People with lived experience of homelessness, with the goal of having multiple people with different experiences of housing insecurity on the board at any given time
  - 3) People who meet the HUD recommended categories for board membership
  - 4) Other community members
- Encourage elected officials to use priorities stated above when choosing Leadership Team appointee, understanding that elected boards have their processes for designating board members
  - Encourage Ex officio members to designate a standing member, using the priorities stated above
  - The Coordinator will talk with Emergent Equity (racial equity consultant), as well as African-Americans and people with lived experience of homelessness who have served on the Leadership Team to understand current barriers to Leadership Team membership
  - The Coordinator will present barriers to membership and potential solutions for Leadership Team consideration in 2020

### Revised Board Selection Process

BACKGROUND: Per the OCEPH Governance Charter, the Leadership Team application is available year-round on the OCEPH website and advertised once/year (pg. 3, Article II, Section 4). "Current Leadership Team members will be asked annually to recommend, and potentially to reach out to, potential new members. Applicants shall complete the application and submit them online. The Coordinator shall give them to the Board Development Committee or to the full Leadership Team for review." Section 5 goes on to detail the Board Selection Process:

At the September Leadership Team meeting each year the Chair shall appoint, subject to the concurrence of the Leadership Team, a Board Development Committee of at least three (3) members. The committee shall be responsible for nominating a new Chair, Vice Chair, and new members of the Leadership Team. The Leadership Team will also revise and approve the Leadership team application at the September meeting. The Coordinator will publicly solicit applications for Leadership Team membership in September and October of each year. At the November Leadership Team meeting, the Board Development Committee shall send the names of all applicants to the Leadership Team so that members have the opportunity to make comments or recommendations. The Board Development Committee will review the applications and input from the Leadership Team and make a recommendation for Chair, Vice Chair, and new members at the November Leadership Team meeting; the slate of candidates will be approved with a majority vote. In addition, the Leadership Team accepts applications year-round. Applications received outside of the annual

process outlined above will be forwarded to the entire Leadership Team for review and potential approval. This selection process shall be reviewed, updated, and approved by the CoC at least once every (5) five years.

**Revised Board Selection Process, Cont.**

Starting in 2019, the Leadership Team approved a new slate of members and a pool of alternate members. New applications were considered as they were received, and the Leadership Team voted on new members in March and June meetings.

**PROPOSAL**

- Post and distribute the final approved Leadership Team Membership Priorities with other board recruitment materials
- Continue to accept applications for new Leadership Team members year round
- Change to considering new applicants quarterly, unless new applicants offer an opportunity to fulfill stated priorities or in the instance the Leadership Team falls below the required number of members, currently 16 members