

## Resident Advisory Committee Meeting Minutes

April 15<sup>th</sup>, 2025



**RAC members present:** Alison(V), Becca, Gary, Jacque, Toni, Lee, Loretta, Mark(V), Michael, Randall, Roland, Sage, and Vernesta

**CRH staff members and guests:** Sasha Sobers-Outlaw, Valencia Chambers Manora, Christian Krupp, Keady Hollingsworth, Andrew Oommen

**Facilitator:** Pat Hughes, Trillium Leadership Consulting

**Public:** Saunatina Sanchez

- The meeting was called to order by **Sasha Sobers-Outlaw** at 6:00 p.m.

Sasha did Introductions and the Icebreaker was “What is your go to karaoke song?”

Next Pat continued with the meeting norms. Sasha added that guests should be seated in the outside rows in the future, and that it would be added to meeting norms next month.

Pat passed out the minutes from last month's meeting and the group took a moment to read and reflect. Loretta called for a motion to accept the minutes. Seconded by Vernesta. Minutes passed with unanimous votes.

Pat called for resident reflection, and there was no need for comment. Saunatina reflected that as there were no requests for Resident Reflections, she would do a CEO hiring update. They will be moving forward with five candidates, where they invite a panel of CRH staffers, foundation, and RAC to be a part of the interview process. Included in the job description is to interact with the RAC regularly. The vote will hopefully happen in September, and Chris will be leaving November 1<sup>st</sup>. The RAC panel will hopefully be the RAC Chair members, or other interested members; and the Board wants the RAC to develop a question to ask the

interviewing candidates. The question is due in two weeks, so Saunatina offered to replace the Board updates with the Interview question.

- Pat hands out the Officer Discussion sheet (below) to begin the discussion on Board Officers. The goal of Board Officers is to have the residents be more involved in planning the agenda, as well as running the RAC.

Pat reviews the sheet and gives the RAC a moment to discuss their thoughts with each other.

Vernesta said that because there are only three roles, it would be simple and approachable.

Jacque said that she thinks that there should be two people for each role. It would guarantee a shared and divided responsibility, and someone would always be available at the meeting, and someone would always be accountable. She mentioned that having multiple people would divide responsibility to report to the board as well. Saunatina brought up the committees that CRH has, is another area that Residents could be a part of.

**The Chair** could take a visible role by opening the monthly RAC meetings, recording attendance, supervising Resident Reflections, guiding approval of minutes.

**The Vice-Chair** could be the membership liaison – helping to coordinate the recruitment efforts and interviews of new members.

**The Secretary or Communications Officer** would help with communications. This includes helping to write and send messages to the RAC, helping to think through resident-wide communications, keeping the roster up to date.

Toni felt that two people could share the responsibility if the other is overwhelmed, and it wouldn't be one person in control.

Roland said that there would be a power struggle if two people shared responsibility.

Randal said that if you have several people involved in the Executive Committee (EC) they could be working together if one can't make it to a meeting.

Loretta asked if the RAC already had committees, Saunatina followed up to say that having an Executive Committee (EC) is the first step to starting further committees. The three or more EC tasks can move and change to the function of the RAC. Pat clarified that today we talk about the tasks of the Chairs, instead of how they'll function.

Allison asked if they would need to step down if they were in attendance for over a year. Pat responded, saying that they wouldn't need to step down, and they could discuss that during the re-election meeting.

Sage asked what Pat did specifically so that the facilitator task could be flushed out. Pat often works with the CRH staff to create the agenda and works on their part to make the meeting successful. Pat recommends relying on the staff to be facilitators first. Pat says she helps the members run the meeting and be involved, and eventually they won't need a facilitator because their role here would be facilitation.

Sage asked how the non-chair members would be involved in the agenda; Pat said that it should happen during the meetings, to discuss items or know who to ask about items. The staff also does administrative work behind the scenes which cannot be written off.

Pat proposed that we take the time to get to understand the tasks, roles, and responsibilities Before getting to nominations and voting, and do the ultimate elections in September, so new members could be introduced to the Chairs and their responsibilities. Pat encourages the members to have productive conversation now, and to decide the tasks today.

<b>Who</b> – three RAC members who have served at least one year
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<b>Terms</b> - A one-year assignment that begins in September.
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<b>Nomination and voting process?</b>
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Allison mentioned that we often start things without finishing them and move forward with the officer's conversation, and they should have the tasks clearly defined in the election season in September.

Pat clarifies, the discussion is meant for specific roles, so everyone has a defined role as Chair or as Member, to make meetings more structured and provide clarity.

Michael says that the main reason they're here is to improve residents' lives. A chairperson could be like the President, who decides what is important and bring topics that could be discussed.

At 7:17, Pat sends the group to take a short intermission.

Pat calls us back at 7:26 to continue the discussion. During the break, Pat wrote up some specific roles that Staff and Facilitation does. Pat reviewed that the minutes are not a transcript. Saunatina mentioned that RAC can edit the minutes with additions or context.

Staff coordinate the planning and debriefing meetings. Pat emphasizes that staff effort isn't going away. Facilitation (Pat is our facilitator) brings the group together and towards a purpose, helps write the Charter, and creates drafts to bring to the Council.

Roland proposes a motion to accept the chairs as they are, knowing that they can change in process; Jacque says that the RAC is wasting time in meeting goals. She says that they aren't making progress, and it's bothering her. It is the purpose of the Charter to help the community; and they are wasting time discussing what to do.

Loretta seconds Roland's motion to accept the chairs as it is written. Jacque says that they will not progress if they keep changing the chairs' responsibility. The motion on the floor is to move forward with Chair, Vice Chair, and Secretary/Communications.

Saunatina further clarifies that if the RAC feels the tasks are adequate, then we can vote; or nay if we need more discussion. Roland votes that they need more discussion.

Vernesta says that the group is overcomplicating what is going on today. Pat is saying that this discussion is the last part of the group's original goal.

Becca votes no on the three roles as it is written. Becca says the Vice Chair is the Secretary. And all three chair people would be secondary eyes and ears.

Allison agrees that the three positions could coordinate towards the larger board, but the position of Vice Chair is not a secretarial position.

The Chair is the face of the meeting, reading vibes, taking attendance, guiding resident reflections. The Vice Chair would be backup to Chair and be timekeeper- keep the Chair on task. The Secretary would send emails, keep roster up to date, and general communications with the group. During the planning meeting, all three roles would decide what role they would play in the next meeting- e.g., collaborate on facilitation with Staff. The Vice Chair could also be a stand-in for the Communication Officer. Or all three could fill in for all other roles whenever needed.

They are voting on the roles as theorized, and they pass with 12 votes yes. Randal nay' ed. This completes the Charter. Next steps, Pat will clean the page up and send to Staff to amend to the Charter.

Sage said she wanted to see the consensus happen today, and we all deserve a pat on the back.

Next meeting's planning steps:

- Selection Process: be thinking about whether any members are interested in the three roles, with final votes in September.
- Threat Assessment Presentation by Chris
- Recruitment, invite your friends and neighbors. It says in the charter that during the Summer all members would engage in recruitment.

Randall wants to invite the Executive Committee (EC) of the PDA board, Saunatina said they have been invited and might come next month.

Pat calls the meeting called to a close at 8:02.