

# Implementation Board

## King County Regional Homelessness Authority

### KCRHA Implementation Board Meeting Minutes

Monday,  
March 1, 2021

5:00PM to 6:30PM

Virtual Meeting Link Available at  
<https://regionalhomelessnessystem.org/>

### Welcome

Co-Chair Harold Odom called the meeting to order at 5:05PM.

### Roll Call

Last	First	Present	Absent
Anderson	Carey	X	
Camino*	Nate	X	
Carvalho	Paula	X	
Chelminiak	John	X	
McHenry	Gordon	X	
Odom*	Harold	X	
Pattenaude	Damien	X	
Quinn	Adrienne		X
Ramos	Michael	X	
Rankin	Sara	X	
Reddy	Simha	X	
Spotted Elk	Juanita	X	

\*Implementation Board Co-Chairs

*A quorum is present.*

**Juanita Spotted Elk** gave the land acknowledgement.

### Record of Discussion and Decisions

#### **Public Comment**

No one signed up for public verbal comment during the allocated Public Comment portion of the meeting; the CoChairs re-opened public comment later in the meeting. Public comments written in the chat throughout the meeting follow:

“While I’m sorry there’s been time lost, the remaining candidate is the one I favored after being invited by the LEC to meet both candidates. He wants to finish what he started, and it’s clear to me as one who sat through months of his advising that he can hit the ground running and not be dismayed by the heel-dragging we will experience.”

—The Rev. Bill Kirlin-Hackett

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“I have a comment on Hawkins and the process of recruitment - I applied for the position and sent a resume and cover letter - I was never contacted to confirm receipt of my application - nor was I informed that a candidate was chosen - I’m not sure you have gotten a complete process from them.”  
—SB

Public verbal comment was reopened at 6:25PM for 10 minutes. Two people gave public verbal comment at that time: Alison Eisinger, Executive Director at Seattle, King County Coalition on Homelessness, and Johnathan Hemphill, King County Regional Homelessness Authority Governing Committee Board Member.

### CEO Recruitment Discussion

**Nate Caminos** summarized the recent developments in the CEO selection process: the Implementation Board and Governing Committee approved a resolution to offer Regina Cannon the role of CEO; since then, Ms. Cannon declined the offer in favor of staying in her community to continue her work there. He then outlined four potential options for the KCRHA Implementation Board to consider:

1. Reconsideration of the other candidates already interviewed
2. Review broader candidate pool and see if we want to bring anyone back
3. Hire an interim CEO and restart the recruitment process with a new firm
4. Don’t bring on board an interim CEO and re-start the recruitment process with a new firm

**Nate Caminos** then introduced King County Department of Community and Human Services (DCHS) Director **Leo Flor** and City of Seattle Human Service Department (HSD) Interim Director **Helen Howell** to comment on these potential options.

**Leo Flor** said he is available to answer any questions the Board might have. **Helen Howell** added that the City’s Homelessness program staff is stretched very thin at the moment, and if the Board was going to embrace an extended CEO selection process, the City would advocate for the selection of an interim CEO as a stopgap measure.

**Sara Rankin:** Need a fifth option: de-briefing with Ms. Cannon about why she turned down the offer. Feels it would be a mistake to move forward without a thoughtful post-mortem.

**Harold Odom:** Spoke with Ms. Cannon and she offered to de-brief directly with the Board in Executive Session.

**Sola Plumacher:** Ms. Cannon felt that her current work is incredibly important and realized that it was going to be extremely difficult to extricate herself. Legal counsel has advised the Board that it would not be appropriate to get a briefing from Regina Cannon in executive session. This would need to occur in a public forum.

**Sara Rankin:** We really need to hear from Ms. Cannon directly about why she passed on the position.

**John Chelminiak:** Why is Seattle’s staff so thin?

**Helen Howell:** Due to natural attrition in staff who have left their positions as other opportunities arose over the last 6-8 months.

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**Michael Ramos:** I concur with Sara Rankin, we need to hear from Ms. Cannon directly before we move forward. Ms. Cannon could also submit comments in writing. This will give us a firm basis on which to proceed.

**Simha Reddy:** Agree it is important to hear from Ms. Cannon, but we also must move forward. Any additional information we have from Ms. Cannon won't materially impact her decision.

**Juanita Spotted Elk:** Concur about getting commentary from Ms. Cannon.

**Carey Anderson:** How does Ms. Cannon's decision to brief the board impact our overall timeline?

**Leo Flor:** Depends on whether we build upon the existing CEO search or re-open the search process. First two options outlined by Nate would have the least timeline impact, and the second two would have much greater timeline impacts.

**Damien Pattenau:** I appreciate the urgency, we should hear from Ms. Cannon, but we should not let this step slow the process down.

**Sara Rankin:** I support Damien's proposal to get Ms. Cannon's comments either in writing or in a briefing with the co-chairs. Know that we can act both expeditiously and wisely.

**Gordon McHenry:** Intrigued to hear Ms. Cannon's feedback, but don't want this to slow us down with necessary next steps. I felt that we had two incredibly strong candidates in the process who were both ready to lead.

**Simha Reddy:** Can Leo Flor and Helen Howell give us more information about how an Interim CEO would work?

**Leo Flor:** We have not really fully developed the interim CEO option, we certainly don't have a candidate in mind.

**Nate Caminos:** We may not be in a position to take action on one of the four options, but we could consider a previous candidate

**Deanna Gregory:** If the Board wanted to, the Board could take an interim CEO on loan from one of the funding parties.

**John Chelminiak:** Is there another person who was already in the interview process, other than the two finalists, who we could bring back to re-interview?

**Sara Rankin:** As a matter of process, if Ms. Cannon is not willing to do a public session, is it legal for our co-chairs to reach out and have a meeting?

**Deanna Gregory:** As long as the meeting is not a quorum of the KCRHA Implementation Board.

**John Chelminiak:** That concerns me.

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**Deanna Gregory:** If this is just fact finding and no decisions are made, then the Board would be on solid ground.

**Sola Plumacher** provided a quick reminder about how we arrived at our current situation, including the recruitment and selection process. The Implementation Board itself ultimately interviewed four finalists.

**Simha Reddy:** The recruitment process worked and got us some really solid candidates. I feel that we should take some time to reconsider some of the other finalists.

**John Chelminiak:** I think we should select an interim CEO. I have some people in mind, it could even be a consultant.

**Juanita Spotted Elk:** Is Hawkins still involved? It would be great to not start from scratch with a CEO selection process.

**Gordon McHenry:** I support hearing from Ms. Cannon. We should re-evaluate the three other finalists that were interviewed as a part of an open and inclusive process.

**Carey Anderson:** What do we hope to accomplish with the meeting tonight?

**Nate Caminos** repeated the four potential options in front of the Board.

**Simha Reddy:** My desire is to:

1. Before the next Board meeting, need to flesh out what an interim CEO option would entail
2. Talk as a Board in executive session about the other candidates

**Nate Caminos** entertains a motion to enter executive session until 6:20PM. **Simha Reddy** makes the motion and it is seconded by **Carey Anderson**. All in favor, one abstention.

*The Board enters executive session from 6:05PM-6:20PM.*

**Nate Caminos** announces the return from executive session at 6:22PM. He explained that no decision was made in executive session.

**Gordon McHenry:** Support the idea to bring forward previous candidates for Board discussion assuming that they have all been notified that they will be discussed publicly and are still interested in being considered.

**Nate Caminos** re-opens the Public Comment:

**Alison Eisinger** thanks the Board for their deliberations. She would like to offer the concern that the general public is not well informed about the process and that we have created a job that is not possible to fill.

**Johnathan Hemphill** echo Alison's comment that more information would be good. I was the staff person to the LEC members and I participated in the CEO selection process—it would be good to hear from Ms. Cannon about why she turned down the position.

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**Nate Caminos** summarizes three proposed Board actions:

1. Invite Regina Cannon to open session with the Implementation Board or meet with Co-chairs;
2. Ask staff to flesh out what an interim CEO process would look like;
3. At their next meeting, the Board will review the resumes of the other candidates who were in the process previously

### **Next Meeting**

Wednesday March 10, from 2PM-4PM

### **Adjournment**

Nate Caminos adjourned the meeting at 6:33PM.