



## HOME MEANS NEVADA, INC.

A Non-Profit Entity Established by the  
State of Nevada, Department of Business and Industry

## Board of Directors

President – Perry Faigin  
VP/Treasurer – Timothy Whitright  
Member at-large – Robin Sweet  
Member at-large – Verise Campbell  
Member at-large – Jennifer Yim

**Home Means Nevada, Inc.**  
**Special Committee for Recruitment of Operations Manager**  
**Monday August 21<sup>st</sup> at 9:30AM**

**1. Call to order, Roll Call**

President Faigin called the meeting to order at approximately 9:30am

**The following were in attendance:**

Perry Faigin, President (Carson City – in person)  
Jennifer Yim, Member at-large (by phone)  
Verise Campbell, Member at-large (Las Vegas – in person)  
Colleen Platt, Platt Law Group (Carson City – in person)  
Carrie Foley, Department of Business & Industry (by phone)  
Scott Boleyn – Interviewee (Las Vegas – in person)  
Michelle Crumby – Interviewee (Las Vegas – in person)  
Allen Iftiger – Interviewee (Carson City – in person)

**2. Public Comment**

President Faigin asked for public comment. There was no public comment.

**3. “For Discussion and Possible Action” Interviews for the Operations Manager for Home Means Nevada, Inc.**

President Faigin told the candidates how the interviews were going to be conducted. He said this is an open meeting so all interviewees could stay in the room the entire time if they wanted, but requested only the person being interviewed be present in the room so each interviewee could have privacy.

Board Member Campbell disclosed that she was the previous Director for the State of Nevada Foreclosure Mediation Program, and that she does know Scott Boleyn as serving as a mediator in that program.

President Faigin described the interview process to Scott Boleyn. The Committee conducted the interview of Scott Boleyn.

Board Member Campbell described the interview process to Michelle Crumby. The Committee conducted the interview of Michelle Crumby.

President Faigin described the interview process to Allen Iftiger. The Committee conducted the interview of Allen Iftiger.

After the interviews were finished President Faigin brought all of the candidates back in the room and described what the process would be moving forward.

Colleen Platt stated that because this entity is subject to the open meeting law all of the discussion on selecting a candidate has to occur in an open meeting setting. She advised that Committee members will be discussing interviewee answers and selecting a candidate with all interviewees present in the room.

**4. *“For Discussion and Possible Action” Discussion of candidates’ qualifications and interview and selection of Operations Manager for Home Means Nevada, Inc. including, negotiations of contract terms, and delegation of final contract terms to President.***

President Faigin said that all of the candidates did a great job and congratulated them on making it this far along in the interview process. He said he is a little concerned that the candidates don’t have a lot of experience with budgeting or accounting. President Faigin said he feels that Scott Boleyn might have a little more experience than the other two candidates regarding budgeting and accounting. He did however say that the program is going to be very basic and specific so they may not need to worry too much about the budgeting and accounting.

Board Member Campbell stated that the candidates did a good job. With regards to the budgeting and accounting she feels it is a significant piece but said they can rely on the firm to set up the parameters that will assist whichever candidate is selected.

President Faigin said this is going to be a very hands on operation and will be a considerable amount of work, especially at first. President Faigin acknowledged that Scott Boleyn addressed this in one of his answers.

President Faigin said that Allen Iftiger has great management skills that are possibly at a higher level, but he is a little concerned about Allen’s lower level skills and his ability or desire to want to work at that level.

President Faigin said he thinks the position fits Scott Boleyn and Michelle Crumby a little better regarding the process and what they are currently doing.

President Faigin said the selected candidate will need to hire a couple individuals to help out, but may also need to assist in daily activities such as stuffing envelopes and other necessary tasks.

Board Member Campbell said she was listening for someone who understood systems from a technology and manual standpoint. She said that she heard through Scott's answers that he had some of those abilities.

Board Member Campbell said the person that she felt most closely aligned with what they are looking for is Michelle Crumby. Board Member Campbell said that Michelle Crumby understood the different systems that she has worked on including the platform and how it worked. She said that Michelle Crumby also understood the people aspect, specifically her response to the question regarding leadership style.

Board Member Campbell said that Allen Iftiger had more high level experience, but the person they are looking for is going to have to manage the administrative piece, not the whole program.

Board Member Yim said she agreed with what President Faigin and Board Member Campbell said about Allen's experience and the type of program this is. She said that Allen's management experience would be very beneficial to the role.

President Faigin discussed management and leadership styles and the ability to adapt. He said he thinks the person that could really dive in, has that hands on experience and could quickly make decisions is Michelle Crumby.

President Faigin said he is leaning towards Michelle Crumby because of her operations experience, as well as her hands on one on one experience with the individuals that she is currently working with.

Board Member Campbell said Michelle Crumby had mentioned work around solutions and when you are working on a program like this you will have to create other manual processes in order to get the information so you can build a system. She said Michelle Crumby is familiar with working with a team of people.

President Faigin said there are going to be timelines to get this program started and he referenced a response that Michelle Crumby provided to one of the questions asked of her. He feels Michelle Crumby has experience working with timelines.

Board Member Campbell referenced something on Michelle's resume regarding compliance oversight. She feels Michelle Crumby is already experienced in compliance scopes and is experienced in making sure pieces are built in. She said the other two candidates have experience as well, but feels Michelle Crumby has the most experience.

President Faigin asked for a motion to select a candidate. Board Member Campbell made a motion to select Michelle Crumby as the Operations Manager for Home Means Nevada. Board Member Yim seconded the motion. All members voted in favor. Motion passed unanimously.

President Faigin thanked the other two candidates for participating in the interview process and wished them the best.

President Faigin officially offered Michelle Crumby the position. Michelle Crumby accepted. There was Committee discussion on salary and benefits.

After back and forth discussion President Faigin asked for a motion to hire Michelle Crumby as the Operations Manager for Home Means Nevada at a starting salary of \$62,000.00 plus a benefits package.

Michelle Crumby asked if she would receive any type of notice if the program were to not continue either in the form of a severance package or in the form of giving her time to find other employment. Colleen Platt said this program is determined during the Legislative Session and they would know in advance if it looked like the program would be terminated or changed in any way.

There was discussion as to when Michelle Crumby would be able to start employment. All parties agreed that Michelle Crumby would start on September 6, 2017.

Board Member Yim made a motion to hire Michelle Crumby as the Operations Manager at a starting salary of \$62,000.00 per year plus delegation to President Faigin to negotiate a benefits package with Michelle Crumby. Board Member Campbell seconded the motion. All members voted in favor. Motion passed unanimously.

#### **5. *Public Comment***

There was no public comment.

#### **6. *Adjournment***

The meeting was adjourned at approximately 12:06pm.