

**Flint & Genesee County CoC
Policy: Persons with Lived Experience (PLE)**

Subject: Persons with Lived Experience (PLE)		Policy #: 202
Date Adopted: 9/1/2026	Dates Reviewed:	Dates Revised:
Distribution: All Governance Council Members, General Members, Committee Members, Contracted Entities		Number of Pages: 3

Purpose:

To ensure the representation and participation of Persons with Lived Experience (PLE)¹ of homelessness on the Flint & Genesee County Continuum of Care² as their expertise is essential to the achieving the CoC's goal of preventing and ending homelessness in Flint and Genesee County.

To ensure that Persons with Lived Experience are compensated fairly and equitably for their contributions.

Philosophy:

The Flint & Genesee County CoC recognizes that Persons with Lived Experience must be authentically engaged and centered in the work of the CoC. It also recognizes that Persons with Lived Experience provide tremendous value through their efforts and must be adequately compensated for their contributions to that work.

Policy:

1. **Recruitment.** The CoC will actively recruit Persons with Lived Experience to serve in all CoC capacities through multiple mediums, including community events, hard copy materials such as flyers, electronic means such as its website and social media pages, and communications with homelessness service providers.
2. **Participation.** Persons with lived experience will be actively encouraged to participate in all functions and on governing bodies of the CoC.
 - a. The Governance Council will include at least one homeless or formerly homeless individual per the CoC Program Interim Rule, 24 CFR 578.5(b); however, the CoC's goal is to have as many homeless or formerly homeless individuals on the Governance Council as is feasible.
 - b. The CoC will consult with Persons with Lived Experience when considering and making policies and decisions.
3. **Compensation.** Persons with Lived Experience will be paid for their efforts in furthering the work of the CoC.

¹Persons with Lived Experience are individuals who are homeless or those who have been homeless.

²The Continuum of Care is a U.S. Department of Housing and Urban Development (HUD) mandated collaborative organization for the coordination of homeless services.

- a. The availability of PLE compensation is dependent on sufficient funding; however, if funding becomes unavailable, the CoC will make a general announcement to the community and inform all persons receiving PLE compensation from the CoC.
- b. **Eligibility Requirements.** To be eligible for PLE compensation:
 - i. Individuals must have experienced homelessness within the last 36 months or be currently homeless.
 - ii. Individuals must be members of the CoC and can join using the membership form available at geneseehousing.org.
 - a. Exception: Persons with Lived Experience will **not** be required to join the CoC if the CoC or the Collaborative Applicant/Infrastructure Organization (CA/IO) determines that:
 - i. Requiring Persons with Lived Experience to be CoC members may discourage those individuals from participating in it; or
 - ii. Membership is not necessary for participation, such as when Persons with Lived Experience participate in CoC-related interviews or focus groups.
 - iii. Individuals must not be reimbursed for their time by another entity (i.e., paid twice for the same activity).
- c. **Pay Rate.** Individuals will be compensated at a rate of \$50.00 per hour and may earn a maximum of \$1,200.00 per calendar year.
- d. **Covered Activities.** The following activities are eligible for compensation:
 - i. Participation in CoC General Membership meetings;
 - ii. Participation in CoC committee meetings;
 - iii. Participation in CoC training sessions;
 - iv. Travel time to/from CoC meetings and trainings (up to 30 minutes per meeting or training), if approved **in advance** by the Chair or the CA/IO; and
 - v. Preparation for CoC Governance Council and committee meetings.
 - a. Includes meetings with CoC staff or members to discuss agenda creation, presentations, and policy discussions.
 - b. Does not include individual preparation time.
 - vi. Participation in interviews, focus groups and other activities meant to further the mission of the CoC.
- d. **Payment Methods.** Individuals can choose to receive their compensation by:
 - i. Direct deposit (upon completion of a W-9 form and ACH agreement); or
 - ii. Check (upon completion of a W-9 form).
- e. **Documentation Requirements.** Individuals must submit the following via the PLE request form at <https://geneseehousing.org/lived-experience> or via email to housing@flint.org:
 - i. **For each activity**, the date of the activity, the activity name, the start and end time, and total hours engaged in the activity;
 - ii. A completed W-9 Form (first time submissions only);

- iii. An ACH Agreement for direct deposit (if applicable); and
- iv. Receipts for any transportation costs (if applicable).

f. **Processing Time.** Requests and payments will be processed and disbursed by the CA/IO at least monthly; for example, a PLE compensation **request** submitted on July 3rd will be reviewed and approved or denied during the first week of August. **Payment** of an approved request is made within two to three weeks after approval.

- i. The CA/IO will make the approval determination.
- ii. A Person with Lived Experience whose request is denied may appeal that decision using the [Client Grievance Policy](#), which is available on the CoC website.

3. Fair and Trauma-Informed Engagement. The CoC is committed to fair and trauma-informed engagement practices, including:

- a. Offering various days, times, and methods for participation;
- b. Being transparent about time commitments and decision-making processes;
- c. Providing monetary compensation at industry-standard rates;
- d. Offering detailed orientation and preparation materials;
- e. Addressing resource needs (childcare, transportation, technology assistance); and
- f. Providing emotional support structures for Persons with Lived Experience.

Governance Charter References:

Article 2.2.2: Representation

Article 3.5: Roles and Responsibilities (Governance Council)