



**Board of Directors Meeting  
November 19, 2015**

**Board members present:**

Bob Ashley	Michael Becketts	Diamond Bethea	Ilene Britt	Danielle Caldwell
Cathy Collie	Drew Cummings	John McCain	Karen O'Mansky	Joanne Pierce
David Reese	Delphine Sellars	James Spencer	Ashley Taylor Jacobs	

**Board members absent/excused:**

LaDonna Allison	Linzie Atkins	Brenda Berlin	Deric Boston	Linda Chappel
Mike Lee	Ann Oshel	Michael Page	Rhonda Parker	Joy Sotolongo

<b>Agenda Item</b>	<b>Summary of Discussion</b>	<b>Motion</b>	<b>Action</b>
<b>Call to order</b>	The meeting was called to order by Karen O'Mansky with a quorum at 3:10 pm .		
<b>Introductions and Announcements</b>	The FY 14-15 Annual Report was presented. Congratulations to David Reece and EDCI for receiving the coveted GSK Impact Award. It as also noted that Durham Interfaith Hospitality Network, one of our new partners in the Ending Family Homelessness United Way collaborative, was an Impact Award recipient as well. The SONAM (Society of New and Ancient Music) concert will be held at 3:00 p.m. on Sunday, November 22, with proceeds benefiting the Partnership. LaDonna Allison and Ted Whiteside will represent DPfC. Additional board members are needed to hand out programs and collect donations. Cathy Collie and Karen O'Mansky agreed to attend.		
<b>Consent Agenda</b> - 10/15/15 board minutes - Spending Analyses (Smart Start and NCPK) -DEHS Monthly Updates (Sept-Oct) -DEHS Credit Card Expenditures (March-August) -DEHS Information Memoranda (15-03, 15-03A, 15-04, 15-05)		<b>It was moved to accept the consent agenda</b>  <b>Motion: David Reese</b> <b>Second: Bob Ashley</b> Not voting due to conflict of interest: None	<b>Motion carried</b>
<b>Agenda Modifications</b>	There were no agenda modifications.		
<b>Public Comment Period</b>	There was no public comment.		
<b>Durham Early Head Start</b> -Program Overview and Board training -Federal Review Calendar -EHS-CCP Grant – DSS Subsidy Collaboration	<b>Melissa Mishoe, DEHS director, provided the annual Early Head Start board training</b> in order to strengthen the board's understanding of its governance role that works in concert with the Early Head Start Policy Council, made up of more than 50% parents receiving services. DEHS uses a collaborative community capacity building model, partnering with many agencies including Center for Child & Family Health (CCFH) and five child care centers. The program offers comprehensive services to 172 expectant women, children and families – 36 in the home based program, 72 child care centers, and an additional funded enrollment of 64 in the newer 2015 EHS-Child Care Partnership award. Melissa outlined		

	<p>the organizational structure with the grantee (DPfC), delegate (CHTOP), CCFH, and child care centers.</p> <p>The demographics of EHS families was detailed, also illustrated in the Program Information Report (PIR), including parent education level, employment, % of children with disabilities, and % experiencing homelessness. Increases in education and decreases in homelessness is attributed to the ways the EHS staff and service providers work with each family to meet needs, set individual plans, and support families as they achieve goals.</p> <p>The ERSEA selection process was described. Families are selected through three basic eligibility criteria: income, child’s age, and Durham County residence. Applications are scored based on a rubric that is derived from community needs (see community assessment) to ensure that those enrolled are in fact the neediest who are at best opportunity to benefit from this wrap around model. Service areas include: education, disabilities, health, mental health, and family services. Melissa emphasized the Parent Involvement component, including the Male Involvement Program, which empower families to participate in and guide the program.</p> <p>Discussion included questions about how long families participate in the program throughout the duration of their children’s age eligibility and reasons why some families exit the program voluntarily. Transition plans were discussed when children “age out.” Many move to Durham Head Start, as long as they meet income eligibility. The school readiness committees of DEHS and Head Start were merged this year in order to streamline goals and make a smoother transition.</p> <p><b>The Federal Monitoring review window is open</b>, and the visiting team (from DANYA) will use the “HSKI” – Head Start Key Indicator tool. We will be informed in advance when the team will arrive. Board and staff have been preparing for the review.</p> <p><b>Michael Becketts explained the DSS Subsidy Priority process that is being considered in order to support the EHS-Child Care Partnership grant.</b> He described the DSS board’s interests in serving as many children as possible with their allocated subsidy funds, noting that they are currently in strong financial position with more funds available for subsidy. The DSS Board will decide on a priority for EHS children at its retreat on 11/20/15.</p>
<p><b>Leading for Equity Retreat</b> -Survey Results and board reflections</p>	<p>Members of the board who attended the Racial Equity retreat reported on their experience, including Karen O’Mansky, David Reese, Ilene Britt, Rhonda Parker, and Ashley Taylor. The key statements and reflections and other discussion are captured here.</p> <p><u>Ilene</u>: A lot of what we witness about people and the judgments we make are sadly built on the foundations of structural racism. In our education systems and many of the areas that we are involved in as the Partnership, race and power are clearly at play and they have been for centuries.</p> <p><u>David</u>: The retreat was a very powerful experience The challenge is that participants are ‘part of the choir.’ Our main question now is how to share this with others. The only critique of the retreat is how to spend more time in solutions and concrete actions to take moving forward He shared an example from the workplace that speaks to the issue of power, race, and gender.</p> <p><u>Ashley</u>: It is important for the board to engage in this process because it gives us a better perspective on how families we work with feel. It is critical to understand how race plays into power dynamics. For DPfC, this will help us learn how we can work together better as a team. Participating in racial equity training is the right thing to do. The most powerful moment in the retreat was the history walk.</p> <p><u>Karen</u>: For DPfC, this leads us to ask how we identify and support organizations that are committed to making sure that children are getting the services they need, not simply by granting access, but also helping families with appropriate levels of support to gain access.</p>

	<p>For her, she became aware at the retreat of how to educate her elementary aged children in the history of racial inequity and oppression in America, and not just rely on the history that they might learn at school.</p> <p><u>Delphine</u>: She was most interested in knowing if the retreat challenged the group to face things that are true but often unspoken? Did you leave ready to face other people’s realities? Did it address the need to relinquish power and release judgments, which are often unconscious? Those who attended replied yes to these questions.</p> <p><u>Joanne</u>: She has experience in training around having courageous conversations that include a racial equity lens. It is important to place a moratorium on blaming people for their circumstances. It is also necessary to look at our own systems and recognize that we are part of them, we have the power to improve them, and we have to raise awareness that change can begin with us within the systems where we have influence, even when racial disparities and structural racism seems intractable.</p> <p>It was acknowledged that this racial equity work is not contained in a singular training, it is not simply about our interpersonal relationships of being polite, and that the application and ongoing commitment will demand focus and intention over a lifetime of learning. We commit to growing as an equitable organization and to building equitable frameworks in our community so that the disparities for children and families are minimized and eliminated.</p>
<p><b>Board Development Task Force</b>          -Leadership Symposium training report          -Board Prospect Matrix</p>	<p>Bob Ashley and Delphine Sellars reported on the Leadership Symposium training that they attended in Fayetteville, led by Board Source. The distinct roles of the board and the executive director were discussed, as well as the responsibilities they share. An exercise used at the training on this was shared. A key point of the training stressed the importance of spending time as a board on future strategic thinking, and not only on what has happened in the past. Regarding board development, the board is not only charged with recruiting members, but also engaging and retaining members. It is critical to give space for all approaches of involvement and to ensure that all voices at the table are heard and respected. Delphine highlighted the “3 D’s” of board service: Duty of Care, Duty of Loyalty, and Duty of Obedience.</p> <p>Bob distributed the Board Prospect Matrix, generated by the Board Development task force. The board composition option that is being considered for DPfC is “option 2.” This will require a bylaw change to reflect this new composition option. There was discussion regarding how many positions on the board are open. The issue for this board is more focused on who needs to be on the board to continue to improve our governance, strengthen our fund raising, and represent the broader private sector more robustly, while maintaining strong relationships with the public sector leaders who are essential to helping us achieve our mission. Bob requested board members to share their relationships with names on the list, and he invited people to suggest other prospects for consideration. Laura shared the history of board composition discussions at the state level, and the opportunity that this more nimble composition will bring for efficient, impeccable governance and stronger fund development. Karen shared needs for additional committee members on Finance. It was stated how important it is clarify the role, or multiple roles, that each person plays on the board and what they bring to the leadership of the organization.</p>
<p><b>Additional Committee Reports</b>          -NCPre-K / School Readiness          -Community Awareness          -Finance and Audit          -Allocations          -Evaluation          -Investment</p>	<p><b>Ilene Britt reported on the 41 NC Pre-K expansion slots offered through DCDEE.</b> The School Readiness committee agreed to an allocation of slots to Head Start, Durham Public Schools, and private child care based on the capacity of each partner to receive additional children. She also shared the reimbursement decisions that the committee is addressing. It was noted that the Board of Education, Board of County Commissioners, and the City Council each have passed resolutions for a pre-k expansion task force to be established. Board advocacy will be important in this effort.</p> <p><b>Bob Ashley highlighted the Community Awareness efforts</b> on the bottom of the agenda.</p>

	<p><b>Karen O'Mansky reported that Finance has not met</b> yet as the internal budget is being created. The auditors did additional testing on the federal funds included in the NCPK allocation.</p> <p><b>Cathy Collie reported that there are 4 new members of the Allocation Committee.</b> They will share their discussions and process throughout this 2<sup>nd</sup> year of the two-year funding process.</p> <p><b>In Joy's absence, Laura reported that Dr. Beth Gifford from the Durham Children's Data Center (DCDC) will present to the Evaluation Committee</b> at its next meeting. An MOU between DPfC and DCDC is being created.</p> <p><b>On behalf of Harold Sellars, Laura reported on the Investment Committee's role.</b> The committee's decisions will be reported to the board.</p> <p><b>Laura completed the meeting with an Executive Director's report,</b> reiterating several topics that have already been covered in the meeting. She emphasized the three new United Way collaborations that include DPfC that have been implemented as of September 1 and the exciting work that is happening from a collective impact framework.</p>
<b>Adjourn</b>	<p>It was moved to adjourn the meeting at 4:58pm. Give! Guides were distributed.</p> <ul style="list-style-type: none"> <li>-The <b>next Executive Committee</b> meeting will be held on December 17, 3-5 p.m.</li> <li>-The <b>next full Board meeting</b> will be held on January, 21, 2016</li> </ul>