

Iowa AEYC Governing Board meeting

Friday, July 8 & Saturday, July 9, 2016, Simpson College, Pioneer Hall, Room 111, Indianola, IA

In attendance Friday: Mary Airy, Brain Kingrey, Mary Lukas, Tom Rendon, Brandy Smith, Dianna Saelens, Nancy Merryman, Leslie Stonehocker, Mary Minard, Julee Albers, Joy Brown, Heidi LaBounty, Carrie Jones, Anne Michel, Gladys Movall, Kristy Liechti, Cindy Duhrkopf, Amber Forrest, Deb Gustafson, Cherie Kennedy, Karin Leesekamp, Miranda Niemi, Vickie Parker, Barb Merrill, Pat Dautremont

In attendance Saturday: Mary Airy, Brain Kingrey, Mary Lukas, Tom Rendon, Brandy Smith, Dianna Saelens, Nancy Merryman, Leslie Stonehocker, Mary Minard, Julee Albers, Joy Brown, Heidi LaBounty, Carrie Jones, Anne Michel, Gladys Movall, Kristy Liechti, Rebecca Ausman, Tasha Beghtol, Cindy Duhrkopf, Amber Forrest, Deb Gustafson, Cherie Kennedy, Karin Leesekamp, Patty Marean, Miranda Niemi, Vickie Parker, Brandi Snyder, Barb Merrill, Pat Dautremont

Purposes:

- **To provide input and approve submission of Iowa AEYC's application to affiliate with NAEYC due on or before Aug. 31, 2016**
 - Emphasis High Performing Inclusive Organization & Increase Membership as well as demonstrating alignment between NAEYC's Vision and Mission Iowa AEYC's Vision and Mission
 - Preparation for Iowa AEYC application to NAEYC- Due Aug. 31st or before- need Gov. Board approval in July
- **To discuss successes, needs, and options for the structure of Iowa AEYC Affiliate and Chapters services that engage members and will make this membership organization as an organization that everyone in the Early Childhood work force cannot live without.**

The Mission of Iowa AEYC is to serve and act on behalf of the early childhood education profession.

TOPIC
10:02 a.m. Call to Order
<ul style="list-style-type: none">• Agenda approval<ul style="list-style-type: none">Motion to accept today's agenda – Leslie Stonehocker; Second – Mary Lukas; Unanimously approved.• Welcome; introductions; discussion of purpose of summer retreat• Vision/Mission Discussion<p>A focus of this meeting will be working on NAEYC application as a re-charter that is due August 31, 2016. NAEYC is in process of reorganization and a paradigm shift. NAEYC use to be "We are NAEYC – come to us". They are shifting and their new focus is "We are NAEYC – what can we do to help you?"</p>To help focus this work we considered:<ul style="list-style-type: none">○ Why are you here at this table?

- What does the Vision and Mission mean to you to your geographical chapter context?
- NAEYC's Vision & Mission
- Iowa AEYC's Vision & Mission
- Does Iowa AEYC's align with NAEYC's Vision? Mission?

Unpack NAEYC's Mission:

- In small groups unpacked NAEYC's Mission by taking the following four areas and come up with ten synonyms then considered how each of these areas is represented in our state chapter and local affiliates and reported back to the larger group about small group work:
 - High Quality Early Learning
 - All children
 - Birth to Age 8
 - Connecting Practices, Policies, and Research

- **Motion from the Executive Committee that IAIEYC adopt a new vision statement that aligns with Early Childhood Iowa stating "Every child beginning at birth be healthy and successful". Kristy Liechti seconded the motion. The floor was open for discussion.** Cindy Duhrkopf summarized how this Early Childhood Iowa vision statement has evolved and been reviewed. Kristy Liechti suggested adding the words "thrive" and "society" to this statement. Mary Lukas also liked the idea of adding "society". Brian Kingrey talked about how the Executive Committee came to the decision to align with ECI's statement, but he feels we should align with the NAEYC's vision statement. Tom Rendon shared the history of how the EC Iowa vision came to be and the historical deliberate choice that was made align every organization that works in early childhood across the state, suggesting do we align more directly with the national organization or align behind the local state entity. Nancy Merryman added that we can be aligned with both, as we are an affiliate of NAEYC but we can continue to do the work of ECI. Gladys Movall added thoughts about the word "society" and the definition that word might hold to different people. Further discussion was held around the word "society". Amber Forrest suggested a combination of the NAEYC vision and ECI vision. **Mary Airy called for a vote. Motion did not carry.**

- **Brian Kingrey made a motion that Iowa AEYC adopt NAEYC's vision statement "All young children thrive and learn in a society dedicated to ensuring they reach their full potential." Julee Albers seconded that motion. The floor was open for discussion.** Tom Rendon suggested we look at the possibility of combining the two statements. Deb Gustafson and Dianne Saelens suggested the possibility of the statement "Every child beginning at birth through societal supports will be healthy and provided opportunities to thrive in order to achieve their fullest potential." Tom Rendon suggested adding to the NAEYC vision statement "In Iowa, every child beginning at birth be health and successful." Cindy Duhrkopf suggested adding a statement such as Tom Rendon suggested in another part of the broader Vision and Mission statement. **Mary Airy called for a vote. Motion on the floor carried and was approved.**

- **Motion from the Executive Committee that Iowa AEYC adopt a new mission statement that aligns with NAEYC stating "Iowa AEYC promotes high-quality early learning for all children, birth through age 8, by connecting practice, policy, and research. We advance a diverse, dynamic early childhood profession and support all who care for, educate, and work on behalf of young children as IAIEYC mission statement."** Leslie Stonehocker seconded the motion. The floor was opened for discussion. No discussion was had. **Vote unanimously carried and was approved.**

- **Tom Rendon moved that within our charter documents of Iowa AEYC the association will express its endorsement and support of Early Childhood Iowa’s vision “Every child, beginning at birth, will be healthy and successful”. Gladys Movall seconded.** Mary Lukas and Brian Kingrey suggested that although we vote on this now there is always the possibility to take this back to Board discussion and vote. Nancy Merryman suggested how we can assure this statement be added as a core value of Iowa AEYC. This wording will be decided at a later time possibly through the work of the Executive Committee or creating a separate committee. **Vote unanimously carried and was approved.**

- Overview of Draft of Iowa AEYC’s Application to NAEYC – We are not discussing every section of this application at this meeting, but will draw out certain sections and discuss those sections specifically. The following sections were specifically discussed:
 - Vision/Mission/Brand Identity – NAEYC is suggesting a monolithic branding in which all branding resemble the NAEYC branding and each affiliate is harmonious with that brand. The branding piece would be **xxaeyc** or in Iowa’s case **iaaeyc**. There is a color palette of 5-7 colors that would be part of the logo. All fonts would be the same for all logos and affiliates across the country. Chapters would fall consistently above the **iaaeyc**. **A poll was taken and unanimously decided that Iowa AEYC would adopt the new NAEYC branding logo.**
 - D. High-Performing Inclusive Organization – Tom Rendon shared out on this section of the application. This section will allude to the fact Iowa AEYC will adhere to NAEYC’s statement of commitment as a high-performing, inclusive organization.
 - F. Emerging Leaders – Barb Merrill gave summary of accounts of how we support emerging leaders. We do meet this standard and Barb Merrill discussed examples of this. The challenge with this category is keeping the words down to the 350 word limit for the section.
 - H. Membership Recruitment and Retention – Mary Lukas shared we also meet this category as written. This year we will be specifically looking at student membership and giving a membership discount at the Fall Institute. Might consider specifically looking at demographic information and retention of Tony Lacy award winners.
 - P. Governance Structure – Brian Kingrey talked through possibilities in governance structures about where we are and where we might go. We will further discuss this structuring on Saturday so this section can be finalized more tomorrow.

- We looked at and reviewed Iowa AEYC’s Strategic Plan that was created by the Board in the summer of 2015. This Strategic Plan was never officially approved by the Governing Board. **Mary Airy entertained a motion to formally approve the Strategic Three Year Plan that was created in the summer of 2015. Brandy Smith moved to accept the Strategic Three Year Plan that was created in summer of 2015; Brian Kingrey seconded; the floor was open for discussion – no discussion was had; unanimously approved.**

- Small group work was done around each of the goals in the strategic plan.
 - Goal 1 – High Quality Early Learning – Nothing was changed in the broad benchmarks. Action steps and strategies were kept the same with the a few exception. Barb Merrill has met with the Department of Education Director this year. Resources have been provided to the Early Childhood Community College Alliance. Timelines need to be changed.
 - Goal 2 – The Profession – Most of the action steps in this goal have been achieved! Because these

goals have been achieved we can look at going deeper in the goals and assuring what we do is research based and posturing AEYC in each community. We should consider marketing strategies to aid in Advocacy efforts. Discussed concrete ideas about how to promote AEYC as an organization, such as an Iowa AEYC template to add to business cards.

- Goal 3 – Organization Advancement – There is specific progress in several action steps in this area. Some of the action steps need to be refined and more directly targeted.
- Goal 4 – Organizational Excellence – Organization Excellence – There is a first draft for the succession plan. There was a suggestion the encompass leadership from chapter to affiliate to national leadership. Added training component to leadership competencies. Print new mission and vision statement on Iowa AEYC materials. Consider how to provide training and tools to leaders. There was an addition to the financial sustainability piece.
- Goal 5 – Leadership and Innovation – Benchmarks stayed the same. There was discussion about specific changes to some of the wording. Enhancing how we recognize leaders in social media.
- All notes were turned into Brian who will make changes to the current strategic plan.

Governing Board Business

- Consent agenda

Mary Lukas asked that her email listed as mary@successfromthestart.net be removed. **Mary Airy moved to make a motion to approve the consent agenda. Motion to approve the consent agenda – Brian Kingrey; Carrie Jones – second; unanimously approved.**

- Financial Discussion

- Tom Rendon summarized the Financial Report and acceptance of the books for the 2015-16 budget. There is a reported apparent loss, but this is largely due to a change in how the T.E.A.C.H. penalty billings are being collected. If someone quits their T.E.A.C.H. contract there is a penalty and the current loss looks great due to the way this is reported on the books. **Mary Airy entertained a motion to accept the financial report. Motion to accept the financial report – Joy Brown; Gladys Movall– second; floor was open for discussion; unanimously accepted.**

- FY 17 Amended Budget. 2016-17 budget is proposed as:

Income - \$2,497,288

Expenses - \$2,467,796

Mary Airy entertained a motion to approve the amended FY17 Budget. Motion to accept the amended FY17 Budget – Mary Lukas; Leslie Stonehocker– second; floor was open for discussion. Tom Rendon discussed how “membership” category was agreed upon for the budget; **unanimously accepted.**

- Annual Affiliate Dues Setting for 16-17 was discussed. This is the last year we will get to set the due structure, as next year the national affiliate will set the due structure. **Mary Airy presented a motion from Executive Board to keep the fee structure the same for the 2016-17 FY; Gladys Movall – second; floor was open for discussion; unanimously approved.**

- Leadership Fellowship Report – There were five applicants this year with three readers (Carrie Jones, Mary Minard, and Allison Pattee). **The recommendation from the Leadership Fellowship Committee is to accept Amanda Winslow (graduate study work) and Kelly Donnelly (play project) as the two Leadership Fellowship recipients. Leslie Stonehocker – second; floor open for discussion; unanimously approved.**

- 5:15 p.m. - Suspended meeting until Saturday morning
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- 8:30 a.m. – Resumed meeting
 - Welcome and introductions
 - Dream of future of a thriving affiliate and local chapters. This involves additional brainstorming and dreaming about the future of local efforts on membership recruitment, member engagement, leadership and HPIO.
 - What makes a thriving chapter?
 - Members
 - Awareness
 - Commonalities
 - Participation
 - Value
 - Attendance
 - Consistency in PD
 - Social
 - Safe Space
 - Variety of Representation
 - Voice
 - In-Kind Services and Funding From Members
 - Follow-Through
 - Positive Energy
 - Making Everyone Feel Included and Important
 - Support
 - Organization
 - Meeting Needs of the Group
 - Brian Kingrey presented an illustrative example of an out of the box idea for what a chapter might look like “Oh the Places We Can Go!”
 - We also considered:
 - NAEYC’s Charge to Affiliates is to Double Membership in five yrs.
 - NAEYC and Iowa AEYC Membership Trends
 - NAEYC Membership White Paper by Rhian Evans Allvin– Summary
 - Iowa AEYC Demographic Data- 7/3/16
 - Small Group Facilitated Discussions followed with a gallery walk to consider the following questions:
 - What can Chapters do to Address This Concept?
 - Membership Recruitment
 - Member Engagement
 - Leadership

- High Performing Inclusive Organization
 - Brandy Smith will compile the notes from this time into a new document.
- Review Collecting Info from Chapters- Guiding Questions for Chapters Handout – Much discussion was had around what we will consider to fill out the application section “P”. Dianna Saelens clarified that this application is a two tier process. The first tier is the application which simply talks about our intentions to stay as an affiliate. Tier two will be more specific to the details of what our chapters (or something like that) will look like. Brian Kingrey asked for a poll of where we are considering to move with the three option:
 - Stay as we currently exist with no changes - 0
 - Work with a hybrid of geographic and interest areas - unanimous
 - Have no chapters – 0
 - **Consensus: The NAEYC application will be sent electronically by the end of July to all Governing Board members. There will then be a call for Board approval and a call for an electronic vote for all Governing Board members. The Executive Director and the Executive Board will ensure it is submitted before the August deadlines.**
 - We discussed the Fall Institute that will be help September 30-October 1, 2016 and the great things around those. Barb Merrill encouraged Governing Board Members to volunteer to work at the Fall Institute. The Governing Board will also put together a Raffle Basket for the Tony Lacy Scholarship Raffle. Board members can contribute a donation if they would like to do so. Pat Emerson is collecting donations on behalf of the Governing Board basket. Annual Membership Meeting will be held Friday, Sept. 30th (either first or second breakout session following lunch).
 - The Spring Institute is set for May 6, 2017. Gaye Gronlund is joining us to talk about Play and the Early Learning Standards.
 - On July 28 there is a Training Summit sponsored by Iowa AEYC for ECI around how to develop trainings for those who make decisions about trainings.
 - Identify Take Away Messages to take back and share – Structured new strategic plan; Membership; Adopted a new vision and mission statement that will align with NAEYC ; good idea how to move forward with the new NAEYC application process; the look of chapters is changing; wonderful to have many voices at the table as we have these conversations; great things happening with many great things to come; how might we consider mentoring and increasing that mentoring to build the profession; how do we continue to reach those voices that are unheard at this point.

Governing Board Meeting:

- Reported on member’s poll to suspend Bylaws related to consecutive terms of office and elections 2016- Vote. The poll was in approval with 137 (93%) yes; 3 (2%) no; 8 (5%) abstain. There will be a vote at the annual membership meeting at the Fall Institute to suspend these Bylaws.
- There were no nominations for any Annual Awards from the membership body. Therefore the Executive

Committee has put forth and nominated Kelli Soyer for Children’s Champion Award; Penny Milburn for Friend of the Young Child; and Anne Ryan for Teacher of the Year. Leslie Stonehocker will write a letter of support for Kelly and Vicki Parker will write a letter of support for Penny. **Mary Airy entertained a motion for all three of these nominations to be approved; Mary Lukas moved to nominate all three of these award recipients; Gladys Movall – second, floor opened for discussion, unanimously approved.**

- Succession Plan is in the works. Barb Merrill gave a summary of the draft of the succession plan. She is compiling a notebook of information in writing that is only in her head right now. She also has a component of “All the Things You Need to Know” that includes vital information. These plan will be finalized by the fall. The Staff has also done a lot of planning and trainings around vital components of the workings of the Association. Barb Merrill has 16 people reporting to her right now and some of those reporting to her will gradually be turned over other staff.

Mary Lukas motioned to adjourn; Mary Minard seconded; unanimously approved.

2:23 p.m. - Adjournment