

# IOWA AEYC GOVERNING BOARD MEETING

SATURDAY, JANUARY 25, 2019 FROM 10:00 A.M.-4:00 P.M. AT IOWA AEYC OFFICES, SUITE C,  
5525 MEREDITH DRIVE, DES MOINES, IA 50310

*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.*

**Attendance:** Crystal Abbe, Angela Lensch, Anissa Deay, Leslie Stonehocker, Dennis Wandera, Brian Kingrey, Miranda Niemi, Jillian Herink (staff), Mary Lukas, Vickie Parker, Allison Pattee, Gladys Movall, Mike Stiehl, Kristy Liechti, Catherine Bergman, Donna Kennebeck, Tracy Ehlert, Sara Schwerin, Joy Brown, Dianne Casto, Brandy Smith

TOPIC	PERSON RESPONSIBLE
<p><b>Call to Order</b> – 10:06 a.m.</p> <p><b>Agenda Approval:</b> M – Catherine Bergman; S – Tracy Ehlert</p> <p>Agenda Addendum: Brian Kingrey asked if we could add new agenda items (Equip and Executive Director’s Job Description) to original agenda sent to the Board at 11:15 a.m. after Treasurer’s Report</p> <p><b>Consent Agenda:</b> Board, staff, and P2P reports; July Board meeting minutes, New Executive Committee Meeting Dates, Updated Human Resource Policy Manual and Financial Policy Manual, membership numbers</p> <p>Consent Agenda Approval with exemption of Equip Job Description (pg. 42-44): M – Brian Kingrey; S – Kristy Liechti; Approved – unanimously</p>	<p>Mary Lukas, President welcomes all</p> <p>Pgs. 1-3</p> <p>Pgs. 5-90</p>
<p><b>HPIO activity</b></p> <p>Diversity Bracelet activity – Considered what how diverse is our “universe”.</p>	<p>Donna Kennebeck, HPIO Chair</p>
<p><b>Tony Lacy Scholarships</b></p> <p>There were more applicants than we are able to fund from raffle proceeds - 27 applicants and IAIEYC can afford 15 from the raffle proceeds. East Central Chapter had a high number of applicants and that Chapter has agreed to pay for the memberships of the applicants from that Chapter, 12 total. Rolling Prairie has agreed to pay for one membership. The Committee recommends we accept these gracious offers so all 27 applications can be awarded.</p> <p>Conversation about how to continue to grow interest in this scholarship and continue to grow membership. Mary is going to consider a “50 Ways to Boost Your Members”</p>	<p>Catherine Bergman, Membership Chair</p> <p>Jillian Herink, Executive Director</p> <p>Mary Lukas, Board President</p> <p>Pg. 91</p>

<p>promotion to reach outside current leadership. Tony Lacey Scholarship will now become an on-going application process to make the process more inclusive.</p> <p>At Chapter meetings please assure Chapter Leadership know of the “Weekly” and how to utilize the embedded link to send comments back to IAEYC. Assure Chapter Leadership knows of Facebook page and how to comment on that page.</p>	
<p><b>Treasurer’s report</b> – 2<sup>nd</sup> quarter and year-to-date financials</p> <ul style="list-style-type: none"> <li>● Total Assets – \$261,902.34</li> <li>● Total Liabilities - \$171,459.82</li> <li>● Total Equity - \$261,902.34</li> </ul> <p>Motion to accept Treasurer’s Report – M – Joy Brown; S – Sara Schwerin; Accepted – unanimously</p>	<p>Dr. Brian Kingrey, Treasurer Pgs. 92-94</p>
<p><b>Executive Director Job Description</b></p> <p>Jillian asked Executive Board to reconsider her job description so it better reflects what her actual work entails. There were four specific additions around advocacy, fundraising, and other general work duties.</p> <p>Motion to accept Treasurer’s Report – M – Gladys Movall; S – Diane Castro; Accepted – unanimously</p> <p><b>Executive Director Evaluation</b></p> <p>The timeline for ED evaluation has been realigned to better fit Jillian’s actual hire date. The Governing Board voted for Winter to Spring time line last year and will vote on her job performance in the April meeting.</p> <ul style="list-style-type: none"> <li>● January – Vice President Denise will electronically send out an evaluation, to Executive Committee, Governing Board, Staff, and Stockholders in the next two weeks. Jillian will also fill out her own evaluation. <b>Please assure you fill out these evaluations.</b></li> <li>● March – Denise will compile all data.</li> <li>● April – Denise and Brian will present results to Executive and Governing Board. Performance review and Jillian’s raise percentage will be determined during this time.</li> <li>● April/May – Members of Exec. will meet with Jillian to present evaluation results. There have been changes made to performance review process to better align with Jillian’s hiring date and current job responsibilities.</li> </ul> <p><b>EQUIP Job Description</b></p> <p>There was an outstanding job applicant pool for the new EQUIP job position. We will reorganize the EQUIP team and hire an additional consultant at this time based on this candidate pool.</p>	<p>Dr. Brian Kingrey, Past President Denis Wanders, Vice President Pgs. 95-98</p>

<p>Discussion about reorganization of not only EQUIP but early childhood mental health across the state was had. Jillian sits on a state level board dedicated to making proposals for the state around early childhood mental health.</p> <p>Motion to accept the newly presented EQUIP job description – M – Executive Committee; S - Gladys Movall; Accepted – unanimously</p>	
<p><b>Association Awards: Proposed changes and discussion</b></p> <p>The annual awards are being reconsidered and recalibrated to be more representative of the early childhood field in the state.</p> <p>Initial consideration of award possibilities are:</p> <ul style="list-style-type: none"> <li>● The person who does the nominating has to be a member, but the recipient does not have to be a member.</li> <li>● The letter of recommendations are being replaced with 2 contacts that the committee can call on for further reference.</li> <li>● Children’s Champion Award - Similar to previous award but open on ongoing basis.</li> <li>● Commitment to Young Children Award – Open to a business or collaborator specific to the care, education, and well-being.</li> <li>● Educator of the Year – Similar to previous award but open on ongoing basis.</li> <li>● Emerging Leader Award – Open to a new and emerging leader.</li> <li>● Equity and Opportunity Award – Awarded to someone that has made change and moved toward more equitable practices in their place of work.</li> <li>● Family Partnership Nomination – Early Childhood Program and/or professional with exemplary inclusion of family partnerships.</li> <li>● Influencer Award – Person making positive influence in the early childhood field.</li> </ul> <p>Motion to proceed and formalize new awards as they were presented at Governing Board Meeting – M - Gladys Movall; S - Angela Lensch; Accepted – unanimously</p>	<p>Jillian Herink, Executive Director, Leslie Stonehocker, Public Policy Chair, Crystal Abbe, Family Membership Chair, Donna Kennebeck, HPIO Chair</p>
<p><b>LEAP</b></p> <p>Explanation of why we are doing LEAP activities and then consideration of questions (with example used at the meeting):</p> <ul style="list-style-type: none"> <li>● “What are the outcomes we want to create?” <ul style="list-style-type: none"> <li>○ More participation_s at events.</li> </ul> </li> <li>● “Who are we hoping to impact?” <ul style="list-style-type: none"> <li>○ Childcare Directors and Providers</li> </ul> </li> <li>● “How will you know how you are progressing the above outcome?” <ul style="list-style-type: none"> <li>○ Attendance numbers</li> </ul> </li> </ul>	<p>Mary Lukas Pg. 99</p>
<p><b>Measuring our Mission (MOM)</b></p>	<p>Cyndi Weigel, Jillian Herink</p>

<p>Finding 4 or 5 specific ways of collecting measurable data to show what is IAIEYC's state-wide impact. Jillian showed a visual organizer of how we will continue to grow toward and achieve the ultimate mission.</p>	
<p><b>Play: DAP</b></p> <p>Preview of what a play experience looks like.</p>	<p>Diane Casto</p>
<p><b>Fundraiser Update: Discussion, Activity</b></p> <p>Brainstormed ideas and names about who could be included on fundraising list.</p>	<p>Jillian Herink Pgs. 100-102</p>
<p><b>Report Form Update</b></p> <p>New report form considerations:</p> <ul style="list-style-type: none"> <li>● Please <del>pilot</del> the new report form for April.</li> <li>● Donna commented on how the form helped her think more intentionally. It will be a strong sharing document.</li> <li>● Catherine tied back to LEAP and will be able to measure at the end.</li> <li>● Should be done with the Chapter Leadership, not just as Chapter Rep.</li> <li>● Numbering does not work, that is being adjusted.</li> <li>● If it says "click on this box", and if you have nothing to put in the box fill in with N/A and reduce space of that box.</li> </ul>	<p>Mary Lukas, Miranda Niemi, Donna Kennebeck</p> <p>Pgs. 103-104</p>
<p><b>Chapter Updates</b></p> <ul style="list-style-type: none"> <li>● Mary talked about tips to "caucus". There is a link in the Weekly and Chapter Chats. If you need these tips let Pat know.</li> <li>● Gladys is a finalist for the Iowa's Healthiest State Award. There is another Home Provider in Iowa City that is a finalist for this event also. Winner will be announced Feb. 6 in Des Moines.</li> <li>● Public Policy Points were finalized and sent out.</li> <li>● Team of 6 to 7 heading to DC for Public Policy and are scheduling their Hill visits.</li> <li>● Affiliate Council met in Nashville after annual conference. Gill Walker, Marketing Director, visited with Council and discussed considerations around membership and marketing at an Affiliate Level. Council voted to have everyone extend their terms for one year and then will have certain number role off each year as move forward. There will be three current affiliate members staying on the board. This decision should be made by March.</li> <li>● Leadership Day – Brian attended Advocacy Meetings - Perkins grants are being written now in each state. Iowa this is housed in the Dept. of Ed. Would suggest that IAIEYC assure they have a say in these Perkins Grant rewrites. Suggested the countallkids.org as a good site for Advocacy. Crystal Abby researched the NAEYC website about Week of the Young Child materials being out of date and from last year. Brian has been in contact with NAEYC about this and the materials have been updated. Brian will bring the delay in information up at the next Affiliate Council.</li> </ul>	<p>Jillian Herink, Executive Director, Brian Kingrey, Affiliate Council member Leslie Stonehocker, Policy Chair</p> <p>Pg. 106</p>
<p><b>Program Updates</b></p> <ul style="list-style-type: none"> <li>● TEACH and WAGES is getting more notice state wide.</li> <li>● ECI is doing their own "Day On the Hill". IAIEYC is going to be doing a "No Small Matter" event on the Hill, possibly on March 4.</li> </ul>	<p>Jillian Herink, Executive Director, staff</p>

- Jillian will be going to Public Policy in DC and then staying on for Chamber of [Commerce Council](#) Event and the unveiling of “Untapped Potential” report. Rockwell Collins has a video on the website related to this report.
- Jillian has submitted to Sheila to get a proclamation signed for “Week of the Young Child”. Jillian asks that we take the proclamation to our local Officials.
- No Small Matter – several going on around the state. Jillian is working with Matt Tapscott. Will be doing an event on March 10 in Decorah. Another happening in the Waterloo area with Family Childcare Providers.
- Spring Leadership Day is happening on May 1.
- Jillian is looking for no cost health initiatives for the staff. Please share ideas with her.
- Building has been sold and is now in possession of new Landlord. He sent a welcome letter with updates of the building and looks like this will be a very positive move.
- State of Iowa did not get the PDG grant as a state.

**Motion to adjourn at 4:08 p.m. -**

M – Brian Kingrey; S – Miranda Niemi; Approved – Unanimously.

**Upcoming dates for your calendars:**

- Feb. 23-25, NAEYC Public Policy Forum
- Apr. 13-17, WOYC
- May 1, IAAEYC Spring Leadership Institute
- June 7-10, NAEYC PLI
- Oct. 1-4, IAAEYC Fall Institute
- Nov. 4-7, NAEYC Conference