

MINUTES

IOWA AEYC GOVERNING BOARD MEETING

SATURDAY, APRIL 25 FROM 10:00 A.M.-4:00 P.M.; VIRTUAL MEETING

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, Leslie Stonehocker, Denis Wandera, Brian Kingrey, Miranda Niemi, Mary Lukas, Vickie Parker, Allison Pattee, Gladys Movall, Mike Stiehl, Donna Kennebeck, Tracy Ehlert, Sara Schwerin, Joy Brown, Dianne Casto, Brandy Smith, Rebecca Ausman, Jillian Herink (staff)

TOPIC	PERSON RESPONSIBLE
<p>Call to Order – 10:04 a.m.</p> <p>Agenda Approval: M – Crystal Abbe; S – Allison Pattee</p> <p>Consent Agenda: Approval with change on pg. 41 & 43 with Dianne’s name corrected with 2 “N”s and no “R” in Casto;</p> <p>M – Dianne Casto; S – Brian Kingrey; Approved – unanimously</p>	<p>Mary Lukas, President welcomes all</p> <p>In our discussions, please remember our HPIO</p> <p>Agenda Pgs. 1-4</p>
<p>“Fullest Name” activity sharing people’s name and what our names mean and originate from.</p>	<p>Donna Kennebeck, HPIO Chair</p> <p>My Fullest Name Activity</p>
<p>Struggles and Successes during uncertain times</p> <p>Participants shared thoughts and feelings during this time. Sara shared idea of a question and answer board they use to help educate parents. Also shared different social media/virtual ideas to help families and children keep social and emotional connections. Reflections on how we must “do no harm” with children and how we keep our focus on children and families. While we know this there is also a reality of the roller-coaster of emotions many of us are feeling right now. Understanding that we must be there for everyone as the weight of this all settles in.</p> <p>Jillian shared thoughts and reflections she recorded as participants shared.</p> <p>Mary asked that people do share stories that are happening with Exec. about what is happening, so those can be discussed and shared with Legislators and other that need to hear these stories</p>	<p>Jillian Herink, Executive Director</p>

<p>Iowa AEYC is working with Iowa Women’s Foundation and Mary Janssen with CCRR and will have a legislative discussion with ECI, Dept. of Management, and other organizations to continue to share true realities that are happening in the state.</p> <p>Tracy shared she is getting reports that child care providers are “price gouging” as some providers are asking families to pay to hold spots. 171 child development home 800 centers closed as a result of the pandemic. Wait, did 800 centers really close? I will check with Tracy Need to support in anyway we can as, the tentative plan is not overly supportive for providers. Leslie asked should we communicate through local Legislator and what should be shared. Tracy said send stories but CC Governor’s Office and DHS.</p> <p>Jillian will get templates out and communicate with IAAEYC members how they can communicate with the State with specific messaging. We want to assure we keep messaging positive and not to impact funding in a negative way. We also want to eventually elevate state-wide WAGES.</p> <p>Want to assure we also try to retain work force, but this can be hard to do when we the Workforce does not feel supported in many ways (benefits, pay, general support, etc.) If there is not a local support to support Providers there will not be community support.</p> <p>We must continue to share stories to help. Miranda shared Collins current story and how this is impacting big budgets. Crystal also asked question about how we might get messaging out there to “Parent Customers” if their Provider will still be open once we come out of Pandemic.</p>	
<p>IAAEYC/ILAYEC MOU</p> <p>Dennis shared a summary of discussions that have happened with Illinois AEYC and how we Iowa AEYC can work together. Brian put together a Memorandum of Understanding (MOU) with ILAEYC and discussions continue with them as to how to continue to work together. This MOU was approved through today’s consent agenda. ILAEYC wanted to have their own logo and other items, but Gwen has said “no” will keep separate state components which might be blended, but separately represented. Funding could become blurry as Iowa and Illinois handle funding in different ways. If there is disagreement with funding individual state by-laws will stand.</p> <p>Mississippi Rock (IAAEYC) and Region 5 (ILAEYC) will have shared calendar to avoid conflict of events, etc. Dennis has upcoming ZOOM with Shawna to begin this calendar. Joy asked if feel they will change their mind again as we move forward. New leadership with the Illinois group, so don’t think this will be an issue.</p> <p>Motion to approve MOU with IAAEYC/ILAYEC as written in the consent agenda. M – Joy Brown; S – Donna Kennebeck; Approved – unanimously</p>	<p>Denis Wandera, Board Vice President Pg. 46-53</p>
<p>Treasurer’s Report – Third Quarter to date</p>	<p>Dr. Brian Kingrey, Treasurer Pgs. 54-56</p>

<ul style="list-style-type: none"> ● Balance Sheet – 3/4 through our fiscal year (should be around 75% on line items) ● Total Gross Income budgeted and to date as of 3/31/2020 = \$2,545,138 (budgeted & actual - 69%) ● Total Gross Expenses budgeted and to date = \$ 2,516,397.25 (68%) ● Net Income = \$28,741 <p>Motion to accept Treasurer’s Report – M – Gladys Movall; S – Allison Pattee; Accepted – unanimously</p>	
<p>Budget FY 2021-2022</p> <ul style="list-style-type: none"> ● Looked at a projected draft of 2020-2021 budget. ● Power to Profession and other funding are a bit less this year, so overall budget for 2020-2021 year is income of \$3,457,815 (a 6.57 decrease) and expenses \$3,456.959 (a 6.05 increase). Projected to make \$859. ● The entire Kellogg WAGES grant is gone. Will work with other contracts and other funding to fill this. ● Professional Development line was higher last year, as there was some reduction of professional development monies. ● Increase fundraising item, as adding that is new this year. ● Some monies may waiver as budgets and items change with the Pandemic. There are drastic differences on how contracts are being handled depending on agency and current situation. Probably many contracts with amendments this year. ● Column 430 is Shared Services; 500 Board Funding; 510 Indirect from contracts; 600 Conference/Institute; 602 Fundraiser; 610 Play ● Allison asked question about possible decrease in income from conferences and how will that impact the budget. Will try to work with scholarships and other funding sources to keep conferences. Jillian will keep the number as is for now as that is the trend data and what we have basis for now. Jillian has other plans in place if need to move to other plans to gain institute funding. <p>Motion to accept proposed 2021-22 Budget – M – Leslie Stonehocker; S – Gladys Movall; Accepted – unanimously</p>	<p>Dr. Brian Kingrey, Treasurer Jillian Herink, Executive Director Pg. 57-59</p>
<p>LEAP /MOM /Strategic Plan</p> <p>Mary discussed how LEAP and MOM help support the strategic plan. How do we use a backwards design process to help achieve our strategic plan goals? We are looking for evidence that we are moving toward our outcome. Notes were taken on LEAP activity separately.</p>	<p>Mary Lukas, Board Chair Jillian Herink, Executive Director, Pg. 60-63</p>
<p>Executive Review</p> <ul style="list-style-type: none"> ● We completed Jillian’s evaluation starting early February through mid-March. The Evaluation Team and Executive Team then virtually met to go over results. Brian put summary of information in graphs. Met with Jillian to review results of evaluation and processes moving forward. Based on this meeting group will put specific goals together to support Jillian. Specifically how to support Managers, checking individual staff on understanding supports staff 	<p>Denis Wandera, Vice Chair Brian Kingrey, Past President</p>

<p>might need, Exec. working on closer alignment with Jillian's job description and evaluation tools.</p> <ul style="list-style-type: none"> • Results of this have helped Exec. understand we need a more specific system (rubric, how information is shared, etc.) to help in the evaluation process so it is more specific. • We will put an ad hoc committee in place to put together a more specific evaluation process. Please send Miranda an email if you are interested in being part of this committee. <p>Motion to accept the results of Executive Director's Evaluation – M – Executive Committee; S – Gladys Movall; Accepted – unanimously</p> <p>Motion to approve 3% increase of Jillian's salary effective June 5, 2020 – M – Dianne Casto; S – Rebecca Ausman; Accepted – unanimously</p>	
<p>Iowa Family Child Care Association discussion</p> <p>Jillian has been in conversation with Matt Tapscott around possibility of taking IFCC leadership and Matt in conversation about what this will look like. Matt is the existing President and would like to move away from that job. Good support at national level.</p>	<p>Jillian Herink, Executive Director</p> <p>Pg. 63</p>
<p>Board Retreat plan</p> <p>July 24 and 25, 2020 in-person event. Will probably be at the Hilton Garden Inn in West Des Moines. Will be a full day plus another ¾ day. Will be looking at NAEYC ethics, team building, fiscal supports, Power to Profession considerations, and other items. Crystal is hopeful we can spend a bit more time to clarify LEAP activities and more specifics moving forward.</p>	<p>Mary Lukas, Board Chair</p> <p>Pg. 64</p>
<p>Election, Board Secretary</p> <p>Please vote for Board Secretary. Voting goes through May 4th – have had 58 people vote so far. Have to have a formal vote to approve, so will either have an email confirmation or vote in June. The new term will begin in October meeting.</p>	<p>Miranda Niemi, President Elect</p>
<p>Award Nominations</p> <p>Now have new awards on website under "opportunities". There is a brief description of each of the awards and fillable forms for each of the awards. Awards are really important as it does have a huge impact and can really shine a light on those that are doing great work in the name of Early Childhood.</p>	<p>Leslie Stonehocker, Policy Chair</p> <p>Jillian Herink, Executive Director</p>
<p>Family Child Care- DAP Activity</p> <p>Rebecca shared a presentation on play based learning in her Family Child Care. She showed examples of best practice ways to assure play based, inclusive practices in family child care.</p>	<p>Rebecca Ausman</p>
<p>Board Orientation Plan</p> <p>Jillian, Brain, Miranda and Mary have been working on making electronic Board Orientation to assure a consistent Board Orientation. This plan will evolve over the next several months. This orientation will be virtually and face-to-face. Different programs at IAAEYC will share specifics, in addition to NAEYC</p>	<p>Mary Lukas, Board Chair</p> <p>Miranda Niemi, President Elect</p> <p>Pg. 65-70</p>

<p>resources and other resources to make a full orientation plan. This will also be a good staff orientation.</p>	
<p>Fundraising Committee Work</p> <p>https://docs.google.com/document/d/1VfKUcPVGHrAXHuekuohs3gRrFVVoQ1517VZZ-YF76cg/edit?usp=sharing</p> <p>The fundraiser will be Thursday, August 13, 2020. We are hopeful the Board is all able to participate in different ways. Will have different levels of participation at the event through outreach, volunteering, or possibly purchasing a ticket. There is a question about if it is appropriate to continue with a fundraiser right now. Message of this fundraiser is changing to assure talk about specific support of the Early Childhood profession. Consider how to support local businesses with donations to this fundraising event.</p> <p>Crystal suggested using the word “Gala” instead of fundraiser to be more inclusive. Anne Terrell will be the key-note. Brian’s group is part of the silent auction committee and talking about getting 15 baskets worth at least \$100 apiece. Mary and Brandy shared the updates with the “wine pull” and progress with that. Miranda will be working on the awards group soon and moving forward with that.</p>	<p>Fundraiser Committee Chairs</p> <p>Brian Kingrey, Miranda Niemi, Mary Lukas, Brandy Smith</p>
<p>NAEYC Advisory Overview</p> <ul style="list-style-type: none"> ● Had Affiliate update ZOOM call last week. There are five people that were going to roll off, but 3 will need to stay on. Those 3 people were determined and Brian will be staying on through June of 2021. ● Format of how next meetings will happen have not yet been decided, including nominations. Applications have been received, down by about 50 from last year. ● Gwen sent out a statement for the current Pandemic. It is being sent out to the current Directors. This resource will be continually updated by Gwen. ● PLI will not be happening this year. ● There was a two day meeting in February, with meetings from several different NAEYC resources. ● NAEYC will be moving locations in a few months. They are renting a space, but are currently renting their old building. Didn't they sell the old building? 	<p>Brian Kingrey, Affiliate Council member</p>
<p>Chapter, Program, Institute, and Building updates</p> <ul style="list-style-type: none"> ● June 30 is Spring Institute, with new scholarships. Will refund the money if need to if participants are not comfortable coming to this. Fairly large commitment to Fall Institute. ● Building is in design phase and Jillian will be meeting with Landlord to move plans forward. Secured \$80,000-\$100,000 of new office furniture. ● North Iowa - November 7 will have Fall Institute for their chapter. Will be having “No Small Matters” event soon. ● East Central - Will be holding “Blast Off” Conference toward end of August. Richard Cowen will be coming as key note. 	<p>Jillian Herink, Executive Director</p> <p>Upcoming dates for your calendars:</p> <ul style="list-style-type: none"> ● June 30, IAAEYC Spring Leadership Institute ● August 13, 2020 IAAEYC Gala ● Oct. 1-3, IAAEYC Fall Institute

- Jillian has arranged how we can order “swag” with Lands End and will be sending out directions as to how we can do that! Ask Jamie if you have questions about this. Were able to give staff a small \$60 stipend to order some “swag”.

- Send evaluation to Pat either through scan or print.

Motion to adjourn at 4:11 p.m. -

- M – Allison Pattee; S – Gladys Movall; Approved – Unanimously.

Nov. 4-7, NAEYC Conference