

MINUTES

IOWA AEYC GOVERNING BOARD MEETING – VIRTUAL

Saturday October 24, 2020  
9:00AM - 3:00 PM

*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, Gladys Movall, Brandy Smith, Rebecca Ausman, Allison Pattee, Angela Lensch, Tracy Ehlert, Jillian Herink (staff), Dianne Casto, Sara Schwerin, Denis Wandera, Brian Kingrey, Miranda Niemi, Mary Lukas, Vickie Parker, Mike Stiehl, Donna Kennebeck, Catherine Bergman, Melanie Felton

TOPIC	PERSON RESPONSIBLE
<p>Call to Order at 9:03 a.m. – Welcome introductions. Agenda additions and today’s agenda approval. Expectations for board</p> <ul style="list-style-type: none"> <li>• Agenda Approval: M - Allison P.; S – Brian K. Approved – unanimously</li> </ul> <p>Consent Agenda: Board reports, ED report; Oct. Exec. Comm. mtg. minutes, July Brd. mtg. minutes, Updated Human Resource Policy Manual and Financial Policy Manual, Job Description, Membership numbers</p> <ul style="list-style-type: none"> <li>• Consent Agenda Approval: M – Mary L.; S – Leslie S.; Approved – unanimously</li> </ul>	<p>Miranda Niemi, President welcomes all</p> <p>In our discussions, please remember our HPIO Guiding Principles</p> <p>Pg. 1-3 Pgs. 5-56</p>
<p>Treasurer’s report – 1<sup>st</sup> quarter and year-to-date financials</p> <ul style="list-style-type: none"> <li>• Income - \$712,775</li> <li>• Expenses - \$740,413.04</li> <li>• Net Income – (-\$27,637)</li> </ul> <p>Motion to accept Treasurer’s Report – M – Leslie S.; S – Angela L.; approved</p> <p>Question about construction of the building and where does that fall in the budget. At this time there will not be construction, just to stay on the conservative side with budget uncertainties of this year. There is money in the budget for cubical construction (about \$3500) and staff will be moving around the building, but as of now there will not be major construction. If budget is more positive later this year might consider some minor construction.</p>	<p>Dr. Brian Kingrey, Treasurer</p> <p>Pgs. 57-59</p>

<p>This will also depend on the lease of the space. When lease comes up next year the Board will have a conversation about staying with space or moving to a new space.</p>	
<p>Affiliate Council Update</p> <ul style="list-style-type: none"> <li>• Melanie and Brian are both part of the NAEYC Affiliate Council, who is currently working all virtually. Meetings are third Thursday of each month.</li> <li>• There is no budget for travel this year for any NAEYC staff or board.</li> <li>• Brian is serving on nomination committee and work for that has just wrapped up. Outstanding slate this year, although fewer applicants. Brian explained the virtual process of nominations.</li> <li>• There was a meeting last Thursday, October 15.</li> <li>• Brian is writing an article about the election process for the Affiliate newsletter.</li> <li>• Jillian asked about what types of discussion Affiliate is having around NAEYC customer service, which is being discussed on Hello. There are discussions happening on that platform that needs to be full affiliate discussion, especially since there is no leadership meeting this year at the annual virtual conference.</li> <li>• Applications will begin again for Affiliate Council in January, so consider applying!</li> <li>• Leslie discussed about how critical the personal connection is with this membership organization. We should consider how we could expand personal connections with others in Iowa.</li> </ul>	<p>Dr. Brian Kingrey, and Melanie Felton</p>
<p>Membership Committee Update</p> <ul style="list-style-type: none"> <li>• Committee has been moving ahead with some of the goals discussed at the retreat. Would love to create an IAIEYC virtual student group. Did a survey earlier this year and getting information from institutes of higher learning. Will continue to move forward with this.</li> <li>• Deidra also will be joining the group.</li> <li>• Lots of different thoughts around growing the membership group, including having the Board as guest speakers in higher education classes, student mentors, DCA cohorts, and “No Small Matters” showings.</li> <li>• Catherine shared a wonderful advocacy story of how Hamilton County Economic Group has come together to support wages for staff in that area.</li> </ul>	<p>Catherine Berman, Membership Chair</p>

<p>Review the Audit</p> <ul style="list-style-type: none"> <li>Presented preliminary report for 2020 audit as done by unmodified, clean opinion of audit. Nineteen-page document with reporting to federal funds. There is more detail on how organization dealt with revenue this year in the audit. Page 19 of audit has summary of findings.</li> <li>Governance letter is a two-page summary sent to Governing Board.</li> <li>Donna is the audit committee chair and separate from finance committee which is chaired by Brian.</li> <li>Will not be extra charge in audit due to extra detail in this year's audit. We have contracted with Denman and this extra detail is just part of the audit standards. We did a bid process with auditors last year and to stay within budget.</li> <li>Tax return will be submitted once approved signed by Denman and Jillian prior to November 15, 2020 deadline.</li> <li>Motion to accept audit as presented by Denman – M – Leslie S.; S – Gladys M.; approved.</li> <li>Motion to approve signing of 990 tax form by Nov. 15, 2020 – Brian K.; S - Sara S. second; approved.</li> </ul>	<p>Denman Pgs. 60-85</p>
<p>Advancing Equity</p> <ul style="list-style-type: none"> <li>Presentation and activity to help consider how we can work toward equity work with our board.</li> <li>Good discussion on difference between equality and equity. Looked at data around race and poverty in Iowa and nationally. Considered how might we personally consider our inclusive thoughts. Presentation took a look at racial and equity elements across systems in communities.</li> </ul>	<p>ECI- Equity Advisory members: Malai Amfahr and Michelle Stover-Wright Pgs. 86-90</p>
<p>Public Policy Update</p> <ul style="list-style-type: none"> <li>Policies are around a few different areas: <ul style="list-style-type: none"> <li>How do we continue to be inclusive as an HPIO in action?</li> <li>What should we as an organization do around public policy?</li> </ul> </li> <li>Conversation around what will policy look like and how can the policies be broad and inclusive to include all elements of the early care system. Leslie and Jillian will continue to work on wording.</li> </ul>	<p>Leslie Stonehocker, Public Policy Chair Pg. 91</p>
<p>Institute Feedback</p> <ul style="list-style-type: none"> <li>Institute went well and good feedback is coming from survey data. People did not care for Friday night schedule. People did miss the connection with people from the institute, but in</li> </ul>	<p>Jillian Herink, Executive Director</p>

<p>general people were happy the institute kept going. Networking session was well received.</p> <ul style="list-style-type: none"> <li>• Talking with GiGi about spring virtual conference.</li> <li>• Jillian and Anne will be talking about conference ideas for 2021 with consideration of virtual conference.</li> <li>• Looking at potential to do live and on demand professional development throughout the year.</li> </ul>	
<p>Strategic Planning Discussion</p> <ul style="list-style-type: none"> <li>• From summer strategic planning work the plan was updated and revised: <ul style="list-style-type: none"> <li>○ Goal 1 – 2 benchmarks dropped off</li> <li>○ Goal 2 – 4 benchmarks dropped off</li> <li>○ Goal 3 – 1 benchmark dropped off</li> <li>○ Goal 4 – 1 benchmark dropped off</li> <li>○ Goal 5 – lots of discussion around how the workforce is defined</li> </ul> </li> <li>• Conversation around what wording we use to focus who we serve. While we serve the birth to grade 3 population which is in our mission statement, birth to grade 3 shouldn't be separate, but a continuum of education all the way to grade 12.</li> </ul>	<p>Miranda Niemi, President Pgs. 92-115</p>
<p>Committee Touch Base</p> <ul style="list-style-type: none"> <li>• Took time to work on each portion of strategic plan and revise from work we did this summer.</li> <li>• Summarized each group: <ul style="list-style-type: none"> <li>○ Finance talked about how they will work with office staff and continue to move forward.</li> <li>○ Family engagement will create a survey to get input on the event so far and diversify the even into other languages.</li> <li>○ Membership questions: <ul style="list-style-type: none"> <li>▪ Kick off for higher ed./student groups – will consider how to do a kick off. Can also consider CDA programs in high schools and business groups.</li> </ul> </li> <li>○ Public Policy <ul style="list-style-type: none"> <li>▪ Agreement with changes discussed this morning to move forward.</li> </ul> </li> <li>○ Play will work on virtual session by next year at some point. Working on viewing Dr. Drew sessions.</li> </ul> </li> </ul>	<p>Miranda Niemi, President</p>

<p>Chapter Share</p> <ul style="list-style-type: none"> <li>• North Iowa chapter was to have annual conference in November which is canceled. Tentative reschedule for March 22, 2021. Most of their presenters are tentative in doing virtual sessions. Working on feedback from members about taking responsibilities as officers.</li> <li>• Brian reported how on a whole Iowa's affiliate is holding its own much more than other affiliates across the country.</li> <li>• East Central has been quiet, as it is difficult to get member involvement in this time when it is hard to keep things afloat at each person's work.</li> <li>• Talk about ideas that are outside of the box – virtual visits with discussion time. This might be a time to think about structure of the chapters and revisit that conversation about how we could restructure and engage members in different interest groups rather than the chapter structure.</li> </ul>	<p>Chapter Representatives</p>
<p>Executive Director Updates</p> <ul style="list-style-type: none"> <li>• Jillian is working on getting back in the media in different ways.</li> <li>• Jill Applegate has been leading an emerging leader group.</li> <li>• Updates on Rick and Melissa.</li> <li>• Jillian is going to move forward with a ZOOM account specifically for board use. Will charge on a per member per chapter fee if chapter needs it. Would like chapter commitment by January 2021.</li> <li>• Working on policy around online policy for presenters.</li> </ul>	<p>Jillian Herink, Executive Director</p>
<p>Individual board member celebrations, other announcements from members, take-home messages, and agenda items for next meeting.</p> <p>Motion to adjourn at 3:03 p.m. made by Catherine B.; Second Gladys M.; Approved.</p> <p><b>2020-2021 GB Meetings:</b></p> <ul style="list-style-type: none"> <li>• 1/23/2021</li> <li>• 4/24/2021</li> <li>• 7/23-24/2021</li> <li>• 10/23/2021</li> </ul>	<p>President</p> <p><b>Upcoming dates for your calendars:</b></p> <p>2020-2021: NAEYC Conference - Nov. 8-10</p> <p>Public Policy Forum - Feb 21-23, 2021</p> <p>50<sup>th</sup> WOYC - April 10-16</p> <p>PLI - Philadelphia, PA - June 13-16 2021</p> <p>Fall Early Learning Institute - 9/30-10/2, 2021</p> <p>Membership Meeting - 10/1/2021</p>

