

MINUTES

IOWA AEYC GOVERNING BOARD MEETING – VIRTUAL

Saturday January 23, 2021

9:00 AM - 3:30PM

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, Gladys Movall, Brandy Smith, Rebecca Ausman, Tracy Ehlert, Jillian Herink (staff), Whitney Fink, Sara Schwerin, Miranda Niemi, Mary Lukas, Mike Stiehl, Donna Kennebeck, Mike Tapscott, Vickie Parker, Angela Schrodt, Brian Kingrey, Dianne Casto, Melanie Felton, Leslie Stonehocker, Krista Smith (staff presentation for Iowa Farm to School and Early Care Coalition), Anne Geiger (staff presentation on Chapter ZOOMs)

TOPIC	PERSON RESPONSIBLE
<p>Call to Order – 9:04 a.m.</p> <p>Welcome introductions. Agenda additions and today’s agenda approval. Expectations for board.</p> <ul style="list-style-type: none"> • Agenda Approval: M - Mary; S – Sara S. Approved – unanimously <p>Agenda Approval:</p> <p>Consent Agenda: Board reports, ED report; Resignation, Jan Exec. Comm. mtg. minutes, October Bd. mtg. minutes, policy change, lease, motion, membership numbers</p> <ul style="list-style-type: none"> • Agenda Approval: M - Gladys; S – Donna Approved – unanimously <p>Welcome Whitney Fink at Vice President</p> <ul style="list-style-type: none"> • Dennis will be stepping down as Vice President and Miranda appointed Whitney Fink as the new Vice President. 	<p>Miranda Niemi, President welcomes all</p> <p>In our discussions, please remember our HPIO Guiding Principles</p> <p>Pg. 1-4</p> <p>Pgs. 6-48</p>
<p>Lease options and discussion</p> <ul style="list-style-type: none"> • Jillian met with the landlords and they do not want to reduce the lease. They are able to fill the building themselves so could use the space if needed. Jillian has told them we are not interested in a 5-year lease right now. There would be \$20,000 cost moving expenses. We have a 1-year and 3-year option. We need to take account with many moving parts right now. For example, if people are not going to use their office space than what kind of space do we need. Board members are leaning toward a one-year lease as we move. • Crystal asked about moving expenses and Jillian let us know while that will be an expense she is looking at this. • This one-year lease with one-year extension possible was approved through the consent agenda by the Board. 	<p>Jillian Herink, Executive Director</p> <p>Pgs. 40-45</p>

<p>Equity/ Inclusion direction setting</p> <ul style="list-style-type: none"> Worked on a board activity speaking to privilege and how this impacts our lives. Watched a video about what privilege looks like and how others can influence areas of privilege. 	<p>Donna Kennebeck, HPIO Chair and Jillian Herink, Executive Director</p> <p>Pgs. 53-54</p>
<p>Welcome- Iowa Family Child Care Association representatives</p> <ul style="list-style-type: none"> Welcomed Matt Tapscott and the members of the Iowa Child Care Association. We are excited for this partnership! 	
<p>Treasurer's report – 2nd quarter and year-to-date financials</p> <ul style="list-style-type: none"> Quarterly Profit and Lose as of December 31, 2020 <ul style="list-style-type: none"> Income - \$1,444,899 Expenses - \$1,475,645.80 Net Income – (-\$30,746) Equity - \$75,252.32 Total Liabilities and Equity - \$293,620.15 Jillian is working with Ashley and other managers on ways to continue to spend monies so can continue to gain indirect monies. In addition, Jillian is looking for COVID relief funds if they come out and fit the needs of the organization. Jillian is also talking with funders to reallocate monies for this year. Motion to accept Treasurer's Report – M – Donna; S – Gladys; approved 	<p>Jillian</p> <p>Pgs. 49-52</p>
<p>Affiliate Council Update</p> <ul style="list-style-type: none"> Had meeting Thursday night. Large discussion around voting on the three new members that will come onto the Board this summer. Please consider applying for one of these positions. Applications open February 8, but can look at materials now. Had meetings every month for the last several months. Several upcoming webinars. Please look for these events and participate if you are able. 	<p>Dr. Brian Kingrey NAEYC Affiliate Council member</p>
<p>Child Care Coalition, NAEYC advocacy, Moving the Needle on Compensation</p> <ul style="list-style-type: none"> Jillian and Ashley put together an Iowa Child Care Association flyer. Jillian asked for one change of the bullet to ask for sustaining WAGES, as the Governor put in the budget for 7 million dollars out of the CARES Act funding. This is one-time funding, so while it is a good for now it will just open the door. There was an email sent to all members to help contact Legislators. This is working, as all Legislators have received at least one contact! This will continue to be pushed out and continue movement! Do try to add personal stories to this! Matt asked that when we are speaking about family child care and child development homes, consider what it mean when we say quality family child care and what that looks like. For example, HB-HSB7 wanted to add 2 additional school agers. This does not support quality, so this was not supported. While there are quality non-registered child development homes in the state, there should be an understanding of moving to all family child care homes being registered. Consideration of barriers to getting registered are important to continue to consider and resolve. 	<p>Jillian Herink, Executive Director</p> <p>Pg. 74 and attached document</p>

<p>Iowa Farm to School and Early Care Coalition Report</p> <ul style="list-style-type: none"> • Krista gave updates on the Iowa Farm to School and Early Care Coalition. Many great opportunities and events happening right now. Krista explained how the new merger is going. There has been state monetary support just added. • Jillian will email the power point that Krista shared for our resource. 	<p>Krista Smith, IAAYC Staff</p>
<p>2021 Institute Updates</p> <ul style="list-style-type: none"> • Spring (Friday, April 30; 9:00 a.m.-3:00 p.m.) and fall institutes (October 1-2; during the day) will be virtual for 2021. • Spring institute registration will start March 1 and end a little prior to the event. Gigi will be presenting in three separate sessions, with a networking session at the beginning. • Fall institute will include Manny Scott as the Friday keynote and TBD for Saturday. • Proposal Applications will be coming out soon. Please forward this on to your network. Always need Spanish track sessions. We would like to consider other primary languages as we find those presenters. • Also have some recorded session available that will be coming soon. <p>Chapter Zoom</p> <ul style="list-style-type: none"> • Anne did a tutorial for setting up ZOOM meetings. 	<p>Anne Geiger, Events Specialist Jillian Herink Executive Director</p> <p>Pgs. 56-58</p>
<p>Fundraising</p> <ul style="list-style-type: none"> • Funding plan was included in the packet to remind us where we are hoping to go with fundraising. • GivingTuesday - did a campaign and goal was reached as \$2,655 raised. Most of monies raised in organizations come from individual donors, not large corporations. • Upcoming Campaigns – Anne and Jillian presented easy ways to give to IAAYC. There will also be campaigns coming out in: <ul style="list-style-type: none"> ○ February ○ April (Week of the Young Child) ○ August/September ○ November (Giving Tuesday) • Facebook – Anne talked to the group about how to help assure you see IAAYC Facebook posts. 	<p>Anne Geiger, Events Specialist Jillian Herink Executive Director</p> <p>Pgs. 59-60</p> <p>Dr. Brian Kingrey and Mary Lukas Past President, Fundraising committee members</p>
<p>Board Staff Relationship</p> <ul style="list-style-type: none"> • Donna and Melanie gave a summary of the materials in the Board Packet, what is the responsibility of the Board and what is the responsibility of the Staff. We watched a great video summary of what this looks like. Specifically talked about what should happen if a Staff member comes to a Board member with grievances. 	<p>Donna Kennebeck, HPIO Chair and Melanie Felton, Ex Officio</p> <p>Pgs. 61-72</p>

<p>Committee Break out</p> <ul style="list-style-type: none"> • Miranda shared a visual she has been working on to help break down committee work. <ul style="list-style-type: none"> ○ Review Action plan (Done, to do, and changes) ○ Plan next steps ○ Plan next meeting ○ Family Engagement ○ Play Committee ○ Membership Committee ○ Public Policy/Workforce ○ Finance 	<p>Committee Chairs</p> <p>Pg.73</p> <p>Crystal, Dianne, Catherine, Leslie and Tracy, Brian</p>
<p>Share out Committee next steps</p> <ul style="list-style-type: none"> ○ Family Engagement – The committee will be partnering with other agencies across the state to come up with a state wide list of 50 things to do with young children during the WOYC. This originated out of a group called E.L.M. that Crystal is part of in the greater Des Moines area. The Committee will meet Feb. 13 at 8:30 a.m. We will invite Jillian and Miranda if they are able to attend. ○ Play Committee – Looking at Goal 1, Benchmark 3 to develop a virtual workshop for school wide Administrators. They are taking the draft of this to the Play Leadership committee to see how to take this to the next level and present to a group of stakeholders and then to a group of school Administrators. Will plan another committee meeting by the end of February. ○ Membership Committee – They are looking at developing a list of all the programs in higher ed. to create a liaison with the programs and see how we might work with the higher ed. community. Jillian shared the current list of higher education programs that the committee can utilize. Melanie shared a list of things students might want to participate with. They have had some feedback from colleges that would be helpful. Ashley is hopeful to talk with this committee. Department of Management is recreating the careers pathways. The staff is working on promotion materials for T.E.A.C.H. and WAGE\$. ○ Public Policy/Workforce – They created public policy priorities. They are hopeful to offer another “No Small Matters”. Looked at Play and IELS and how to promote those. Would be good to offer a Legislative Update session. Not enough out there about Dev. Appropriate Practice so would be great to have more about that. Trying to push working more with businesses. ○ Finance – Looking to get local business vendor lists across that state to support virtual institutes. Thinking of out of the box ways to consider fundraising. 	<p>Committee Chairs</p> <p>Crystal, Dianne, Catherine, Leslie and Tracy, Brian</p>
<p>Chapter share out though ZOOM “waterfall” activity</p> <p>+What is your Chapter strength? Topic? 😊</p> <ul style="list-style-type: none"> ○ Chapter Strengths 	<p>Miranda Niemi, President</p>

- From Brian Kingrey to Everyone: 02:26 PM
- networking
- From Whitney Fink to Everyone: 02:26 PM
- teamwork
- From Me to Iowa AEYC Chapters: (Direct Message) 02:26 PM
- Located close to UNI
- From Vickie Parker to Everyone: 02:26 PM
- Dedicated Leadership
- From Leslie to Everyone: 02:26 PM
- crystal abbe! :)
- From Sara Schwerin to Everyone: 02:26 PM
- teamwork
- From 4Cs Staff and Consultants to Everyone: 02:26 PM
- Lots of good leadership
- From Angela Schrodts to Everyone: 02:26 PM
- dedicated leadership
- From Iowa AEYC Chapters to Me: (Direct Message) 02:26 PM
- Leadership with Stamina
- From Rebecca Ausman to Everyone: 02:26 PM
- Leadership taking personal connections
- From Mike Stiehl to Everyone: 02:26 PM
- Dedicated core of executive committee members
- From Donna Kennebeck to Everyone: 02:26 PM
- inclusion
- From Rebecca Ausman to Everyone: 02:26 PM
- Yes, I agree, Crystal all the way!
- From Samsung Galaxy S7 to Everyone: 02:26 PM
- commitment to children
- From Jillian Herink to Everyone: 02:27 PM
- Knowledge about DAP!!!!
- Understand EC
- From Gladys Movall to Everyone: 02:27 PM
- loving early education

-What is your Chapter's struggle? ☹

- Chapter's Struggles
- From Gladys Movall to Everyone: 02:27 PM
- No one wants to step up
- From Brian Kingrey to Everyone: 02:28 PM
- diverse leadership
- From Leslie to Everyone: 02:28 PM

- capacity
- From Jillian Herink to Everyone: 02:28 PM
- Stretched thin
- From Donna Kennebeck to Everyone: 02:28 PM
- time
- From Me to Iowa AEYC Chapters: (Direct Message) 02:28 PM
- Just a few in leadership
- From Angela Schrodts to Everyone: 02:28 PM
- Participation
- From Whitney Fink to Everyone: 02:28 PM
- time
- From Vickie Parker to Everyone: 02:28 PM
- very little participation
- From Sara Schwerin to Everyone: 02:28 PM
- Finding more people to help
- From Iowa AEYC Chapters to Everyone: 02:28 PM
- Engaging NEW Leadership
- From Mike Stiehl to Everyone: 02:28 PM
- Providing more to our members
- From Tracy Ehlert to Everyone: 02:28 PM
- recruiting new members
- From Jillian Herink to Everyone: 02:28 PM
- Wear so many hats!
- From Rebecca Ausman to Everyone: 02:28 PM
- Getting new people to get involved
- From Samsung Galaxy S7 to Everyone: 02:28 PM
- 55+ hour work weeks
- From 4Cs Staff and Consultants to Everyone: 02:28 PM
- Bringing in people from other backgrounds (race, economic status
- Distance!
- From Jillian Herink to Everyone: 02:28 PM
- Feel alone

Ways to get through some of these challenges

- Considered maybe relooking at the conversation about interest group chapters versus geographic area chapters. Now that we have experienced the virtual world, this may be easier to approach this idea.
- Possibly doing a survey to ask current members that are not overly active what might help them become more active.
- Maybe not consider this from an either or idea, but how could we offer multiple opportunity to many members.
- Do want to consider what this would look like, as if this is a structural change then there would need to be adjustments with the Charter Agreement.

Board Self- Assessment

- We must do this assessment every 2 years. There is a link through a Survey Monkey at the bottom of these notes. We do ask for total participation, so please complete the survey.

Miranda Niemi, President and Jillian Herink Executive Director
Pgs. 75-89

Chapter Share

- Ideas/Plans for WOYC Activities
 - 50 things to do with young children for 50 year

Chapter Representatives

<ul style="list-style-type: none"> ○ Children’s Museum in Coralville has traditionally had big activity with a Legislator’s Breakfast in the a.m. Possibly do a virtual Legislator breakfast, sent with a gift card to a local breakfast spot with a bookmark of all the public policy points. ○ Public Policy Forum – there is travel money budgeted, but there is a virtual event on Feb. 28-March 1. Email Jillian or Leslie if you are interested in attending. Also a survey going out to members to see who from the membership would like to participate January 27th-February 5th, February 10th will let those know who is funding, there will be some follow up ideas. Typically, there is a Legislation Day on the following day. There will need to be some type of push out to Legislators. ● Celebrations announcements 	
<p>1) THINK ABOUT- What will you do with what you learned/heard today? Who will you share it with? Where do we go from here?</p> <p>2) Share information from today to your Chapter Membership</p> <p>3) Complete the Action Page and send to your legislators</p> <p>4) Complete and submit Board Meeting Evaluation Survey- https://www.surveymonkey.com/r/YV2C27M</p> <p>5) Complete the Board Self-Assessment Survey by 2/5/2021- https://www.surveymonkey.com/r/CSNBLKV</p> <p>Motion to adjourn at 3:03 p.m. made by Gladys M.; Second by Crystal A.; Approved.</p> <p>NEXT MEETING 2020-2021 GB Meetings:</p> <ul style="list-style-type: none"> ● 4/24/2021 ● 7/23-24/2021 ● 10/23/2021 	<p>Upcoming dates for your calendars:</p> <ul style="list-style-type: none"> ○ PPF: Feb. 28 and Mar. 1 ○ 50th – WOYC: April 10-16 ○ Spring Leadership Institute: April 30 ○ PLI: Philadelphia, PA June 13-16 ○ Sept. 30-Oct.2 Fall Early Learning Institute ○ 10/1/2021 Membership Meeting