

DREAM Board Meeting Agenda

April 19, 2006
DREAM Office
5:30pm – 7:30pm

Chair Report

(old business and new business)
Chair, Jon Harris
(5:30pm)

Q & A*

(answers to questions brought up through homework)
Executive Director, Mike Loner
(5:45pm)

Discussion #1: DREAM Children's Ends

Executive Director - Mike Loner
(6:05)

Talking points: Review the policy below – and prepare your comments, suggestions for change, etc.

Our Children will be contributing members of their communities and will be able to recognize their options, make informed decisions and achieve their dreams. Accordingly,

- 1 Our children will lead healthy, fulfilling, and productive lives
- 2 Our children will have lasting and positive relationships
- 3 Our children will have expanded comfort zones and increased constructive risk taking

Discussion #2: DREAM and VISTA

Chair - Jon Harris
6:40

Talking points:

- What is DREAM's reliance on AmeriCorps Programs.
- How long will those programs be funded?
- What's the plan to fund staff?
- What are the strengths/weaknesses of a transient staff?

Comments from the April 2006 Homework

1) Last Meeting Minutes: Accepted

- Among staff present for meeting, should Dave Anderson and Chris Howell be included?

2) Executive Directors Report: April 2006:

- Can't wait to see the annual report. Regarding next year's staff - do we know yet whether everyone else is returning, or is it too early to tell?
- Great work Mike.

1) A couple comments on the mission statement - i think it's a good addition, especially since it gives a bit more with the theory of change. It is a mouthful, however (was before too)...which, for me, means that it's important on the website to keep the prelude to the mission of "dream is a VT youth mentoring org..." in place. Maybe that's outside my role as a board member...yes, i like the addition.

2) Is everything healthy on the staff level...the staff retreat sounds like there's some stress.

3) Has DREAM had a chance to touch base with New Profit Inc.? This was brought up a number of months ago as being an important component of strategic planning in that new profit inc could help DREAM look at systems that need improving or adding if the organization wants to get to a point in the next 3-5 years where it can replicate to other states.

4) Any word on NCCC?

5) Do the new VISTA staff additions mean a new office? Do you have a feel for how many staff are staying with the org?

- Great work Mike! Two big questions. 1) As a follow up to our discussion on getting more parents involved, did you get a lot of parent's out at the Birchwood event? If so, then did the mentors use any strategy that can be replicated in other programs? 2) NCCC is going to be cut this year - have you spoken to Janice to find out how long VISTA funding is secure? Is DREAM's reliance on VISTA growing or decreasing?
- A thought on the new mission: is skill building also an important part of DREAM's work in empowering youth, or perhaps building competence and confidence?
- Wow, lots of great news! Two new VISTAs for a cost (to DREAM) of only \$7200 sounds awesome. I like the mission statement and look forward to the annual report.

When is the next opportunity for us to participate in something like the Birchwood beautification? I still feel a bit out of the loop when it comes to DREAM events.

3) New Monitoring Policy

3.1: Accepted

- This and the one below feed into the overall non-discrimination policy discussion - would the staff developing a non-discrimination policy that affects all decisions/actions help keep this in testable compliance? Not that I don't believe you, but would compliance be stronger if there was

a clear in-house policy and pathway for claims of discrimination?

3.2: Accepted with Condition:

- I move that we change the policy to read “The ED shall not discriminate in mentor recruiting based on race, creed, color, religious preference, age, or sexual orientation. And a question - does DREAM actively seek out diverse mentors (such as in the students it initially recruits when setting up a program, or in encouraging its mentors to recruit new members of diverse backgrounds)?
- Board should change it’s policy to say “mentor recruitment” rather than “hiring.”
- Great point Mike - I would like to make an amendment to this policy to include “recruitment and” between “in” and “hiring”.
- Again, this can be part of the non-discrimination discussion, but I find it striking that sex/gender discrimination is not prohibited. There are also many other potential categories that could be included, but that is pretty fundamental to the whole women’s/civil rights thing.
- Is there any data on the diversity of DREAM mentors? I suppose not, since you don’t ask them to include that information in their applications, but it would be helpful to see some numbers. I also wonder if we should have policy to affirmatively recruit diverse mentors; it seems that DREAM children could benefit from the opportunity to know a wider range of people.

3.3 Accepted

- While DREAM currently has insurance that protects the organization from a child/mentor injury/death, I would like to create policy ensuring this insurance continues in the future. I would like to add EL 6.8, “The ED shall not fail to properly insure and protect the organization in the event of an unforeseen accident involving staff, mentors, and/or DREAM families”

3.4 Accepted

- ? - are retreats still happening with programs...those seemed to very effectively get everyone on the same page as well as maintain ownership.

3.5 Accepted

3.6 Accepted with Condition

- Have you considered providing an end-of-the-year report for each program, which consolidates members’ survey feedback and the program directors’ overall feedback for that year’s program, that provides overarching strengths, goals for the next year, etc.? It might be a nice historical resource for future DREAMERS to reference and be knowledgeable of - another form of institutional memory, at the program level. (It would, however, also require more work from your hardworking Program Directors.)

3.7 Accepted

3.8 Rejected

- So... should the ED come up with a grievance procedure, or the Board?
- Not clear if you are reporting compliance or noncompliance....Is this a high priority item to be added soon?
- Board, we should think through this policy and be clear of what we want from Mike, if anything here...and we should make sure that what we ask for respects the importance of mentor owner-

ship.

- Mike - what is the need for a grievance procedure, and is there a timeframe for creating one?
- This could also help with my above concern about mentors/prospective mentors who feel discriminated against.

3.9 Accepted

- An Empowerment Model?!?!?! Fantastic news!!!!!!!!!!!!

3.10-3.11 Accepted

3.12 Accepted with Condition

- Do we promise our mentors (in writing or otherwise) that we won't share their information? Are there any circumstances in which we do share that information? Seems like these rules should be clearly stated, in writing (assuming they aren't already).

4) Board Proposals

A) Pete Land on Mike Loners Salary: Accepted with Condition

- Pete, does VT have a different COLA than the feds (vermont livable wage campaign is a good resource)? And if so, we should probably use VT's...but I don't know.

B) Bill Finnegan on Anti-Discrimination Clauses: Accepted

C) Jon Harris on Incorporating Camp Discussion into Policy: Accepted with Condition

- Jon, I feel like the first bullet should cover the second one...but I understand what you're trying to get at. Maybe we should ask that Mike show long term budgets for large programs (camp dream specifically) so that we know they are being well planned out and won't be hurting the smaller, but still important projects?
- Also... "DREAM Camp" should be "Camp DREAM" :).

D) Jon Harris on Updates to Annual Calendar: Accepted

- Looks good to me. Do we know when the Board Retreat is in June - I will make sure to be in the Boston area by then so I can attend.
- Please bump Pete Land's work on Family Ends from April to May.
 - cool...two quick ???s. We're we supposed to have something on ends 2 from mike? calendar says so i think? Also...do we think Judy is going to be ready for the following month's legal audit thing, or is she still MIA?