

DREAM Board Meeting Agenda

May 17, 2006

DREAM Office

5:30 pm – 7:30 pm

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 Mentors and Developing Mentor Ends

Chair – Jon Harris

(6:05)

Talking points: Review the policy below – and prepare your comments, suggestions for change, etc. Staff will join us for this discussion to give their experience both as mentors and as support for mentors.

Ends 2 – Mentors

Our mentors will have an influential and personally satisfying role in their communities. Accordingly,

- 2.1 Mentors have lasting and positive mentoring and peer relationships.
- 2.2 Mentors gain an enduring caring for and commitment to the DREAM families.
- 2.3 Mentors have a higher quality of experience at college than they would have had without DREAM.
- 2.4 Mentors develop transferable skills that assist them in being catalysts of change.

Discussion #2: Camp DREAM

Executive Director – Mike Loner

6:40

Talking Points: Camp DREAM is ready to begin a large amount of development. What information does the board need to know to make an informed decision on Mike Loner's funding proposals?

- How does camp complement the rest of DREAM's programs (both in terms of time/energy and money)
- Are there any potential financial dangers DREAM may get tangled in should these projects exceed their estimates?
- Congrats on all your hard work Mike Loner and Camp Staff!!!!

Comments from the May 2006 Homework

1) Last Meeting Minutes (April): Accepted

- Missing from the assigned HW was my offer to look into policy where we could add something about DREAM's reliance on VISTA staffing (and a contingency plan in case VISTA support is unexpectedly cut). I will do this for June HW.

2) Executive Directors Report: May 2006:

- I assume the neighbors have all been talked with and provided details concerning our camp construction...and asked about any concerns? It's nice this is going to be starting early so that we don't interrupt too much of their summer peace and quiet with heavy machinery, but it'll still be an imposition...
- Looking forward to our camp funding discussions. If you could provide another copy of the most recent budget for the funding talk, that would be great.
- This all sounds great – I approve the camp expenditures as they sound well thought out and necessary, and it seems like this is the time of year to be moving forward on camp stuff (with school programs ending, and camp prep starting).
- Can you remind me why we need electricity at Camp? (i.e. is it a luxury or is it necessary for programs?)
Everything else sounds fine b/c they seem necessary to run Camp programs. I have questions about some of the other proposed changes (the number of lodging units, the plans to build a retreat center as a revenue-generating feature, etc.) but those questions shouldn't prevent me from approving the current requests.
- Great progress Mike and the rest of DREAM staff! A few questions about non-camp programming:
 - what is the feedback/reflections on this year's mentoring programs?
 - what progress will be made for next year?And here are few more re Camp:
 - Can DREAM safely invest in all of this development?
 - What is the risk of this development impacting non-camp programming?
 - Lastly - this is AWESOME! what will this mean for how camp will look/operate differently by the end of the summer!?

3) New Monitoring Policy

2.1: Accepted with condition (*No condition provided – was this an error?*)

2.2 Accepted

- Great job so far Mike! How's staff energy level doing entering the 3rd quarter of the vista year?
- While I see the energy brought by each individual staff member as DREAM's greatest asset. I worry (as a friend) that some of the staff seem overworked. Then again, I don't see any of them making an effort to slow down, so maybe they're OK with this! Good of Mike L to recognize this as a challenge.
- While DREAM staff are all incredibly enthusiastic and motivated, I do worry that the environment could encourage people to work too hard and burn out. This may not be the case, but it is worth looking at staff turnover rates and causes. One specific thing: the small office may harness your creative energy and create a sense of community, but I do not think it is a

healthy work environment, especially if you are adding more staff. I personally would feel very claustrophobic working there.

- How is staff feeling with regards to your last paragraph?..

2.3 Accepted

2.4 Accepted with condition

- What about training of new VISTA staff? Since their predecessors are usually gone before they arrive, how are they trained?
- The individual projects sound great. Do you feel like there are enough resources in VT on mentoring-and organizational-specific themes to meet your needs, or will you eventually need to move into NH, NY or Boston for new knowledge?

2.5 Accept with condition

- Looking forward to seeing the eval tool...
- Are you reporting compliance based on future use of the tools? If so, I think this should read non-compliance as the evaluations have yet to take place (unless there is some informational evaluation strategy not mentioned).

2.6 Accepted

- It would be nice to utilize DREAM's alumni network as well in this respect....

2.7 Accepted

2.8 Accepted

- This is very important – related to my comment above, the energy, enthusiasm, and sense of common cause/community of staff is important, but could get in the way of (just as much as it facilitates) open and honest communication.
- Thanks, if you can do it by July let's put it in the calendar for July!..

2.9 Accepted

- Awesome... I think the Management Team is a great idea (I wish more organizations would do this) and I'm glad to hear it's underway.
- I am a little confused about how this is different from 2.4 – we have expanded the language to include tools and support as well as training, and the management team is highlighted as well as staff. The report seems to be only on the management team. I think our EL language needs to be refined.

2.10 Accepted

- Does this mean that staff must only embody (be indoctrinated into) the values, or can they actually influence them, as these are two different things? Again, this is a problem with our EL language not Mike's report.

2.11 Accepted

Great philosophy....

- I think the language is a little abstract here – should we be monitoring if staff reach their full potential in their lives and careers after DREAM? How could that be measured?
- Way to encourage staff Mike!

4) Re-Monitoring Policy

None

5) Board Proposals

A) Jon Harris: Incorporating last meeting's camp discussion into Policy

- Nice work, J
- Just to be clear, you want 5.3 now to remain the way it was, with the one bullet underneath, correct?
Also, if you want to hang out for 20 min. afterwards, I have some thoughts on Camp policy I'd like to share...