

DREAM Board Meeting Agenda

November 27, 2007

Ben & Jerry's, 30 Community Drive, South Burlington

5:30 pm – 8:30 pm

Ice Cream Social

(an hour of informal socializing with DREAM staff)

Begin Meeting

(6:30)

Chair Report

(old business and new business)

Chair, Bill Finnegan

- Policy proposals – will get to before board retreat
- Board retreat – does Saturday, January 26, Montpelier work for everyone (what about January 5th)? Any ideas for topics (Policy Captain updates, metrics, etc.)? How can we connect to staff visioning, etc.?

Q & A

(answers to questions brought up through homework)

Executive Director, Mike Loner

(6:45 pm)

ED report

Discussion #1: Policy Captain Report – Community and Environment Ends

Bill Finnegan & Cara Gleason

(7:00)

Discussion of questions and feedback on new process

Discussion #2: Shared Vision Statement

Pete Land & Pat DeLeon

(7:30)

Pete and Pat will lead a discussion on the draft shared five-year vision

Discussion #3: Camp Filter

Bill Finnegan

(8:00)

Any additional revisions of tool or discussion on relationship between camp and the rest of DREAM

Comments from the November HW

1) Last Meeting Minutes

Minutes aren't online yet – Karen will post soon...

2) State of DREAM Report

Great idea to have the parent appeal letter come from other parents! I assume you have included testimony from the mentors themselves in years past? If not, I'd find that equally if not more compelling.

I've been declared uninsurable (as a driver) in the past, but it seems that there's always someone out there willing to take a chance on you. =) Good luck!!!

Way to go Mom. And congrats on Middlebury, that's great news!

A lot of this sounds like great news! I'm excited to hear more about the Middlebury program. I'm sorry to hear the news about camp. It sounds like a hassle. I am wondering if this is something that is likely to reoccur as an issue because of the property and the way DREAM is developing it, or whether it is just a temporary annoyance?

Great news & great job – the annual appeal strategy sounds very effective. I would love to see samples of the different letters. Are they on the website?

Excellent Middlebury news. Also glad to hear that you'll be bending politicians' ears, the more exposure the better! Insurance is a little troubling, is there any help the board can offer as far as contacts?

Great news about Middlebury. For the appeal, does that mean you increased the goal since our last conversation? If so, where will those resources go? With DREAM taking a larger role in advocating for low-income communities, is this an area where you see the board taking a larger role? The insurance issue is a

concern – does this at all relate to the piecemeal construction of camp infrastructure mostly by volunteer crews?

3) Policy Captain Report

Rejected (recommended): 5A3 (Housing com invest in youth), 5B1 (College com knowledge about poverty), 7.3 (Env action of children and families)

Additional rejected: 5C1 (Community partners dev knowledge and values)

Re EL 5.C.1, it just doesn't seem like you've been able to measure it as written. True, our partners seem excited about DREAM, but how do we know that DREAM "strengthens their work and daily lives"? Either re-word this or find ways to measure it through surveys, etc.

I think this new process works well. As you (Bill) and I (Pete) discussed in the office today, I'd suggest we only bring up at the Board meeting any ELs where someone disagreed with the PC recommendation.

5C1 - DREAM is making incredible strides here.

7.3 - Interesting that this is a policy of ours... I'd vote for ditching it...it really doesn't fit in our overall mission and is outside our stewardship of camp. I mean, GREAT if they do, but it just shouldn't be a focus of ours in my mind...

1) I think the environmental points (1 and 2) are means and should go in executive limitations. They really shouldn't be ends!

2/3) big conversation! Dream is measuring a lot of stuff already and I'd hate to burden them more unless it's really mission critical...which some of that might be, but it'll be worth really thinking through. And, yeah, the metrics are tough. I mean, who represents "community" and how should they be changing?!

This is a response to Discussion Question 1:

I don't think that defining any of our ends as "second tier" is particularly desirable. It doesn't seem like DREAM has problems with compliance with 7.1 or 7.2. They both seem pretty important and integral, especially to Camp. So if the third point is problematic, maybe we should change it or get rid of it instead of downgrading the entire End?

I agree that we need to take a broad look at all of our evaluation (metrics) interest/needs and set some priorities.

I also agree that we should discuss how much energy we want to place on important but secondary outcomes like poverty education and environmental impact.

1. I'm almost tempted to suggest that Environment be reworked to fit in under Community...? Is a more direct outcome of the program to educate and promote a responsible environment for children in families? As is "green" environment but also "living space" environment. Or maybe I haven't had enough coffee this morning...

2. I like the idea of some sort of metrics or scoring system that would outline characteristics of a community at different levels on a scale.

3. I like the idea of focusing on keys to a successful DREAM program. But I think that this will spill over to touch most or all of the ends. But it feels more organic to focus on the program as a whole rather than forcing a metrics system onto each shareholder group.

Environment as a nontraditional stakeholder isn't quite fitting in, although I would like to see environmental stewardship codified in the EIs (not just land management, but responsible, low-impact office decisions).

4) Camp Filter

Re #5, if I remember correctly, by "greatest need at Camp" I think we meant the greatest need at that time. So, mission might not be the best way to describe this, but we could clarify by adding "at the present time."

Re #8, I can't remember what we meant by "community." But it seems like Fletcher is what's missing here.

I think we can delete 8 and 9 (8 is nebulous and seems like it shouldn't be a core filter element anyways and 9 is part of the theory of change).

I'm also unsure of 6... is that a standard we really want to set, or is it ok for them to run programs that may not be on such a scale...especially experimental programs.

The rest look good!

I wonder if, by creating a policy that defines camp's relationship to the rest of dream, we'd actually be inadvertently setting up a permanent schism. Just seems like camp is part of dream like every other program component and should do its darndest to further dream's mission... which means intimate collaboration with all parts of the org. And using the rest of dream as a filter when prioritizing camp projects.

I am wondering- does making it wordier and more specific make it easier to use? If so, then I think it looks great. I like the original wording of question 7 better.

Great suggestions; I support all of the listed revisions. The question below #8 is a good one.

Totally agree with how you reworded the questions. As far as the question on #8, my first instinct is to say that community = all of the above. However, many of the other questions do cover some of these community members (kid-friendly, constructive risk-taking, meeting greatest need, etc.). So I would say that our intent was to be sure to reflect the needs of the Fletcher community into our questions.

If others felt that we needed to cover the greater definition of community, I would think that we would need to break it up into several questions – meeting needs of each member more specifically.

I agree with their changes

#5 is still a question for me – I don't think camp having it's own mission is the best way to define the greatest need, but I do think we need something to spark that conversation...

#8 – maybe a better way of phrasing this is does it improve (or not hurt) our relationship with the surrounding community

5) Shared Vision

Guys, this is not only well written but extraordinarily exciting... and a little scary, like I get this back of the neck, hair raising, “holy shit” feeling. And I think that’s what vision is supposed to do. I’m sure it will morph and evolve like you say, but I’m excited that this is our first draft. The first thing that comes to mind is that I wonder if we want to write more about how the DREAMs will hopefully collaborate...and what, if any, role will the Vermont Central office look to take on as the authority amongst many offices (in franchising models, sharing administrative overhead makes a lot more feasible...).

Since my research right now is around maintaining and transferring culture, I’d love to send off the bullets of what I learn, at some point, for board and staff to flip through... let me know if that’s something worthwhile.

That’s it for right now, thanks for putting so much time into this.

This looks awesome!

I’m not sure if I’m supposed to be answering the guiding questions here or not, but here goes: I think the “village mentoring model” is really important to what DREAM is. Fridays also seem pretty crucial. The idea that the group of mentors works as a community to plan events and trips and be more involved in their mentee’s life than just on Fridays is also really important. I think that if future DREAM program’s hold true to the mission, they will find themselves structured very similarly to current programs.

I think it is important that DREAM move somewhere where there is a strong interest and pull, where there are colleges and communities with a demonstrable need in close proximity, and where the people who are establishing the new office are excited to be.

10-30 years. Eek. Total World Domination?...

I would like to see DREAM come into its own. I’d like to see every child who lives in Franklin Square or Birchwood or wherever who wants a mentor have one. I’d like to see Camp looking beautiful and operating smoothly on a reasonable scale and with a reasonable budget. I’d like to see dynamic, exciting DREAM programs across the country, really pushing the envelope for mentoring and service learning.

1. I'd say that the bare minimum is Fridays. All else is gravy.
2. Big conversation. This gets back to that success metric that we've discussed – I think we would want to develop that, which would in turn tell us what to look for?
3. Big Hairy Audacious Goal....hmmmm... I'm a bad planner. Some sort of partnership with Urban Planning or HUD groups? Is there an equivalent to a franchise sort of model with colleges – like a fraternity or sorority?

Nice job – I'm fine with your statement.

1. I think village mentoring is the most important distinguishing feature, with sustained, one-on-one mentor-mentee relationships. DREAM seems to have benefited greatly from having some venue for constructive risk taking – adventure trips, camp, etc – so having that as an ingredient is key, but it seems like it should be based on what is locally available and appropriate.
2. Lots of colleges, affordable housing communities with resources to put toward something like this, a lack of related mentoring programs, additional potential program sites (with a college and a community) with striking distance, to name a few.
3. BHAG – 30 years out, I don't see why DREAM wouldn't be in every state in the country. Out of curiosity, I just looked up the Big Brothers Big Sisters history on their website – they were founded in 1904 and by 1916 they were in 96 cities and the following year they had a national conference. Imagine a national conference for DREAM! That said, in 10 years, I think a good goal would be starting a 3rd regional office.