



NMCAA Policy Council Agenda
Thursday October 12, 2023
10a.m.-12p.m.

Present: Kat Byers, Blair Cole, Melanie Chaney, Nicole Johnson, Erica Gaylord

Absent: Amber Holgren, Cecelia Staats, Christine Duval, Jesse Stoner, Jssica Warner, Kayla Corey, Kim Brumbaugh, Shyanne Chriscoe, Tori Oglesbee

Welcome and Call to Order- Kat Byers, Policy Council Chair

- Roll call - 10:07
- Approval to use roll call as attendance (establish quorum)
 - Motion by Nicole Johnson, second by Blair Cole, all were in favor
- Review of agenda
- Approval of minutes from last meeting
 - Motion by Nicole Johnson, second by Blair Cole, all were in favor

Agency Connection- Kerry Baughman, NMCAA Executive Director

- Strategic Planning - shared infographic
- Strategic Plan occurs every 5 years, started in April 2023, in finalization stage
- Bridging the gap between poverty & empowered independence
- Mission: NMCAA's mission is to foster positive change by providing opportunities that promote self-sufficiency, improving the quality of life and building stronger, more connected communities.
- Vision: NMCAA drives the change that strengthens communities where ALL PEOPLE have opportunities to achieve their full potential
 - Strategic Result - Fostering positive change and reducing poverty through expanded funding, organizational excellence, and an engaged community through:
 - Economic Stability, Housing, Education
 - Strategies:
 - Capacity Building: NMCAA has diversified funding to meet the evolving needs of the organization and the community it serves
 - Operational Excellence: NMCAA has a skilled workforce that is positioned to achieve the mission and vision of the organization
 - Community Impact: NMCAA is recognized as a leader in promoting self sufficiency, reducing poverty, and fostering community & economic development in its service area
- Have received diaper grant, much smaller scale with more flexibility in time to spend it out, should be easier to implement
 - Targeted only to our area, will collaborate with our community partners
 - Will take a couple months to implement the program
- TFAP distributions - quarterly
- Help us be ambassadors and spread the word!
- New podcast: The Collective Us, 12 episodes and continuing to do more!

Grounding Activity- Family Engagement Specialist Group

- Growing Mindful - Mindfulness Practices for All Ages
 - HALT - Are you feeling hungry, angry, lonely or tired? If you or your child is acting



differently, ask these questions

- WWW - reflect on your day - What went well?
- Slowing down

Michigan Head Start Association Report- Kat Byers, Blair Cole, and Melanie Chaney

- Niki Spears - Ho' opono pono - Mantra translates to "To make things right"
 - Dr Hugh Len: he changed his perspective of those people and the teams working with them, rather than changing those around you. Cannot love others until you love yourself. I love you, I'm sorry, Thank you, Please forgive me
 - Change comes from within - you are the only one holding yourself back
 - Whether you think you can or think you can't, your right - Henry Ford
 - Assumptions are the termites of relationships
 - We see the world as we are
 - Setting a culture is core
- Parent Advocacy seminar - Leading advocacy with heart and hustle - Ed Coden
 - There is a threshold, in order to be an advocate, you need to be in the right frame of mind, above the threshold is the positive (I am open to learning, asking questions), below is the negative (closed off, defensive) - it is typical to be below the threshold - ask yourself if you are in a good frame of mind for the conversation. Are you open or closed?
 - It is ok to be on both sides of the line, it is important to know where you are and choose to find the tools to move above the line
 - When making an advocacy story, make it about your kids, that team, what they can do for others - you won't be the hero of the story
 - Getting out there, being persistent, advocacy is a long term game and you may not win every battle
- Niki Spears - Embracing your why
 - Take responsibility for where you are to be able to implement change
 - Finding purpose is ongoing and evolving journey and may change
 - Purpose statement: unique strengths and passion,
- Budgeting
 - Instead of stating it is not within the budget, stating, that is great - how can we save up for that?
 - Set financial goals with brainstorming worksheet - choose small steps to reach your goals
 - Change our mindset regarding what we believe about people in poverty
 - Findhelp.org - will help that is current

Recruitment Specialist - Lynette Olson

- Would like more input on fliers and other promotional materials we are forming in the future. Is anyone interested in joining this committee?
 - October 31, Zoom, 9AM
 - Kat Byers, Blair Cole, Melanie Cheney
 - Once the flier committee has chosen how fliers will look, it will be sent to the Marketing Manager to approve
- North Street is open with HS classrooms, EHS classroom and EHS home-based
 - November 9th, 4-6 PM
 - May want to talk with Community Health Worker - Kat can share their e-mail



Program Information Summary- Management Team

- Review of 2022-2023 Program Information Report- Shannon Phelps, Early Childhood Programs Director
 - Data is in Policy Council folder and packet is included for those in person
 - Strengths:
 - Increased volunteers
 - OHS has allowed us to include SNAP for eligibility, since then we have increased SNAP eligible families
 - Serving more children with diagnosed disabilities - this may be due to more accurate documentation of data
 - Serving more children with chronic health conditions - this also may be due to more accurate documentation of data
 - Staff turnover - less staff leaving for unknown reasons
 - Increase in children receiving oral health requirements
 - Percentage of families receiving services - increase in EHS
 - Challenges
 - HS - High percentage of children chronically absent - absent two days a month = chronic absence
 - HS - Turnover is high - HS had the highest due to change in field of work - recruitment and retention is within our 5 year goals
 - HS - 180 children were at the 85th percentile, but only 124 received nutritional information - we are working with MSU nursing program within our classrooms to support nutrition information within the classrooms
 - HS - "Other" used often for attendance, would like to decrease that so we know reasons
 - EHS - would like required screenings completed within 45 days to increase, hopeful R & H streamline will increase
 - EHS - Father Engagement has decreased
 - # of families receiving child care subsidies is low, this will begin to be marked within CP

Planning for future Policy Council Meetings- Shannon Phelps, Early Childhood Programs Director

- Review job description and Conflict of Interest Form
 - Can attendance be part of the job description? It is in the bi-laws, but could add to the job description, we can refer to bi-laws, adding this statement into the bi-laws
 - Point 3 "called upon" - changed to "given the opportunity if available"
 - Point 5 - there will be "opportunities"
 - Confidentiality policy - could this be clarified, defined? "Discussing personnel is not permitted to be discussed outside PC" - there are many things that are good to share in PC with other parents
 - Use of social media is discouraged in regards to PC, can it be moved up near confidentiality
- Setting the stage for new Policy Council members
 - Introductions with an activity - Alicia will have the activity
 - Name tags - sticky name tags for all
 - Group activities to learn



- Intentional break in the middle as it can be overwhelming
- Confidentiality
- Attendance
- Importance of elected positions - have current Executive Committee talk about what they do
- Past parent discussing what their role is in PC

Policy Council Video

- What will it look like- what do we share, how long should it be?

Angela Panetta Introduction- TC Early Learning Center Discovery

Personnel

- Amy Deloy, Classroom Aide EHS Discovery
- Angela Poneta, Family Center Specialist EHS Discovery
- Rachel Fife, Recruitment and Health Specialist Kal. office
- Megan Metcalf, Recruitment and Health Specialist, TC office
- Julia Fults, Lead Teacher Lincoln Street
- Hilary Brieler, sub Missaukee HS/GSRP
- Allie Nicklyn, Assistant Mill Creek
- Alyssa Bower, Assistant Blair
- Kayla Croton, Assistant Hannah
- Tamara Wilkins, Lead Teacher Mancelona
 - Motion by Nicole Johnson, second by Melanie Chaney, all were in favor

Adjourn- 1:12

Meeting Objectives

1. Better understanding of Head Start locally and nationally
2. Awareness of Broader Agency Happenings/Programs
3. Future Council Planning

Next Meeting November 9th, 2023

NMCAA Vision *NMCAA leads in strengthening our communities by empowering people to overcome barriers, build connections and improve their quality of life*

Chair – Kat Byers; Vice Chair – Blair Cole; Secretary – Open; Treasurer – Tori Oglesbee; Parliamentarian Jessica Creary; State Delegates – Cecilia Staats, Melanie Chaney; Alternates- Blair Cole, Open