

**Board of Directors Meeting  
Tuesday, June 8, 2021 1:00 pm****Meeting Link sent upon registration approval**

Overview: First 8 Memphis hosts quarterly Board of Directors meetings as a function of the governing body for the organization. The Board provides oversight and accountability for the organization. Board meeting dates and virtual access are open to the public.

Time	Agenda Item
1:00 pm	<b>Board Chair Welcome</b>
1:10 pm	<b>Board Committee/Working Group Reports</b>
2:25 pm	<b>Executive Director Report</b>
2:55 pm	<b>Check Out and Adjourn</b>

FY21 Board of Directors Meeting Dates

Tuesday, October 20, 2020

Tuesday, December 8, 2020

Tuesday, March 9, 2021

Tuesday, June 8, 2021



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**First 8 Memphis Board of Directors Meeting****Date:** June 8, 2021**Time:** 1:00pm - 3:00pm

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<b>Board Members Present:</b>	Jim Boyd, Dr. Antonio Burt, Kathy Buckman Gibson, Yvonne Madlock, Mary McDaniel, Dr. Marion Hare, Alex Smith, and Michael Whaley
<b>Board Members Absent:</b>	Tanya Hart, Keva Latham, Patrice Robinson
<b>Staff Present:</b>	Ginny Renfroe, LeAmber Hill, Dr. Kandace Thomas, and LaDora Watkins
<b>Visitors Present:</b>	Ronda Hughey (Hughey's Debits and Credits), Natalia Powers, Jaclyn Suffel, and Andrew Murrell (Powers Solutions), Natalie Flake and Kassi Longoria (MAYA Consulting), Kellie Mitchell and Sandra Allen (Early Success Coalition), and Kym Alexander (Standpoint Consulting)

### Welcome and Introduction

The virtual meeting began at 1:03 pm. A quorum was recognized.

### Board Committee/Working Group Reports

#### Executive Committee

Administrative items:

- **VOTE: A motion to approve the March 9<sup>th</sup> and May 11<sup>th</sup> Board meeting minutes was made by Director Mary McDaniel with a second by Director Jim Boyd. The members voted unanimously and approved the minutes.**

Report:

- First 8 Memphis (F8M) Strategic Planning: In response to our Strategic Planning Request for Proposals (RFP), eleven firms submitted responses. The Executive Committee interviewed three of the eleven firms. Maya Consulting was selected because of their depth of knowledge in early

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childhood. The Executive Committee was particularly impressed with Maya Consulting's work in other communities gathering input from the grassroots level and gathering input and feedback aligned with the needs of F8M.

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### Communications Working Group

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Yvonne Madlock represented the Communications Working Group. She provided an update on the RFP process and ultimate selection of Powers Solutions as F8M's communications consultant.

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### Nominating and Governance Committee

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Administrative items:

- **VOTE: Director Jim Boyd put forth a motion to nominate Sue Bolding, Leigh Mansberg, and Alicia Norman for Board membership. Director Michael Whaley seconded. There were no questions, comments, or objections. The motion passed.**
  - Aubrey Diaz Nelson will be joining the Board as the new Shelby County appointee.
  - The F8M Operating Agreement provides that Board members have two-year terms. Board member terms will change from two year to three-year terms. The Executive Committee will update the Operating Agreement to reflect the new terms; the Operating Agreement will be formally updated after F8M's strategic plan is complete. .
  - Board officer descriptions were included in the meeting materials. Members were encouraged to review and give any feedback to Director Jim Boyd.
  - **VOTE: Director Jim Boyd made a motion to re-elect Board members Jim Boyd, Antonio Burt, Marion Hare, and Mary McDaniel. Mary McDaniel seconded. The motion passed without objection.**
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### Finance Committee

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Ronda Hughey and Dr. Kandace Thomas provided an update on behalf of the Finance Committee.

- The February, March, and April financial statements were included in the meeting materials. General highlights were shared.
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- The FY22 Proposed Fiscal Year Budget of \$17,535,200 includes continued partnership and administration of the City and County funded Pre-K program; 80 classrooms are projected FY22; partnership with NEXT Memphis; and administering F8M Leadership Council.

Other discussion:

- The Finance Committee decided to engage a new audit firm– Watkins Uberall.

**VOTE: Director Mary McDaniel made a motion to approve the proposed FY22 budget. Director Marion Hare seconded. There were no further questions or objections. The FY22 Budget was approved unanimously.**

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### HR Working Group

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Director Alex Smith shared an update on behalf of the HR Working Group. The group had been working to develop and staff two priority roles. F8M partnered with Momentum Nonprofits to establish the Director of Strategic Operations role and Pre-K Liaison role. Two offers have been extended. At the time of this meeting, one offer had been accepted. Initial background checks have been conducted. The committee is hopeful that an official announcement regarding hires can be made in July.

### Powers Solutions and MAYA Consulting

The Powers Solutions team and MAYA Consulting team gave a joint presentation. Powers Solutions was contracted to support F8M's communications efforts, while MAYA Consulting was brought on to develop F8M's strategic plan. Both organizations have unparalleled levels of experience in education and the non-profit field. They will work closely to provide comprehensive supports that will align a communications and branding plan and the organization's strategic plan.

MAYA Consulting will interview Board members, community stakeholders and F8M staff to inform the strategic plan. MAYA Consulting will reconvene with the Board at the Board retreat at the end of August.

### Early Success Coalition

The director of the Early Success Coalition, Kellie Spilman Mitchell, walked the Board through a presentation about the ESC program and services.

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- The ESC formed in 2009 and transitioned to Porter-Leath in 2018.
  - Mission: support a comprehensive system of high-quality services for children aged 0-5. ESC works with organizations in Shelby County doing work in this space.
  - Three main goals: 1. All babies are born healthy, 2. All children experience safe and nurturing relationships, and 3. All children are kindergarten ready.
  - A lot of work to be done to ensure pregnant women receive adequate prenatal care. Rates of infant mortality in Memphis and Shelby County are significantly higher than the rest of the US.
  - Early intervention is ideal. Three strategic priorities to provide early intervention services: 1. Coordinated Systems of Care, 2. Parent Engagement, 3. Infant Mental Health.
  - Home Visiting is largely based around the Early Success Coalition Network (a network of home visitation and center-based programs.)
    - Home visitation is an invention that connects expectant parents with parents of young children and trained professionals that can help support them through the pregnancy and parenting process. All services are voluntary and typically provided in the parent's homes by paraprofessionals or licensed nurses.
    - Home Visiting in Shelby County: As of June 2021, 84.1% or 512 families participated in home visiting (up 4% from 2020)
    - The network provides coordinated referrals and data to advocate for the field of home visiting.
    - A multi-channel marketing campaign called Parent Plus, a self-referral process to request referral, is accessible online to parents.
    - Tax Impact Project: Federal grant to increase families that receive Earned Income Credit goal of 500 families targeted. 2,519 families reached; it put approx. \$3M back into the pockets of Memphis families.
    - Parent Engagement: Nurturing Parenting Program (evidence-based program with 12-24 sessions designed to reduce incidences of child abuse and neglect); ESC trains people to teach the program.
    - National Parent Leadership Institute: national evidence-based program that offers parents four phases of 20 weeks of training designed to foster civic engagement.
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- Trainings provided on Adverse Childhood Experiences, Infant Mental Health, and/or Integrated Behavioral Health

## Executive Director Report

### Report:

- The Leadership Council will be relaunching at the end of June. This advisory council is an opportunity to collaborate and hold ourselves accountable in terms of where we are as a community. The council will take up the work of the Shelby County Early Childhood Education Plan and ensure that the goals are being met. A Board member will be involved in the Council and meetings will occur quarterly over the next year. There will be smaller group meetings and work happening in between the quarters.
- The Speaker Series that was discussed previously will be done in collaboration with the Early Success Coalition and other partners in the early childhood space.
- The Executive Committee had been given decision making power to strategize about the Achievement School District. ASD contract negotiations are still underway. June 15<sup>th</sup> is the deadline to sign a contract.
- Head start negotiations will be finalized any day. It impacts First 8 Memphis in two ways: 1. F8M is looking to be the early childhood leader and convener in the community. 2. With SCS and Porter-Leath negotiating, everyone will have to rethink how strong wraparound services are provided to families.
- The Quarter Two Pre-K Report that was shared with City and County in late April/early May was briefly reviewed. F8M reports more frequently to the City and County February – July due to the structure of the quarters.

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## Closing Remarks

Chairperson Kathy Buckman Gibson led the Board in a discussion about meeting days for the next fiscal year. The Board agreed to change the meeting day to Thursdays with a new, 8:30 a.m. meeting time. Committee meetings will also have an 8:30 a.m. start time.

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The attendees participated in a round robin in which they answered the question “What are you excited about as we go into the summer and begin the next fiscal year of First 8 Memphis?” The comments were:

- Communications group and collaboration with Early Success Coalition
- Board retreat
- Hiring of ED; Kandace moving in the middle of a pandemic; take a breath and applaud success
- Expansion work; looking forward to Kandace’s 2<sup>nd</sup> year and beyond
- Continuous progress
- New staff; strategic plan
- New staff, new consultants; improvements that have been made to deliver messages
- Internal work; kicking off Leadership Council
- Seeing where the process is taking us; Shelby County and young children and their families
- The great work that First 8 Memphis is doing; collaboration and continuous conversations
- Impressed with how much work First 8 Memphis has done, dedication of the Board members, future partnerships together
- The growth of First 8 Memphis

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### Next Steps

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The staff will complete the following next steps:

- Send a doodle poll to Board members with potential Board retreat dates.
- Email the Board with the addresses of new Board Directors.
- Send out calendar invites for Committee and Board meetings with an 8:30 start time.
- Forward the Early Success Coalition’s PowerPoint presentation to the Board.

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The Board meeting adjourned at 2:59 pm.