



First 8 Memphis Board of Directors Meeting (Virtual)**Date:** March 10, 2022**Time:** 8:30am - 10:30am

Board Members Present: Jim Boyd, Dr. Carol Johnson Dean, Kathy Buckman Gibson, Dr. Marion Hare, Yvonne Madlock, Leigh Mansberg, Mary McDaniel, Alicia Norman, and Patrice Robinson

Board Members Absent: Sue Bolding, Antonio Burt, Jaron Carson, Keva Latham, and Aubrey Diaz Nelson, Alex Smith

Staff Present: Johanna Harrison, LeAmber Hill, Ginny Renfro, Dr. Kandace Thomas, LaDora Watkins, and Gwendy Williams

Visitors Present: Ronda Hughey (Hugheys Debits and Credits)

Welcome and Introduction

Board Chair, Kathy Buckman Gibson called a meeting of the Board of Directors of First 8 Memphis to order on Thursday, March 10th at 8:35 a.m.

Minutes Approval

- Mary McDaniel made a motion to approve the minutes from the Board Meeting on 02/24/22. Marion Hare seconded the motion. **The Board voted unanimously to approve the motion.**

Strategic Plan

- A Strategic Plan overview memo was included in the Board packet and Dr. Kandace Thomas provided a short powerpoint detailing the progress and socialization of the Strategic Plan.
- Maya conducted interviews with 40 plus stakeholders; through a process that included data collection, feedback loops, and visioning, the plan was developed.
- The final plan consists of:
 - **Two overarching goals:**

- Support and Continue to Build the Early Care and Education System
- Build Internal Systems & Capacity
- **Three guiding principles:**
 - Center child development and infant and early childhood mental health, and culturally-informed, equitable best practices in the implementation and continuous improvement of the organization's strategic plan
 - Build authentic and transparent relationships with key stakeholders
 - Leverage the strengths of the community and partners to achieve common goals, and stay nimble and flexible as a start-up, learning organization
- **Seven key levers and goals:**
 - Quality, Access, Alignment, Advocacy & Awareness, Organizational Purpose, Infrastructure, and Training & Capacity
- The next step is implementation. F8M will build its internal capacity and system to ensure that a high-quality, equitable system of care is created. In three years, F8M will be recognized as a strong early care and education leader, convener, and advocate.
- Directors expressed gratitude for a great presentation and a clear, articulate strategic plan that can be communicated to the community.
- Patrice Robinson made a motion to approve the first F8M Strategic Plan with a second by Mary McDaniel. **The Board voted unanimously to approve the motion.**

Board Committee/Working Group Reports

Communications Working Group

Yvonne Madlock, Chair, provided an update on behalf of the Communications Working Group.

- The working group and staff have been working on a tagline that succinctly states who the organization is and what the organization is about. Many conversations were had to identify a tagline that is authentic, memorable, recognizable, and

resonates with the community. The tagline that received the most favorable consensus was “Success in the first 8 years. Success for a lifetime.”

- Members expressed appreciation for having a tagline that defines in the minds of people who First 8 Memphis is and what the org does. It is a conversation starter. Recommendations for a tagline billboard were echoed by board members. Others also recommended that the graphics accompanying the tagline represent all families.
- Yvonne Madlock made a motion on behalf of the Communications Working Group to approve the tagline “Success in the first 8 years. Success for a lifetime.” tagline for the F8M organization. Dr. Carol Johnson seconded the motion. **The Board voted unanimously to approve the motion.**

Finance Committee

- Mary McDaniel and Ronda Hughey reported for the Finance Committee.
- Two items were brought before the Board for consideration.
 - The F8M FY21 Financial Audit was audited by Watkins Uiberall. There were no findings in this audit and the auditor’s opinion was favorable.
 - Mary McDaniel made a motion to approve the F8M FY21 Financial Audit. Alicia Norman seconded the motion. **The Board voted unanimously to approve the motion.**
 - The Committee presented the November, December, and January financial statements. There were no concerns from the Board.
 - Mary McDaniel made a motion to approve the November, December, and January financial statements. Dr. Carol Johnson Dean seconded the motion. **The Board voted unanimously to approve the motion.**

Executive Committee

- Kathy Buckman Gibson asked staff to report on changes to a draft Amended and Restated Operating Agreement.
 - Minimal but important changes included updates to:
 - F8M’s fiscal year, principal mailing address, registered office, registered agent, and terms of office for officers.
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- Next steps include taking the agreement to the Seeding Success Board for approval.

Leigh Mansberg made a motion to approve the F8M Amended and Restated Operating Agreement. Mary McDaniel seconded the motion. **The Board voted unanimously to approve the motion.**

Executive Director

- **Intern Update**
 - F8M welcomed Aidan Donahue, a student at Rhodes College, to the team. Aidan is working on various projects through the Spring semester.
 - **First 8 Years Speaker Series**
 - F8M welcomed Dr. Chandra Ghosh Ippen and panelists including Alicia Norman, Mindy Kronenberg, and Kimberly Thomas.
 - The Speaker Series garnered positive reviews and five star ratings from the session. 116 people joined. 67% joined from Shelby County and 33% across Tennessee.
 - **Leadership Council**
 - F8M's Leadership Council is a cross functional, collaborative space for government, nonprofits, and others committed to Shelby County's young children. The purpose of the council is to serve as a convening and accountability body across the County, working on behalf of young children and families.
 - The Leadership Council will create an Early Childhood Report Card.
 - Other Discussion centered around the importance of thinking about leading and lagging indicators for metrics.
 - **2021-2022 Pre-K Q1 Performance**
 - Kandace Thomas provided an update on Q1 (August 5, 2021 - October 8, 2021) Pre-K Performance. Programming continued to be impacted in the first quarter due to COVID but there were consistent increases in attendance and engagement with children and families.
 - A preliminary budget for the out years was provided. Staff is still thinking through all of the aspects of the program to ensure that F8M advocates for the true cost of running the Pre-K program over the next three years.
 - Next steps include reporting to the City on March 22, 2022.
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- **Pre-K Advocacy**

- The City and County indicated their support for F8M as the fiscal agent for Pre-K services in Memphis and Shelby County. Conversations were had with Memphis Shelby County Schools. They offered their support also..

- **Next steps**

- Internal work for F8M and Seeding Success to advocate for F8M's role in Pre-K and funding for the out years
- Board Members are asked to provide help with advocating for F8M

Next Steps

- F8M will be working on a budget and contract over the next few months with the City and County.
- F8M will develop overview slides for the MSCS Early Literacy Plan and the overarching framework to share with the Board.
- Board members should complete the [survey](#), indicating their meeting preferences.
- Communication will go out related to a gathering to celebrate the work of F8M and Kandace in the next few months.
- The Executive Committee will start to think about scheduling a summer retreat for the Board.

Adjournment

The Board meeting adjourned at 10:12 a.m.