

**Wake County Smart Start
Board of Directors Meeting
December 1, 2021**

A meeting of the Wake County Smart Start (WCSS) Board of Directors was held on Wednesday, December 1, 2021 with WCSS Board Chair, Sherry Heuser presiding. The meeting was held via Zoom conference

Board members present: Christine Alvarado, Maria Cervania, Nikia Coates, Dale Cousins, Veronica Creech, Heather Drennan, Liz Hamner, Sherry Heuser, Leslie Ann Jackson Tonya Kangkolo, Catherine Lassiter, Sharon Loza, Barbara Morales Burke, Antonia Pedroza, Kimberly Shaw, Angie Welsh, Joe White and Katherine Williams
Board members absent: Matt Glova, Cathy Moore, Charlotte Turpin and Mike Wasilick

Staff members present: Phyllis Barbour, Gary Carr, Joan Crutchfield, Sasha Gomez, Gayle E. Headen, Alex Livas-Dlott, Bryce McClamroch, Nancy Peck and Lynn Policastro

Guest: Dawn Dawson

Call to Order/Announcements

At 8:56 AM, Board Chair, Sherry Heuser recognized a quorum and called the meeting to order. Executive Director, Gayle E. Headen presented the "mission moment with a PowerPoint presentation focusing on Quality Enhancement Initiative work. During the presentation, board members viewed a short video from A Safe Place Child Care Development Center as an example of how Healthy Initiative programs have been integrated into early learning programs that impact children, staff and families and yield years of return on investment by developing healthy habits for a lifetime. Ms. Headen congratulated A Safe Place for receiving the News & Observer's Award for Best Children's Daycare for 2021. Following comments and questions on the presentation, Barbara Morales Burke moved to adopt the agenda. Catherine Lassiter seconded the motion. Calling for a vote and with none opposed, the vote was unanimous. (12-21-34)

The Board reviewed items on the consent agenda. Katherine Williams moved to approve items on the consent agenda including the minutes from the October 27, 2021 Board meeting and October 2021 financial reports. Dale Cousins seconded the motion. Calling for a vote and hearing no objection, the motion carried. (12-21-35)

Committee Reports

Advancement Committee

Committee Chair, Liz Hamner shared fundraising goals for FY2021-2022, summarizing the detail shown on Attachment B.1, fundraising matrix. She asked for board engagement to help reach the goal by giving during appeals and creating connection with potential sponsors and/or other donors in their networks. Ms. Hamner alerted board members to watch for the 2021 Annual Appeal mailing and social media posts and sharing within their networks. She urged all present to consider WCSS in their year-end giving plans and to contact Nancy Peck if they need information about the date of their last donation.

Liz Hamner provided the following committee updates on WCSS 25th Anniversary planning:

- Donald Thompson, CEO of The Diversity Movement and former CEO WalkWest Digital Marketing Firm has been secured as an honorary co-host. Conversation is pending with a second co-host.
- The Raleigh Convention Center is confirmed as the venue for the May 14 culminating celebratory event. The space is the 300 level side hall and meeting rooms to provide an intimate experience for attendees with capacity of 400
- Host Committee - 15 leaders have been identified stakeholder groups. Verizon has committed to provide employee volunteers. The committee is also in conversation with Leadership Raleigh and Lenovo about volunteer opportunities.
- Advancement Committee reviewed sponsorship level packages. Ms. Hamner announced PNC has committed as Presenting Sponsor.

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- The committee reviewed and discussed "Power of Network" video production tied to the 25th Anniversary, a series of paired interviews, illustrating relationships and benefits of WCSS work with videos of past and present leaders. The committee supported inclusion of Governors Hunt and Cooper and grassroots leaders pending their availability.

Board Governance Committee

Committee Chair, Barbara Morales Burke Welsh reported the following highlights from the committee meeting on Nov. 12, 2021.

- The committee reviewed the results of the current Board skills/demographic inventory to understand where Board skills and expertise exist relative to previously identified Board and WCSS needs and identify expertise areas that can be further built upon through recruitment.
- Committee discussed current and anticipated board vacancies and agreed upon a target number of 4 slots to fill for FY22-23
- The committee offered feedback on a draft application tailored to board volunteers which when finalized will be used in the new cycle of board candidate recruitment.
- Ms. Morales Burke shared a reminder that WCSS was invited to participate in the BoardLead program to match local corporate executives as board candidates with a nonprofit organization. She remarked that WCSS may receive a match of 1 – 2 candidates for the Board to consider.

Finance Committee

Finance Committee Chair, Joe White presented a committee recommendation for full allocation of \$295,900 in reverted Smart Start funding received from North Carolina Partnership for Children (NCPC). Mr. White called attention to the theme of advancing racial equity as he summarized details of the current estimated reallocations identified requiring budget amendments. He also noted funded direct service providers will have the opportunity to request additional funding. On behalf of Finance Committee, Joe White moved to approve authorization of staff to fully allocate prior year reverted Smart Start funding to WCSS in-house and DSP activities with any unexpended funds to be reverted to NCPC at the end of FY21-22. Calling for a vote, and hearing no objections, the vote was unanimous. (12-21-36)


Joe White presented a Finance Committee recommendation for allocating private funds to produce a video project which will be used to support fundraising efforts for the 25th anniversary and other fundraising purposes in future years. Gayle Headen clarified this as separate from programmatic video projects for which Smart Start funds may be used. On behalf of Finance Committee, Joe White moved to approve allocation of \$20,000 in private funds to Fundraising to cover the costs of a fundraising video. Calling for a vote, and hearing no objections, the motion carried. (12-21-37)

Chair's Report

Chair, Sherry Heuser said there is no report from Executive Committee as the committee has not met since the last Board meeting in October. She reminded those present of an invitation to participate in BoardLead's Board Development & Diversity, Equity, Inclusion (DEI) workshops, offered at no cost to current WCSS Board members. Ms. Heuser stressed participation is not obligatory but is encouraged.

Executive Director's Report

Executive Director Gayle E. Headen presented a staff recommendation for the addition of mental wellness leave to help alleviate stress experienced by staff and promote a culture of mental wellness. Katherine Williams moved to approve the establishment of up to 16 hours of annual mental wellness leave for WCSS employees. Maria Cervania seconded the motion. Following discussions and questions, a vote was called and hearing all in favor, the vote to approve was unanimous. (12-21-38)

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Gayle E. Headen provided updates on the following topics:

- Funding activity for early childhood:
 - The approved NC budget includes increase to the base Smart Start allocation with recurring funding. The budget provides for exemptions to the usual legislative requirements to spend 70% of funds on child care-related activities, 30% on subsidy, and no more than 8% on administration in the aggregate, along with the 19% match requirement. This will allow WCSS to act more strategically by investing in the organizational infrastructure to match growth in the early childhood sector.
 - Leandro: The order issued for a comprehensive remedial plan includes \$20 M per year for Smart Start. If the order goes into effect, the Smart Start network will receive an additional \$10 million over what has been approved by the General Assembly.
 - Potential Build Back Better bill: The package approved by the US House and before the Senate for vote includes \$400B for early childhood education, including universal pre-kindergarten for 3- and 4-year-olds and provisions limiting the cost of child care to no more than 7% of a family's income for low- and middle-income families.
- Wake ThreeSchool: Continuing to build the team with new staff hires and continuation of procedural development by the advisory committee. The community assessment is also underway. The database under development also includes two additional components specifically for Wake ThreeSchool for managing attendance and workforce management to assist with tracking teacher qualification.

Ms. Headen concluded her report with two examples of how the tablet distribution project is changing lives for families in Wake County.

Sherry Heuser provided a reminder to join the Board Racial Equity session starting at 10:00 with the CounterPart Zoom link sent on November 23. Barbara Morales Burke moved to adjourn the meeting at 10 am. Tonya Kangkolo seconded the motion. Calling for a vote and hearing no objections, the vote passed.

DocuSigned by:

Leslie Ann Jackson

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Secretary

3/2/2022 | 3:10 PM EST

Date