

**Minutes of the Monday, September 10, 2012
West Midland Family Center Board of Directors Meeting**

Board Members Present: S. Bowen, L. Crego, B. Dollard, S. Hackett, E.J. Herst,
A. Pankratz, A. Peters, A. Schmitz, J. Weiler,
Excused: J. Anthony,
Advisors: C. Coons, T. Misner, W. Schmidt
Staff: G. Dorrien, D. DeMott, R. Young

Herst called the meeting to order at 7:00 P.M. with W. Schmidt reading the Mission Statement.

Herst called for Public Comments. Joe Weiler is a father again since the last Board Meeting...Welcome to Elan Patrick Weiler!

Motion to approve the Minutes of the May 7, 2012 Board Meeting
Hackett /Weiler
Minutes approved as written.

Executive Committee – E.J. Herst, Chair

Did not need to meet.

Staff Report: Renee Young, Family Services Director. Renee reported on the Summer Program for 2012. There were many changes that took place in the way we operated the Program this year. The program was run by the Family Services Department. Stacey Urbani (who usually runs the program) handled the recreational portion of the program.

Another difference is that Preschool through 5th grade were all here on one site. It was hard to communicate with family members when the kids are on 2 different sites. Preschool – 5th grade attended program 9 am to 2 pm and at noon the middle school kids arrived and were here till 5:00 pm. This made the most sense for the middle school kids who didn't want to get up early and they learn better later in the day when they are more engaged. Our numbers were up because of this. We had 98 families this summer, 168 children were involved. Along with the changes in hours we also ran the program Tuesday, Wednesday, and Thursdays and one comment we got over and over was that a 3 day week was too short.

Mondays were for day activities for the families. There were family enrichment clubs where the Parent and Child(ren) could participate in activities together. These clubs took place in the morning, afternoon and evenings so everyone had a chance to participate. There was also a 0-4 Play Group added on Monday mornings.

Transportation costs were up this year because of the extra middle school runs. There were only 2 middle school kids that were not transported. Of the 98 families involved this summer, 70 used transportation and would not have gotten their kids here without it.

Friday Family Day was yet another new program this summer. Everything we had was open to the public trying to make more community connections and give them more opportunities. Stacey was in charge of Fridays and commented that she saw families that she has never seen before.

We are trying to streamline the programing so it isn't so seasonal and to get families more involved. Something else WMFC did this year was to take the families to Camp Neyati. Many of our families have never had a vacation and this was successful. There were 3 Camps with 47 families (226 individuals) participating. They are already looking forward to next year. Everyone had a great time!

Something else that was new was a Family Liaison for each family so they had a specific contact when they needed to ask a question or get information. This gave the family a personal connection and strengthened the relationship with our families. We didn't send one child home from program this summer and this has never happened before. We did not have one family quit the program, there was great communication and summer was a great success.

This Summer Program wasn't just a Summer Program it was about Families!

I have some family concern indicators for the families and here are just a few:

- 50 of the 98 families reported they have relationship issues in the family.
- 73 had transportation issues.
- 38 have financial issues.
- 13 challenging behaviors
- 41 low educational attainment
- 9 abuse and neglect (we learned this because of the better connections that were built by having the family liaison positions. We want to be more proactive, not reactive!

We formed great relationships with the families with this new approach. We also created a lot of great memories for the families at Camp Neyati! The families also connected with each other and that is a good thing.

By-Laws / Nominating Sub-Committee – T. Misner, Chair

Misner reported that we have 4 terms that expire at the end of this year. Three are renewable, Herst, Bowen and Dollard and all have said yes to a second term. Hackett is going off and her spot will need to be filled. M. Dean has also left the Board and moved to Louisiana. We will need someone for a one-year term and who is then willing to accept their own three-year term once the one-year term is completed. Please get me any ideas so I can have the names by the next Board Meeting.

Fundraising Sub-Committee – S. Bowen, Chair

Bowen reported the Donor event with the Summer Program kids in July was great. We were looking to connect the donors with the kids and this went really well, we were able to play games and do crafts with the kids before lunch and then at lunch time the middle school kids came and got us and we all went to lunch and had some great conversations. Greg wrapped it all up with talk at the end.

Investment Committee – B. Dollard, Chair

Did not need to meet. Will be meeting in October with Azmuth.

Accounting / Budget Committee – C. Coons, Chair

Coons reported that the auditors gave us a clean opinion, this is good. Looking at the income statement it looks like we are going to be even at the end of the year. Looking at grants from unidentified sources it has gone from a \$261,000 deficit to a \$55,000 deficit which staff is confident that they can find either new income or reduce expenses to finish even.

The Committee approved the Budget for 2013 and it was taken to the United Way.

The committee recommends a 3% overall staff raise coming off last year's 0% increase.

The Executive Committee approved the sale of property in Winn for \$ 6,000.

Motion to support the sale and execute the sale of the property in Winn for \$6,000.

Hackett/Schmitz

Motion passed.

Motion to move \$25,000 from 2011 to 2012.

Coons/Weiler

Motion carried.

Moved to accept the Audit as stated.

Coons/Hackett

Motion carried.

Motion to approve salary raise of 3% average across the board.

Weiler/Pankratz.

Motion carried.

Dow COP Committee - B. Dollard/G. Dorrien Committee Members

Dollard reported the Committee did meet and are in the process of updating the by-laws.

There is a meeting scheduled to review the status of the summer trips and the status of the new student.

Dollard reported that he worked the Loons parking with Nick Merritt and Brandy Andrews and they were great and just took charge. They also helped Ben at home and again took charge and did a wonderful job.

Another Dow COP Student was featured on a United Way campaign calendar, Ralph Griffith. *“College was an impossible dream until Ralph joined West Midland Family Center’s Dow College Opportunity Program as an 8th grader. Through mentorship, volunteering and campus visits, the dream became a reality for this first-generation college student. As a professor and PhD, Ralph now inspires others to pursue their dreams.”*

Activities Committee – S. Hackett, Chair

Did not need to meet

Facilities Committee – E.J. Herst, Committee Member

Did not need to meet.

Human Resources Committee – A. Schmidt, Committee Member

Herst reported the Committee did the Executive Directors Performance Review. It was an excellent review. Thanks to all those who gave input...

The leadership team staff members did a ½ day professional development workshop at Chippewa Nature Center, It was about really being able to say the things you need to say to someone if they are not living up to the agreements that were made. There were a couple of ways to check ourselves and we are checking back with that at our staff meetings. Worthwhile and we will do it again

Communications Committee – G. Dorrien, Chair

Dorrien reported the Focus went out with a stylized picture and quotes page form our staff and users. The Board liked the new page and asked that it be used in the future, though not all the time.

Auxiliary Committee - Committee Member

Dorrien reported Bingo is doing well and over projection.

Executive Director's Report - G. Dorrien

See report delivered in packet.

Board member, advisor, and staff comments:

None

Motion to Adjourn Peters /Weiler Meeting adjourned at 8:55 pm by Herst.

The next meeting is scheduled for **Monday, November 5, 2012** at 7:00 pm. at the West Midland Family Center.

Respectfully submitted,
Diane DeMott