



Alternatives in Action

WHERE YOUTH CHOOSE TO LEAD

Alternatives in Action Board of Directors Minutes of the Board of Directors Retreat

May 21, 2016 ▪ 9:00 pm to 4:30 pm

(CompassPoint Nonprofit Services, 500 2th Street, Suite 320, Oakland, CA 95621)

Board Members Present: Rita Trumbo, Patricia Murillo, Alex Salinsky, Justin Marcoux, Joe Feldman, Nduka Nwankwo, Beatriz Rojas, Ime Ekanem, Maria Choi, Donna Fletcher, Shady Shahid

Board Members Absent: April Angeles

Advisory Board Members Present: Leslie Ryder

Guests Present: Crystal Cheng (Board Candidate), Dominic McDonald (Board Candidate), Jessie Gertz (Board Candidate), Steve Lew (Facilitator), Seenae Chong (Researcher, PhD Candidate)

Staff Members Present: Jane Sperling Wise, Alexandria Medina, Alison Veith, Jessica Lorega (note taker)

1. Welcome! Call to Order; Approval of Agenda (Action). Meeting was called to order at 9:15 am

Motioned to approve the agenda: Nduka

Second: Shady

In favor: Rita, Patricia, Alex, Justin, Joe, Nduka, Beatriz, Ime, Maria, Donna, Shady

Opposed: None

Abstained: None

2. Approval of Minutes for the April 19, 2016 Special Board Meeting (Action)

Motioned to approve the agenda: Shady

Second: Nduka

In favor: Rita, Patricia, Alex, Justin, Joe, Nduka, Beatriz, Ime, Maria, Donna, Shady

3. Public Comment

We welcome comments from the general public on non-agendized items.

No comments.

4. Board Appointments

Introduction of Prospective Board Members.

Resolution to approve the nomination of Crystal Cheng to the Alternatives in Action Board of Directors, and to be seated on the Finance Committee.

Motioned to approve the nomination of Crystal Cheng to the Alternatives in Action Board of Directors, and to be seated on the Finance Committee: Nduka

Second: Alex

In favor: Rita, Patricia, Alex, Justin, Joe, Nduka, Beatriz, Ime, Maria, Donna, Shady

Opposed: none

Abstained: none

Resolution to approve the nomination of Dominic McDonald to the Alternatives in Action Board of Directors, and be seated on the Finance Committee.

Motioned to approve the nomination of Dominic McDonald to the Alternatives in Action Board of Directors: Joe

Second: Nduka

In favor: Rita, Patricia, Alex, Justin, Joe, Nduka, Beatriz, Ime, Maria, Donna, Shady

Opposed: none

Abstained: none

Resolution to approve the nomination of Jessie Gertz to the Alternatives in Action Board of Directors, and to be seated on the Development Committee.

Motioned to approve the nomination of Jessie Gertz to the Alternatives in Action Board of Directors: Justin

Second: Rita

In favor: Rita, Patricia, Alex, Justin, Joe, Nduka, Beatriz, Ime, Maria, Donna, Shady

Opposed: none

Abstained: none

5. Annual Business Meeting

Officer Elections:

Motion to approve the Board Slate: Rita Trumbo to the Alternatives in Action Board of Directors as Board President; Alex Salinsky to the Alternatives in Action Board of Directors as Secretary/VP; Nduka Nwankwo to the Alternatives in Action Board of Directors as Treasurer.

Motioned to approve the Board Slate: Beatriz

Second: Ime

In favor: Rita, Patricia, Alex, Justin, Joe, Nduka, Beatriz, Ime, Maria, Donna, Shady

Opposed: none

Abstained: none

Committee Membership:

Motion to approve the Committee Structure as set forth, with the addition of Crystal Cheng, and Dominic McDonald to the Finance Committee, and Jessie Gertz to the Development Committee.

Motion: Nduka

Second: Beatriz

In favor: Rita, Patricia, Alex, Justin, Joe, Nduka, Beatriz, Ime, Maria, Donna, Shady

Opposed: none

Abstained: none

Resolution to approve the formalization of Advisory Committee, chaired by Leslie Ryder, and lead by staff member Jane Sterling Wise.

Motion to approve: Rita

Second: Alex

In favor: Rita, Patricia, Alex, Justin, Joe, Nduka, Beatriz, Ime, Maria, Donna, Shady, Crystal, Dominic, Jessie

Opposed: none

Abstained: none

Board Meeting Schedule:

Motioned to approve the 2016-2017 Board meeting schedule with changes; changing the Retreat date from May 13th, 2016 to May 20, 2017: Alex

Second: Dominic

In favor: Rita, Patricia, Alex, Justin, Joe, Nduka, Beatriz, Ime, Maria, Donna, Shady, Crystal, Dominic, Jessie

Opposed: none

Abstained: none

7. Board Development: What is Core About our Work & Values

See attached presentation.

Our Principals

- Meaningful Action
- Real Relationships
- Continual Learning
- Co-creation

8. Brand Ambassadorship

- It took a while to feel aligned with AIA's "brand", and to feel comfortable with being a constructive Board member outside the organization.

- Helping people feel comfortable, and what do people need to feel comfortable speaking about the organization. Distinguish between metrics and Principles. Go it into the Why AIA does things the way they do. Our Heart!
- *Numbers numb, jargon jars, and no one ever marched on the Capital from a pie chart.*

9. Strategic Plan Update

See attached Strategic Plan and PropelNext presentations (attached).

Succession Leadership Planning:

- Recruit with Board Leadership in Mind
- Revise the roles of Board Chair/Vice Chair
- Skills/Qualifications to move Organization Forward
- Select VP in Fall
- VP will assume President role in 2011-2018
- Name VP as President-Elect
- Executive Committee: 2 functions
 - Strategic Direction
 - Operations-working Board
- Executive Committee Discussion Participants:
 - Beatriz and Shady
- Put this in the agenda for September (last full Board Meeting before Patricia's sabbatical)**

PropelNext

Q: Why was 9th grade selected?

The majority of the youth we serve are 9th graders. We need to see how the outcomes of our program affect our populations. Drop out rates are incredibly high. If we target this population, we can significantly reduce dropout rates, and target the population that is at most at risk (50% of 9th graders at OUSD schools at end of school year are not on track to graduate; failing more than one class).

Q: Is it possible to have longitudinal data on the 9th grade population?

This level of activities was not tracked earlier on. Programmatic changes (literary work) has occurred due to PropelNext. Longitudinal data will be tracked going forward through CiviCore.

Q: What kind of data are we collecting between the different schools/environments (AIAHS vs. MYFC).

It is build into our Theory of Change. One of the learning questions is how much the contextual factors plan into the changes/program.

Board Questions/Discussion about PropelNext

Q: What are our key learning questions?

Q: What would determining factors would we use to continue within a school. What we we do to stop working in a school? What are the things that cannot be calculated?

Q: Target population - will the students who are not in the target population be served, and how will the non-target population students affect the target population?

Q: What do youth drop out?

Q: How do we plan to operationalize the extended plan/implementation plan for program/replication program process again for a different population?

10. Cultivation Exercise & Hearing “Nos”

See attached presentation on Donor Cultivation.

Next Steps

- Schedule check-in with other Board members to see how they are cultivating others (donors, friends, relationships)?
- Succession Leadership Planning agenda item on last full Board Meeting before Patricia’s sabbatical)

Acknowledgements & Adjourn

Meeting adjourned at 3:37 pm