



June 28, 2021

**June Meeting Minutes**

Zoom conference call and in-person at the Alex Rorabough Recreation Center (ARRC)

**Commissioners Present**

Paul Tichinin	Jim Flaherty	Sandra Applegate	Lucresha Rentería
John Haschak	Erica Baumker	Ben Anderson	

**Commissioners Absent**

Bekki Emery	Jenine Miller		
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**Public Present**

Julie Fetherston	Jenna Flesch	Alexandra Rounds	Megan Cavalli
Samantha Bond	Amber Shrum	Andres Alvarado	Bonnie Boek

**ITEM 1 WELCOME & INTRODUCTIONS**

Commissioner Tichinin called the meeting to order at 9:37 a.m. and welcomed participants. The Commission and public made introductions.

**ITEM 2 PUBLIC COMMENT ON NON-AGENDIZED ITEMS**

Commissioner Tichinin asked for public comment on non-agendized items and opened the public hearing. No public comment was received. Commissioner Tichinin closed the public hearing.

**ITEM 3 CONSENT CALENDAR (ACTION)**

- Meeting Agenda
- DRAFT Minutes from May 21, 2021 Commission Meeting
- April 2021 Financial Reports
- Revised Budget- Includes increased salary to reflect additional hours for Jade Aldrich to conduct MediCal outreach through The Pearl.

*Motion to adopt the Consent Calendar.*

*Motion: Anderson, Second: Flaherty*

*Yes: Tichinin, Anderson, Baumker, Flaherty, Haschak*

*No: none*

*Absent: Applegate, Emery, Miller, and Rentería*

*Motion Passed.*

**ITEM 4 FIRST 5 ANNUAL REPORT TO THE PUBLIC (ACTION)**

***COMMISSIONER TICHININ CONVENED THE PUBLIC HEARING AT 9:54 A.M.***

Commissioner Tichinin opened a public hearing to present the First 5 California Annual Report for fiscal year 2019-2020. No comments were received, and the hearing was closed. The electronic version is available at [https://www.cfc.ca.gov/pdf/about/budget\\_perf/annual\\_report\\_pdfs/Annual-Report-19-20.pdf](https://www.cfc.ca.gov/pdf/about/budget_perf/annual_report_pdfs/Annual-Report-19-20.pdf).

***COMMISSIONER TICHININ CLOSED THE PUBLIC HEARING AT 9:55 A.M.***

Commissioner Tichinin sought comment from the Commission. Commissioner Flaherty said that he reviewed Lake, Mendocino, and Sonoma County sections and reported that it was primarily about the impacts of COVID-19.

Commissioner Rentería joined the meeting at 9:55 a.m.

*Motion to adopt the First 5 California Annual Report as presented.*

*Motion: Baumker, Second: Anderson*

*Yes: Tichinin, Anderson, Baumker, Flaherty, Haschak, and Rentería*

*No: none*

*Absent: Applegate, Emery, Miller*

*Motion Passed.*

**ITEM 5 EMPLOYEE HANDBOOK** – The Commission reviewed and discussed the Employee Handbook.

Commissioner Flaherty questioned the frequency and amount of ED staff check-ins. ED Fetherston replied that due to COVID-19 and the hybrid work model (in-person and remote locations) of employees, it seems important. Meetings may be cancelled when there is not a need but keeping it on the calendar holds that time each month.

ED Fetherston explained the tone of the Employee Handbook is shifting toward a less punitive model. Commissioner Flaherty asked why the competency scale includes a “Zero” rating. ED Fetherston explained that due to COVID there are changing needs and staff may be taking on roles and responsibilities that are not in their job description or that they do not have training and experience in.

*Motion to amend the agenda and add Item 5 as an “Action” item.*

*Motion: Anderson, Second: Haschak*

*Yes: Tichinin, Anderson, Baumker, Flaherty, Haschak, and Rentería*

*No: none*

*Absent: Applegate, Emery, Miller*

*Motion Passed.*

*Roll call vote to adopt the Employee Handbook as presented.*

*Yes: Tichinin, Anderson, Baumker, Flaherty, Haschak, and Rentería*

*No: none*

*Absent: Applegate, Emery, Miller*

*Motion Passed.*

**ITEM 6 STRATEGIC PLANNING**

ED Fetherston introduced meeting facilitator, Renato Almanzor, PhD ([renato@renatoalmanzor.com](mailto:renato@renatoalmanzor.com)). He is a leadership expert, transformation catalyst, speaker, and educator. He has been coaching ED Fetherston in leadership topics and together they led Commissioners and staff through a Strategic Planning workshop.

**Purpose** – To collectively engage the strategic plan from an equity lens.

**Objectives** –

- Enhanced relationships among the Commissioners
- Shared understanding of the equity framework for program delivery and community impact; and
- Agreement for the strategic direction of F5M.

**Land Acknowledgement** -

Renato Almanzor began, “Every community owes its existence and vitality to generations from around the world who contributed their hopes, dreams, and energy to making this moment possible. Some were brought here against their will, some were drawn to leave their homes in hope of a better life, and some have lived on this land for more generations than can be counted.”

Julie Featherston continued “We acknowledge that we are on the traditional land of the Central Pomo people and that this land in the Ukiah Valley held six villages of their ancestors. The land has witnessed the Central Pomo people being colonized, murdered, and marginalized. The land has witnessed their joy, their community resilience, and their pain. We honor nature’s lifeforce which is always leaning towards healing and renewal. It will find new life in the trees, the wind, and the water...and just like after fire or drought the land reseeds itself. And today, we would like to pay our respects to our elders, both past and present, and remember that the seeds we plant together today for justice, healing, and community must be protected, intended, and nurtured and they will bear fruit in their own time. I believe we owe it to each other, to all of our ancestors, and to our children’s children to bear witness to our collective spirit, wisdom, and community resilience.”

**Strategic Planning** – A workbook was provided. See attached.

- Our Process: What, So What, and Now What?
  - Answering FIRST 5 Mendocino’s “Why, How, and What”?
- What: Our Why’s
  - Individual Purpose
  - Collective Purpose
- So What: Elements of Equity in Our Purpose and Practices
  - A review of inequities
  - The current cultural conversation. How, and for what, do we want to hold ourselves accountable
  - How will we measure our success?
  - How will we communicate and to whom?
- Now What: Our Priorities and Our Measures
  - Commitments and accountabilities
- Framework Accepted:
  - We will use data and program information with community voice to evaluate and improve our programs.
  - We will particularly listen to communities of color and communities that are not able to hit our goals of thriving or have unequal access to opportunities and we will strongly advocate for them
  - We will evaluate how are doing and shift our focus as we go (continuous quality improvement)
  - We will continue to move away from so much direct service and focus on advocacy particularly around equity

The Commission whole-heartedly accepted the frameworks presented (targeted universalism, creating an equity index, draft evaluation framework, and Diversity, Equity, Belonging and Anti-Racism task force), accepted the draft mission, vision, and values (with input). They did this while continuing to focus on elevating community voice and advocacy for and focus on equity.

## **ITEM 7 COMMISSIONER REPORTS, ANNOUNCEMENTS, QUORUM CHECK, AND ADDITIONAL MATERIALS**

- Gratitude and appreciation were expressed for Renato, the staff, and the Commission by all.
- *Commissioner Baumker:* The Pediatrics Clinic at Adventist Health is beginning the trauma-informed care training. It is a 2-part series led by Redwood Community Services (RCS).
- *Commissioner Rentería:* Mendocino Coast Clinics continue to provide vaccinations and have increased drive-thru clinics and administration of the Johnson & Johnson vaccine. MCC has launched a series of multicultural public service announcements and a Spanish song to encourage vaccinations across all populations. Anne Molgaard (transitioning Public Health Director) will be creating a job description and plan for providing support, resources, and funding for the County Equity Officer to better serve the community.

### **Quorum Check for Next Meeting:**

**Commission Meeting: July 26, 2021 at 1:00-4:00 pm.** Location will be determined for in-person meeting if ordinance allows. Quorum will be checked and reported via email. Of Commission members present, Ben Anderson, Paul Tichinin, Erica Baumker, and John Haschak are available.

**Executive Committee Meeting: July 12, 2021 from 3:00-4:00 pm via Zoom.**

*COMMISSIONER TICHININ ADJOURNED THE MEETING AT 3:30 P.M.*