# MISILC

03/23/21 Executive Committee Meeting

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>> Yvonne: Will will be a little late but we do have a quorum so we will call to order at 5:31 p.m. and then all are present except for Will who is late, so we have a quorum.

So that is I'll just say the names Yvonne Fleener, Jamia Davis and Mindy Kulasa and Steve and Tracy are here as staff.

The agenda, I guess if we could move to approve the agenda first.

 >> Jamia: I wanted to make an amendment if possible.

 >> Yvonne: Wait a second one thing we are going to try to get this, do in the right way and that is so I will get the motion on the floor and then we will make amendments then we will move again.

Just so we do Roberts rules so go ahead to approve the agenda.

 >> Jamia: This is Jamia Davis I move to approve the agenda.

 >> Yvonne: And a second.

 >> Mindy: This is Mindy Kulasa I'll second that.

 >> Yvonne: All in favor say aye or raise your hand.

 >> Aye.

 >> Yvonne: Any opposed?

Okay, all right is there any discussion or amendments to the agenda?

Jamia?

 >> Jamia: I wanted to add I have the results from the survey, the SILC e‑val/survey and I just wanted to discuss that.

 >> Yvonne: You probably can't see it, but I have on my thing survey.

 >> Jamia: Oh, good.

 >> Yvonne: I'm there with you so let's go ahead and talk about that first in hopes that Will has time to get on board for some of the other things too.

I filled half of mine out and got distracted and never finished it.

 >> Jamia: Okay.

 >> Yvonne: I apologize but you probably have a good sense of where I need help and where I don't but.

Let's go ahead and just move to approve the amended agenda.

 >> Jamia: This is Jamia Davis I move to approve the amended agenda.

 >> Yvonne: And a second.

 >> Mindy Kulasa: This is Mindy Kulasa I will second that motion to approve the amended agenda.

 >> Yvonne: Great and all in favor say aye or raise your hand.

 >> Aye.

 >> Yvonne: Great all right our agenda is approved.

We are going to ‑‑ did you put the survey, cool, so Jamia nice story by the way.

Great job.

 >> Jamia: Thank you, guys.

I was actually going to share my screen so I can just share the results because it tallied it up and it like averages and everything.

 >> Yvonne: You are the data person for us.

 >> Jamia: It was really cool.

One southbound.

 >> Steve: Did you use the SILC survey monkey, or did you use your own account?

 >> Jamia: I used my own account.

 >> Steve: Okay, we have a SILC survey monkey account that Council members can use going forward and Tracy can give you the log in information for that if you would like to.

 >> Jamia: Are you guys able to see my screen?

 >> Yes.

 >> Jamia: I appreciate that, thank you, Steve.

 >> Steve: Absolutely.

 >> Jamia: As you guys can see out of the six who answered, and I maybe can extend it a little longer to give more people time but as you can see most people have been on the ‑‑ have known about the disability rights independent living movement from 0‑5 years.

So, history and I will give the link out so you can see it for yourself and probably come up with some things from it.

 >> Yvonne: The way you wrote the survey is so you're asking people like their confidence level is the way I understood it.

 >> Jamia: Correct.

 >> Yvonne: If it's a five or above they are more confident versus a one.

 >> Jamia: Right.

 >> Yvonne: Okay.

 >> Jamia: So pretty much I say the average of 6.2 and above.

 >> Yvonne: Uh‑huh.

 >> Jamia: This one here the location size name, brief history, and Executive Director of each CIL in the state was a 4.3.

 >> Mindy: Hold on for just a second, Jamia, where can you, oh, there it is.

I'm sorry, thank you, I just it went so quickly I couldn't catch where the 4.3 average rating showed.

But I see it's beneath the question and six out of six people answered that particular question.

Okay, gotcha.

Thank you.

I'm a little slow on the up take here.

 >> Jamia: You are fine.

I can slow down that is not a problem.

 >> Yvonne: We have ten Council members right now?

 >> Jamia: Yes.

 >> Yvonne: So maybe send it out one more time and say if you haven't had a chance to fill it out.

But what is that?

Can I go back to that one for a second that had the four?

What is the question about designated entity, okay.

 >> Yvonne: People have a pretty at least working niche they feel.

 >> Jamia: Which is really good.

 >> Yvonne: Yeah.

 >> Mindy: Boy, somebody out there knows it all.

[ Laughter]

Very confident.

We nominate that whoever number ten is on every question gets nominated to train everyone else on the Council unless it.

 >> Yvonne: Take a guess that is Mark Pierce.

I think that would make the most sense really.

 >> Mindy: Yeah.

 >> Yvonne: What is the question on that nature and direct of state plan, okay.

 >> Jamia: For independent living.

 >> Mindy: So that is very encouraging.

 >> Yvonne: Yes.

 >> Jamia: I will share what people said this is a five how DSU designated state unit and vocational Regency and blind agency spends reimbursement fund particularly if such funding supports CILs or IL services within the state.

 >> Yvonne: Oh, yeah.

 >> Mindy: Was that supposed to be DSU?

 >> Jamia: It may have been DSE that is probably what it means because I took it directly from the survey in the guidebook.

It may have been.

 >> Mindy: Okay because I think I put a two because I wasn't 100 percent sure.

 >> Steve: What happened with that.

 >> Mindy: What was the DSU.

 >> Steve: It used to be designated state unit prior to WIOA.

And then they changed it to designated state entity.

It still means the same thing but after WIOA was enacted in 2014 they decided to change it to DSE but it's the same acronym for the fiduciary within your state.

So.

 >> Mindy: Well, it sounded like it but then I wasn't sure, so I thought I better put I don't think I know what that is.

So.

 >> Steve: Yes.

 >> Mindy: Figure out one of my really low ratings on that one.

 >> Yvonne: This is an interesting one it is very confusing, and we now have a really nice PowerPoint that maybe Bill Addison should do for the whole Council.

 >> Jamia: Yes, I'm still a little confused by it.

 >> Yvonne: Talk about that.

 >> Mindy: Yeah, there is a broad depth of understanding range.

 >> Yvonne: This now is further in the survey than I got.

Does this show as a band in or something Jamia?

 >> Jamia: It just says so far still says six out of six answered.

So even though it says six out of six it does not show the actual result.

 >> Yvonne: So maybe mine is not in there with the survey but okay assurances.

Got some question.

Are these anonymous or can you see who picked what?

 >> Jamia: They are anonymous.

 >> Yvonne: Okay.

That is a little fuzzy honestly the voc rehab part the broad outcome.

 >> Did not understand the nature and direction of the state rehab Council and direction to the SILC.

 >> Steve: That is interesting because the state rehab council is similar to SILC where SILC creates that state plan for the CIL network and the IL network and the state rehab Council is a consumer controlled Council that really oversees the quality of services for the voc rehab agencies within their state so again they are a consumer controlled Council much like SILC is where SILC is engaged with the CILs and our DSE but the SRC in every state is a consumer controlled agency that really monitors and evaluates the state voc rehab agencies within their state so they are almost like a sister agency except over MRS and BSBP.

 >> Mindy: Okay.

 >> Yvonne: I got appointed to the Council and went to a meeting and the Chair is usually appointed and if there is somebody who is really interested in MRS and would like to replace me I'm open to that.

The thought is that having a SILC person on that gives us a link and will help us do a better job of answering this exact question right of what happened.

 >> Steve: It's required in their executive order that there be a SILC representative on that Council.

 >> Tina Fullerton attends those meetings, so you know there is some nice relationship building there.

And I went to the first meeting and it was an all‑day meeting via Zoom which was a lot.

Very informative.

It's just a long time to be on a Zoom call.

But it was good.

 >> Mindy: And it was comprised mainly of consumers then Yvonne?

Did it seem like?

Or.

 >> Yvonne: Yeah, I think so.

They are very small.

There weren't that many people, but Protection and Advocacy gives a report on the client assistance program and because they serve MRS clients.

Tina Fullerton gives a report then they had a group come in who did a survey or evaluation and they went through their whole survey tool.

So.

 >> Mindy: Okay.

 >> Yvonne: It's hard to get a feel via Zoom really.

 >> Mindy: Yeah, for kind of.

 >> Yvonne: Some people didn't have cameras on, so I don't know.

I don't know the answer to that yet.

 >> Mindy: Okay, I just was curious.

 >> Yvonne: If it really is what it is.

 >> Mindy: Yeah.

 >> Yvonne: When people introduce themselves, it was a while ago now, but I think people talked about, you know, being a user of MRS services or having a child who used MRS things like that.

 >> Mindy: Okay.

 >> Jamia: Then the last two are pretty high ratings for the roles of each SILC member and the communication system established for effective functioning of the SILC.

Those are really good.

And of course, the governance part is really good.

Really high.

You know our responsibilities as individual SILC members.

And Americans with Disabilities Act.

So those are really good.

Those are high rating.

And then.

 >> Yvonne: Can I say something Jamia.

 >> Uh‑huh.

 >> Yvonne: What is interesting the people who didn't fill it out probably are the people who would answer lower, I suspect and will probably bring that average down a little because the people who are most engage learn the most and are likely to fill out a survey and the people that are less engaged are ‑‑ I'm making some assumptions, but I wonder if we get others to fill it out if that will come a little bit more to the left.

 >> Jamia: That makes sense.

 >> Yvonne: Myself being one of them.

Okay sorry I interrupted you.

 >> Jamia: You are fine. And thank you for sharing that so we will see when the last four fill it out if that will be the case.

So, for comment I had someone say they are able to present on history of disability rights movement.

The HCBC rules and updates on advocacy.

And someone else said they will be able to educate us on disability history.

As far as what they will want to know more about, someone said how funding works.

So instead, how to do public outreach.

And how to support the CILs in our state.

And then things we can do to ensure the SPIL goals are met and just more so like what they can do as a SILC member.

What role, you know, so it was pretty cool.

I agree like you know the funding part is always complicated and you know takes more than one time to hear about so and someone said also getting to know the CIL staff so more than just a directors but the staff that's involved.

 >> Yvonne: You know we talked about before we went through our pandemic hosting Steve want to host the Council meetings at different places across the state at CILs.

They can host us and give us a tour and you know we can meet people and see what they do.

So that will be great if we can ever get back with that.

 >> Jamia: Okay.

 >> Yvonne: That is wonderful.

The part that people wrote out, can we ‑‑ I guess let's wait for and see if we can get the other people to fill it out.

I know when I used survey monkey before although it would be anonymous, I could still tell who filled it out.

Or maybe you can't, I don't know.

Is it completely anonymous?

 >> Jamia: Yes, I'll try to look around and see, but I think it was I made it, so it was completely anonymous.

 >> Yvonne: Okay so maybe just sending it out again and asking people to fill it out and giving them a deadline so maybe we will get a couple more so that's great though.

That is really helpful.

 >> Jamia: Thanks, thank you guys.

 >> Yvonne: Surprised at the level of knowledge people feel they have is encouraging so.

 >> Mindy: Yeah, that is great especially with the recent receding of the SILC and I think that speaks to why we are all feeling so good about things.

 >> Yvonne: Yeah.

 >> Mindy: We seem to have a really committed group of people so you are right Yvonne I think it will be really interesting when we round out those who haven't filled it out yet if we see a little down tick in the averages.

 >> Yvonne: Which tells us whoever they are that I know there is a couple people on the Council that I have not really engaged with much.

I have not been able to reach them by phone.

I just haven't connected with them and want to make sure I do that, so they feel better about what's going on and what their role is so all right well so based on that it looks like the finance piece was a big one.

I would suggest as he looks at the calendar on number eight that we ask Bill Addison to do that training for our Council.

If he would be willing to go through him and Rodney go through that PowerPoint again.

What do you think, Steve?

Would it take like an hour?

But do it outside.

 >> Steve: Yes.

If he did the higher level well actually the second day training and I sent that PowerPoint out as part of the last Council meeting.

But having a narrative to that because you know it is complex funding.

The CILs get two sources of Federal funding, one flows through the SPIL the other is directly from ACL.

And having Council members have a deeper understanding of where that comes from what the regulations are on it, how much it makes up of each CIL's budget because it's actually a really small percentage and almost like the tail wagging the dog.

But giving people that advanced knowledge on how these things are funded and that the Federal money is actually a really, really small portion of the overall CIL budgets overall.

So, yeah, I can see if he and Rodney would be willing to come in and do that in a future Council meeting.

 >> Yvonne: Yeah, I think that would be good and you know it well enough you can probably go through their PowerPoint and do it.

 >> Steve: Yep, absolutely.

 >> Yvonne: Mine too.

I think if we scheduled it and maybe what we can do is it's so hard to give up Council meeting time because it's so limited.

When we are altogether.

If you could do maybe offer it, you know a one-hour thing in the evening for any Council members who want to join and see if you get RSVP.

 >> Steve: You know another thing we can do is based on the survey and the responses, the questions that have people kind of wondering about certain topics we could actually do a one-off Council meeting that is a public meeting based on the information that people are really looking for and just focus it on a training for an hour and a half to two hours on those topics based on the survey results.

 >> Yvonne: That is cool, yeah.

 >> Jamia: Yes.

 >> Mindy: Like we did with Joel kind of kicked off that whole work session sort of.

 >> Yvonne: I have his thank you card sitting on my desk.

The problem is I never leave the house.

And so.

[ Laughter]

I will get it to him though and I will have to rewrite it and apologize for the delay.

But and so all right so.

 >> Mindy: He got a very nice note from Steve.

 >> Yvonne: Oh, good.

 >> Mindy: He told me.

So, Steve's got your back there Yvonne.

 >> Yvonne: Yeah.

I don't have to worry about it.

All right so Steve Locke evaluation.

Steve has not been evaluated.

Mindy kind of stumbled across doing the 990s and working on the treasurer stuff since he started.

And Tracy hasn't either, right?

 >> Steve: No.

 >> Yvonne: I'll be honest I get evaluated but I have not evaluated my staff and so that has kind of lit a fire under me to do my job better to get them done.

But I totally get it is why I'm sharing that of how that just is put to the side.

I'm going to be sending to all of you but for Steve I'm on a nonprofit network Executive Director. It's a peer coaching group. And we spend a lot of time talking about evaluation and performance stuff and professional development.

Because the group gets together and talk about issues they are having, and everybody shares.

Sharon Castle who works for Regina sent me some great pieces of information.

And I'm going to pass that on to the whole group.

Which you may find helpful, Steve, to do with Tracy.

And also, Jamia, they have not received cost of living increases and that is a little more complicated so we will have that discussion when we get to getting people the evaluations done.

I wanted to show you, share the screen.

It says I can't share.

Can I share?

Oh, okay.

 >> Steve: There you go.

 >> Yvonne: Let me make sure I have the right one.

I have so many things open right now.

That is how I work.

I have a dozen windows.

Okay so this was the procedure that we created.

 >> Mindy: We being this group involved in?

 >> Yvonne: No, this happened, the SILC Council created this. And Aaron and I when Aaron was the Chair created this.

The funny thing about that, Mindy, is Aaron was the chair and I was the treasurer. And I was like, hey, we need to do this evaluation. Now the treasurer and I'm the chair is saying, hey, chair we need to do this evaluation.

This is what we had set up, the goal would be to complete the evaluation prior to the approval of the annual SILC budget using smart goals which are specific measurable achievable realistic and timely that align with strategic plan and SPIL goals and the timeline uses fiscal year from October to September so for progress and feedback this is the timeline so we said in August the first two weeks of August the Council Chair or delegate and Will is going to Chair the evaluation committee.

The Council Vice-Chair will distribute the evaluation out to all of us.

And the list of stakeholders like our ex officio members CIL directors, you know if there is someone else Steve wants to have, we can.

Then we will do kind of what you did Jamia and tally all that information up.

I would like to suggest no one else showed an interest except people on the executive committee.

Well Jan did she said she would be willing to serve on the evaluation committee, but she also likes strategic planning, so I'd like to suggest that our executive committee just serve as the evaluation committee especially since it's new and we work so closely with Steve that we have a good handle on doing that.

And so, you know and then maybe next year we want that to be other Council members.

But I think that is a better way to do it.

I just thought of something but if we do it as an executive committee, the whole discussion has to be public.

And I don't think that is fair.

I think and I know eventually, Steve, it has to be public and all of that.

But the actual discussion and stuff.

 >> Steve: What has to be public Yvonne?

 >> Yvonne: Let's say you know the evaluation committee gets together and they are talking about the survey results and talking about goals and you know where were you successful da, da, da like that should have a ‑‑ that discussion should be kind of summarized to be presented before it's publicized.

 >> Steve: In the Open Meetings Act, evaluations are one of the exceptions that can go into closed session.

 >> That is right.

 >> Steve: At the request of the employee.

So, don't feel like you're tethered to that.

 >> Yvonne: Okay.

 >> Steve: I probably would not request it to go into closed session.

But you do have some leeway here with your process.

 >> Yvonne: Yeah, well, I probably will because I think it's important to be able to have that kind of dialog and not ‑‑ and just to have it with you.

And then of course we can discuss the outcomes and the goals and the recommendations to the Council.

But so, yeah, I forgot about that for that.

 Mindy, think about this in terms of budget to so this says in August weeks three and four the Council to receive any final Council will review tool and edit for the following year that is nothing.

The Council Vice-Chair and the Treasurer will review the goals and feedback with the Executive Director and complete the evaluation.

So, in this case it would be Will and Mindy.

Executive Director the executive committee will recommend a compensation package.

If that happens in week four of August, is that too late?

Do we need to bump this up?

 >> Mindy: Steve, this timing really doesn't jive with what I was thinking the timing needed to be.

 >> Steve: August is typically when we start bringing a negotiated budget back to the Council.

 >> Yvonne: Okay.

 >> Steve: I would actually recommend bumping that back to mid-July if possible or early July.

Because once you have done the evaluation, we want to have all of our line items kind of lined up when we go into negotiation with MRS especially considering the push back that we get from Mike Pemble and we have to have defensible positions on each of those line items.

 >> Yvonne: Yeah, that makes sense.

And so, I think if we should figure out well the tool, we are going to use for you can look different from the tool you choose to use with Tracy so what I'm sending you is not ‑‑ it's just information for you to use or not use.

I think what I'd like to do is resend the link to the current survey that Aaron and I did.

And see if you guys have suggestions.

Before we put it back out into the world again as a new survey.

And we have time obviously.

It's March and this is July but if we can get the survey out in late June that is cool.

That is just early and the earlier the better so.

 >> Mindy: The survey being the review itself.

 >> Yvonne: The survey is more for well it's for Council members and other stakeholders to just talk about interacts with Steve.

 >> Mindy: Right, so there are questions on there where they can you know rate him so to speak and write in stuff.

And they do have to identify who they are but who they represent so if they are a CIL director they click that and if they are ex officio they are supposed to click that so on and so forth.

 >> Mindy: I'm looking at the fact we are making reference to smart goals because are there current smart goals that were even written for Steve?

 >> Yvonne: No.

 >> Mindy: For this evaluation period?

>> Yvonne: No, you will see in the survey it's more general like Executive Director oversight competency kind of questions.

 >> Mindy: Is it tied to the ‑‑ his position description?

 >> Yvonne: Yes, yeah, we pulled his description, his job description when we did it way back when, but his job description has not been updated for quite some time right Steve.

 >> Steve: Correct.

 >> Yvonne: Something through this process and I agree Mindy how do you evaluate someone where there are not goals that is not fair.

 >> Mindy: Right so this year we are basically going to be doing it based on the job description.

 >> Yvonne: Yes.

 >> Mindy: And what performance elements are based on each element of the job description kind of like when you are drying to jump start a process like this at least that is what I've done because this is not an uncommon situation to run in to as a nonprofit board member for there not to be appropriate evaluation protocols in place, so I've put them in place in several different nonprofit boards.

 >> Yvonne: Yep.

 >> Mindy: That is kind of why I'm asking.

 >> Yvonne: When I do performance evaluations, I am much more interested in the future so when I have done them in the past and which we are going to right now with my team it's much more about where are the areas that you want to work on, how do we help you professionally develop those areas and what are your goals that are measurable again so that you know, we can come back to this and look at it and see where you're at.

 >> Mindy: Right.

 >> Yvonne: What works with my board there are specific goals I'm supposed to achieve under each category so I think through this process which is why I'm glad the executive committee will be involved because we work so closely with Steve will be able to create that and so this year it's going to be bumpy.

But it will get better and give Steve more guidance and direction and plus there is a tool in him in here tool to fill out I hate to call it a self-evaluation I would almost like it to be a professional development planning or something.

Because it's kind of weird to evaluate yourself.

But so, I will talk about what we talked about with Will and kind of get him started in taking over some of the process of this.

But we may have to have some meetings along the way.

Our executive committee to like to do some planning and we might want to rewrite some of the survey.

So.

 >> Mindy: Yeah, and do we need to change the September timeframe?

 >> Yvonne: Yeah, what do you think.

 >> Yvonne: August for that one?

 >> Mindy: How does that coincide with the budget process though, Steve?

 >> Steve: Yeah, it's the end of July, the month of August that we are really in negotiations with MRS because we have an October 1st start date for our fiscal year.

So.

 >> Mindy: Right.

 >> Steve: Really, it's late July, early August where we really get down to brass tacks with our next budget.

 >> Yvonne: Week four, oops I spelled July wrong but if it's goals compensation action recommendations submitted to the Council for approval the tricky part is, we don't have a meeting, we have one in June then we don't have one until September.

So.

 >> Mindy: We will have to have a special meeting then.

 >> Yvonne: Yeah, yep.

And then the executive committee working with you to develop the smart goals.

That doesn't necessarily have to be completed before we make a recommendation on budgets and stuff.

I mean the more the better, but I think as we go through strategic planning some of those things will be obvious and kind of look at us.

So.

 >> Mindy: That makes sense Yvonne.

 >> Yvonne: Okay so I think for just the action plan for today I better write this down.

I have a terrible memory these days.

I will send out the tool that we currently have and I'm also going to send I'll put survey that we have, I'm going to send out the materials from the nonprofit network, some are specific to executive direct evals and some are more generic for any staff e‑vals so I will send that out, so we all have the same information.

And then maybe what once I get Will up to speed because I'd like him to really take some leadership and Chair our discussions and we will probably have to meet again and kind of just really focus on that piece of it.

And then for you, you know, feel free to use any of that information to get Tracy in order for Tracy to get lined up for any increase, you know we are going to want to see that same kind of goal from her with you know some smart goals and her job is easier to do smart goals than yours because her job is just more concrete than an Executive Director job.

We can do it.

I mean you can do Tracy’s, but we will figure yours out.

Any other questions about this Steve?

What do you think?

Are you okay with this process?

 >> Steve: Absolutely I think it's a great process.

We just need to execute now and not have any more Council changes that derail the process.

 >> Yvonne: That really did help, this really fell apart because of that.

And we did send out the survey and no one responded and so I don't think our current Council I think our current Council is more they just seem more engaged in that way.

I'm not worried about that.

We will get lots of responses so.

 >> Mindy: Now Yvonne, just layout your position for me as how ‑‑ are we talking as a result of this tool of this performance review that we are coming up, with a merit increase?

And how do you see that being a liken and different on timing with a cost-of-living adjustment increase?

I'm not following the thought process on that.

 >> Yvonne: When I talked to Bill and Rodney about the COLA and what our options are, my concern is that we price an Executive Director by giving cost of living adjustments, you price their salary too high so that when the next person comes in, they start at that rate or close to it, when, in fact, you know you but it is certainly a starting point when you hire the next person.

And I was asking them about, and they agreed and said that when Sara Grivetti did this process and I think I don't know can if she was the primary job interviewer or what her role was, but she did ‑‑ got a survey from where was it from?

Like survey of other SILC salaries which we have to be careful because some people are state employees for SILC, so their salary is different, and some are unpaid and then there is the group that is like us.

But she compared that and then compared the current compensation survey like the one I sent you and they said that Steve's salary fell on the higher end of that range.

And there is some hesitancy about just giving you know cost of living adjustments.

You know this is a nonprofit, not a state job.

And I know state employees get that regularly.

But at the same time, you know, we need to recognize that people's accomplishments and it's not unreasonable to ask for our cost-of-living adjustment by any means.

 >> Mindy: And sometimes you treat executives different than you treat other employees and I know that Joel Cooper would have no problem with me saying this Joel Cooper did not receive cost of living adjustment increase in this most recent review year.

All staff, however, at Disability Network Southwest Michigan did receive a COLA that was in line with COLAs for individuals at other similarly situated human service type agencies.

I guess I'd like to make a distinction between Steve and Tracy and in that regard that what we may choose to do with Steve with respect to a COLA may be different than what we might choose to do or what Steve might choose to do that we would support him in.

I just want to make that distinction.

 >> Yvonne: I completely agree and would be supportive of that.

One of the things they told me, and Bill said you know I got to go back and check the language but there are ways to compensate people recognize their work without continuing to raise that salary and that's where the word merit came in.

But he wasn't sure that was the right word.

And that may not be a word that you can really use. But it was things like, you know, adding extra to the retirement account.

Or additional PTO time, which, Steve, part of your evaluation is going to, but I don't think you ever use PTO time, and when is that going to happen. So that is yet another discussion for you to get away from all of this and do self-care.

 So those are possibilities still that they think meets the Federal requirements, the Federal law that might be helpful to Steve.

He may like having, you know, I don't know 3,000 put into his retirement account.

I don't know.

So.

 >> Mindy: You got to remember there is limitations to that.

 >> Yvonne: Yes.

 >> Mindy: The simple IRA and we do have all of the plan documents and things.

 >> Yvonne: Isn't it 6,000 or 6500 or something?

 >> Mindy: Well not necessarily based on how the way the current plan is structured.

 >> Yvonne: Okay, yeah, if you can make sure you're up on that I don't know Steve we would want to do something that makes sense for you as you know first let's make sure it falls within the Federal guidelines and then that it makes sense for you.

I think we can make it work.

And I agree with you.

We don't want to leave Tracy out of that discussion.

 >> Mindy: Are we as executive Council giving Steve the freedom to evaluate Tracy as he sees fit?

As her manager?

 >> Yvonne: Uh‑huh.

 >> Mindy: And come up with a proposed with respect to salary?

I just would like to leave our discussion tonight with a clear understanding for what we are doing.

 >> Yvonne: I totally agree.

And I think that if Steve if you use this same kind of timeline. I don't think you need to do a stakeholder survey and things like that. But, you know, have it ready. And Mindy is probably the right person to talk about your recommendations. If you wanted to talk increases or whatever, you know, just having the data to back it up. And we have that survey, which I don't know if that is just EDs and I think it goes in program staff too.

 >> Mindy: The Michigan Nonprofit Association, yeah, I have already ‑‑ and I'm pretty familiar with that.

 >> Yvonne: Okay good.

I looked through it quickly but have not spent much time with it and will sent it out to Jamia and Will as well.

 >> Mindy: Okay, yeah.

 >> Yvonne: Just to recap so Steve as Executive Director will evaluate all other personnel which in this case is Tracy.

Following kind of the same July timeline Steve and you can use whatever tool whatever you want to use.

We don't need to see it we just need your recommendations as applies to the budget.

We don't need to see her goals because that is personnel issues.

 >> Mindy: On a need-to-know basis.

 >> Yvonne: Yeah, the other thing.

 >> Steve: Sure.

>> Yvonne: I would like the executive committee to do related to this might be a little off topic but also on topic that was thoughtful, that was a lot of information, so this is also from the nonprofit network.

And it's something that I did with my board of directors.

And it's really great especially when you have people like me and Mindy and Jan who have been around the block as far as knowing what the roles are and where the separation is and it's a great for new people like Jamia who are learning the difference, right.

This is an example.

This shows you whose authority it is, whose lane does this belong in.

And if it's a C it means the Executive Director can act after approval.

If it's a B they can just act and report.

And if it's an A they have complete authority to act on it.

So, with us and Steve can go through this at another time, and I included this, I already have the e‑mail drafted to you guys and this is in there too.

To sit down and I suspect like it was for my work the sample is a pretty good indicator of where things should fall.

But we need to go through each question ourselves.

And I think it's good for us to do that like here is the personnel and you can see almost all of it falls into Steve.

You know, establish a succession plan is a collaboration.

Establish open and close for serving holiday hours is a collaboration but almost all of that stuff is Steve's.

The budget you can see is act after approval.

It's a pretty cool tool.

It really was a very teachable moment for the board of directors at helping hands.

And since we are working with a nonprofit network anyway why not use some of their tools and take their lingo so financial and operating that will be of interest to you Mindy, to see if you agree with that.

Again, it's a sample so then there is business development.

Public relations, communication.

Very much of it falls within the jurisdiction of the Executive Director.

As it should.

Also, a really nice way if anything, Steve, I find you to be too willing or too you give us too much authority and I think we need to clear this up for you, so, you know, like, I can make that decision on my own.

Now, there may be nuisances for us because of the Council that are different than a nonprofit board.

And I think we can talk through those.

Does that make sense?

 >> Steve: Sure.

 >> Yvonne: That was not an insult.

 >> Steve: No, I don't take it that way.

 >> Yvonne: I know a couple times we have talked, and I said you can make that decision like you don't have to bring that to the Council, that is you. And I like that you are very transparent and overly cautious, but I also want you to feel confident about what we think your lane is so that you can make those decisions.

 >> Steve: Okay that is good to know and want to say about the whole evaluation process.

 >> Yeah.

 >> Steve: Compensation is at the bottom rung for me.

I feel I'm a highly compensated employee of the Council and for me it's more about direction and about future goals.

The compensation piece for me comes into play with Tracy.

And I would put her first before myself any day of the week because she is an invaluable employee.

And I'm not in this for COLA, increased compensation, again, I feel like I'm at the top of the rung already.

And I could go without compensation increases into the future and still do this job and feel comfortable with doing that.

I just want you all to know what my motivation is and it's about what are those smart goals, what are your expectations of me.

Getting those on paper.

And then myself evaluating Tracy and then recommending increases for her based on what she is doing and her performance so just so that you all know where I'm at with this, I'm not motivated by compensation.

I'm motivated by where you want us to move to and me getting you there.

 >> Yvonne: Yeah, so for me hearing that is I appreciate it, but I also think it's our job to make sure that you are compensated fairly, right?

So that is our job.

And I appreciate that you don't ‑‑ that is not your priority, but we are going to make sure that it makes sense.

And do you know what compensation for you might be I'm working 60 hours a week I wish I had another half time employee to do some of this stuff and that is compensation in a sense because it takes some work off of you.

I think there are ways we can help you that are not necessarily a direct compensation.

Hi Will.

 >> Will: Hi guys.

 >> Mindy: Hey Will.

 >> Yvonne: How is your car did you get it fixed?

 >> Will: Yes, I love AAA.

I was saying I had not driven my car in a year and before COVID hit and when COVID hit I had 1600 to get the car fixed and took it home from the shop and it's been sitting there because I took it home so.

 >> Yvonne: Glad you got it fixed.

We just finished the conversation about evaluation process.

I will just meet with you and send everybody a bunch of material but then you and I, Will, can meet to catch you with what we just discussed and help you get a plan.

But the executive committee is going to serve as the evaluation committee who will be Chairing those so those will be separate meetings from our executive committee.

And I'm going to work really hard to not Chair.

I tend to be a very bossy person.

 >> Will: All right.

And I tend to be a really good follower so.

 >> Yvonne: Great this will be good for all of us, and I know you are going to do a great job.

It's such a great learning experience and you talked about wanting to run your own nonprofit going through this process will be really eye opening for you and oh, wow there is a lot to think about.

 >> Will: Absolutely.

 >> Yvonne: We are now on to the SPIL amendment.

I asked Steve to recap for you guys kind of the money flow and where we are at.

Steve and I have had a couple meetings, Mindy was not able to attend as our treasurer, but I wanted you guys to have a really good sense.

So, this is a time to ask questions.

And be like I don't get that explain that to me again so at least our executive Council who is dealing with the initial budget stuff really grasps it.

I don't know that I completely do.

It's very convoluted but go ahead, Steve.

 >> Steve: So, we've had a couple of meetings with ACL and MRS joint meetings.

ACL is concerned that part B money is not being spent in the year in which it's allocated.

So, a little history behind that.

Part B money by Federal regulation can be carried over for one year.

The way that Michigan structures the CIL state grants is there are three pots of money that are combined in to the CIL yearly grants.

The pots of money are state GFGP funds which is general funds, general ‑‑ basically the general funds that they lobby their legislatures to get within the state budget.

Then there are Social Security reimbursement funds.

These are funds that come back to the state for savings that they have through Social Security and these are discretionary funds that MRS has control over.

The third pot is part B funds.

So, when you look at the ratio of these three pots of money, the lion share of it comes from the two state pots.

The part B money is very minimal.

On average each CIL here in Michigan gets about 520,000 in state core grants.

The majority of that is made up by the state funds.

Only about 25,000 of that half million dollars is part B funds that flows through the SPIL.

So, the state funds cannot be carried forward year after year.

So MRS has structured it in a way that they dip into the state funds first and the part B funds last.

If we have any CILs that are not hitting their targets for drawdowns every single month it ends up leaving money on the table.

 So MRS has done a smart thing.

They structured it in a way so that it protects these funds to the maximum amount available so that the CILs can realize their full funding amounts, so they put part B last.

ACL has been vocal that Michigan has not been expending our part B funds in a timely fashion.

And so, on Friday at the director's meeting I talked about the meetings that we've had with ACL separately and MRS with ACL jointly.

And that we want to brainstorm with the CILs on how we can potentially expend part B funds in a more timely fashion in the year in which they are awarded.

This all got triggered when MRS sent in a no‑cost extension request, gosh, about 6 or 7 months ago to ACL and it was for two years.

It was for 2019 and 2020.

 Typically, ACL will not approve a two‑year extension request.

That extension request was the result of one CIL and BSBP not fully expending their money during 2019.

 This caused a red flag for ACL, so they started looking into the expenditures of Part B money for Michigan.

And Regina saw that Michigan had left a whole lot of money on the table.

 After a lot of meetings and discussion, it was discovered that Michigan had not left as much money on the table as ACL had thought.

Because when ACL was pulling the reports, they were date limiting the reports to the end of the fiscal year.

MRS we found out is pulling the money down after the fiscal year ends.

So, it wasn't as bad as ACL thought.

But these conversations moved forward. And on Friday with the directors, I propose that we set up an exploratory committee with a few people from SILC and a few people from the CIL network to talk about how SILC and the CILs are funded.

 Currently SILC is funded by Part B innovation and expansion funds and state funds.

My suggestion was that we could look at SILC being funded more by Part B funds and given equal amount of our state funds to the CIL network to expend.

Because in this configuration, again, the State of Michigan caps the Part B funds last.

 SILC is able to expend those Part B funds in a more timely manner than the CILs are because of the order of operations that the state has set up.

So, if we put more Part B funds on our plate, we can start expending those more quickly than the CILs can and then give them an equal amount of Part B funds or, I'm sorry, state funds back to keep their budgets equal.

 So, in order to change the funding formulas in our current SPIL, it would require a substantial amendment which requires public hearings and all that stuff.

So, if we are going to do a substantial Amendment to the SPIL, we may also want to start looking at opening up some objectives for SILC so we can be more responsive to these outside requests that come to us.

I do want you to know that that letter of support request that we got from that outside agency, after our meeting the grant was due, and I authored, signed, and sent that letter of support for that grant based on our conversation with ACL.

 >> Good.

 >> Steve: So, we are gearing up and engaging these outside agency requests based on that conversation we had with Regina, and that is my intent going forward.

 >> Mindy: Thank you, Steve for getting that done so promptly.

 >> Mindy: When I called you a while ago and did not reach you when you got back to me, that is what I was calling about. So, I figured we already talked about it.

 >> Mindy: We are good.

 >> Yvonne: To let you know the outcome of that.

 >> Mindy: Thank you. We are good.

 >> Steve: Looks like we are going to be doing a SPIL amendment at some point here in the near future.

There are a few other back burner issues that are bubbling, that I will bring to the Council's attention in the next couple of days. So, once we have all of these different issues that are floating in the air right now, come down to earth, we are going to collectively put our arms around them and then as a team do a SPIL amendment in consultation with the CIL network to do a once and done kind of major SPIL amendment based on the changing variables that have kind of come into play since we got the SPIL approved.

 >> Yvonne: I have questions and does anybody have questions about what Steve talked about for understanding kind of questions?

Or did it make sense?

 >> Jamia: It makes sense.

 >> Yvonne: And Bill Addison saying more than once and Regina with ACL saying more than once though, is that everything starts with the SPIL.

The SPIL is the SPIL. The pots of money are not necessarily going to the SPIL work, but it's all through the SPIL and going through the SPIL. And when we talk about the funds related to the SPIL are kind of small, true, but that is true. But it also is all supposed to kind of culminate through the SPIL.

 So, I think we need to think about that and what that means because I did not think that was true. And when I talked to Bill Addison separately, too, I wrote down what he said. And I asked him that. And he was like, yes, the SPIL, you know, needs to be a document that serves independent living movement and serves the CILs. And it should be kind of the top of what all, what is happening within the CILs.

 So, I don't know what that really means in reality, but I think we have it's ‑‑ it can be a more influential or change‑making document. Is that fair, Steve, do you think?

 >> Steve: It is, and we have to get CIL buy in, so we are just not creating status quo goals and objectives which is what it kind of felt like this last time.

But as we get more seasoned Council members and a more seasoned Executive Director like myself, we will be able to push that envelope a little bit more for higher and loftier state level goals as opposed to what CILs are doing at a local level and I've got a lot of hope for the next SPIL on top of this.

And, again, once your SPIL is approved you should start working on the next SPIL itself.

 >> Mindy: Uh‑huh.

 >> Yvonne: Here is my next question substantial SPIL amendment and that means you have to have public hearings and you have to give plus 30 days okay, so you do the amendment, and you have public hearings and make more amendments based on the public hearings then you have 30 days more right?

So, timeline wise.

 >> Yeah.

 >> A couple things going on the budget.

 >> Go ahead.

 >> Budget track and we have strategic planning then we have the SPIL amendment and all of those thing’s kind of need to work together so tell me what you see as a timeline for that.

 >> Yvonne or we can work it out together right now and talk about it.

 >> Steve: It depends on what happens over the next couple of days with the information I'm going to bring back to the Council.

 >> Right.

 >> Steve: Based on some things that are happening behind the scenes right now.

 >> Yvonne: Okay.

 >> Steve: And again, it's going to take time to sit down with the CIL network to talk about potential reallocation of Part B money in order to assist with more timely expenditure of Part B and whether or not they are amenable to that.

So, there are some variables in here.

I don't think that we need to be in a huge rush with the SPIL amendment.

We want to make sure that we have got everything in place that we have got all of the different potential changes for the major sections in place that we've got CIL agreement for at least 51% of the directors to sign on to it.

And so, for me I don't think of the strategic planning has to stop or be part and parcel of a SPIL amendment.

We can continue forward with that.

And the SPIL amendment process is on its own track.

 >> Didn’t Regina say Steve that we need to, and I thought that is what I heard Bill say the goals of the strategic planning should end up in the SPIL and thinking it would be good to do it at once.

 >> Which Regina ACL?

 >> ACL.

 >> Mindy: I'm making sure which Regina is on first.

 >> Steve: I see the SPIL goals for the SILC as being at a higher level.

 >> Yeah.

 >> Steve: Where the goals for SILC and the nonprofit are more of an actionable type of thing that's going to work within the framework of those higher loftier goals of the SPIL itself.

I don't see our strategic plan necessarily informing the SPIL.

We need to keep in mind if we modify any objectives for SILC within the SPIL that they should be more of an umbrella to the strategic plan.

 >> Yvonne: Yep, that makes sense, okay, yeah, that makes a lot of sense.

Okay, any other questions about that?

No, okay, well, strategic planning update.

As you know Stephanie and Jan reviewed and helped the nonprofit network based on the whole process and Mindy reviewed that as well.

They have both volunteered to continue serving on this subgroup that Regina wants to kind of work with as a core.

And so there will be lots of time that the executive committee is also involved in that too.

So, don't feel like you're not going to be able to do that.

But and Mindy I know you are focused on the finance part and now we are ‑‑ we will need your help for the evaluation.

Will if either of you would like to be part of the strategic planning group, I can add you to that.

Just let me know.

And then Steve is going to follow‑up with Regina and kind of get the ball rolling on what is the first step.

 >> Okay.

 >> Yvonne: I think that she is going to have to have some call, Steve, with the executive committee and some with the strategic planning committee.

And I think the executive committee might be more information seeking and then the strategic planning can be more process focused if that makes sense.

 >> Uh‑huh.

 >> Yvonne: It's harder for Regina and her group but I also think that the four of us are you know just because we are doing more of the detailed work probably have a lot to add too.

Plus, there is going to be surveys and things like that so I guess I would start by just letting her know that we have a small committee for her to start with and then between you and I if we feel like do you know what this is probably something that the executive committee needs to be involved in or the full Council, we can take it there.

We have to remember if it becomes decision making the executive committee can make some decisions and we have an open meeting, so we just have to be conscience of that, that a strategic planning committee is not making decisions.

So that was a whole lot of words.

But [ laughter]

I think we are ready, Steve for you to call Regina and see what the next steps are.

 >> Steve: Awesome, so just to bring you all up to date we got the background checks all conducted on the staff that are going to be providing services, so we have done our due diligence.

We have a form of contract that was executed today and got sent back to Regina and once we know from this evening who our initial team is going to be, I'm going to be calling Regina tomorrow morning to set up a timeline for starting the roll out of what we are doing.

 >> Yvonne: Do you know what I guess if you don't mind Will like Jamia if you could be part of it because Will is you are going to be pretty busy working on this Executive Director eval.

Mindy is doing treasurer stuff.

I'm just doing a bunch of bossing around, right?

So, but good people are in charge, that is a good thing, you guys are in charge.

 >> Thanks.

 >> Yvonne: And like I said you know and maybe the way we can do it is making sure that you're getting the reports back so that you are getting your input too because this is so hard.

To have a small group work on strategic planning because our Council has so many qualified people to be involved in it, so I want to make sure that we have an opportunity.

Will suggested that we look at having a retreat and from talking to him I was like that is a great idea and the retreat could really be about strategic planning right.

It can be time for us to get together and maybe it can actually be in person if it's the end of August maybe.

We will see.

 >> Jamia: Yes.

 >> So that way we have a lot of time to really you know look at the goals and how they work with the SPIL and all that stuff as a whole Council.

So.

 >> Will: Strategic planning committee is it small because of public meeting is that why or just small because.

 >> Yvonne: She asked for it to be small just because of a workable standpoint so I think the group is really going to be talking about process.

I don't think they will be informative group; the end all be all of information to set up the plans.

But I will say that, yes, I think having ad hoc advisory groups that can do some work before public meeting is important and so keeping that number small is important to me as well for that reason so.

 >> Jamia: Okay I will be more than happy to serve on the strategic planning group.

 >> Yvonne: Okay thank you that way we have got executive committee people on it and Council members on it and you know all of these things work together and I ‑‑ my thing as being part of the process and I will say this again we have so many people on our Council who have such great experience for strategic planning that make sure that they have lots of opportunity to be part of it because I don't want to lose sight of that so okay board calendar.

So, I was very motivated and inspired by Joel's presentation.

And I wish he could have been here for three hours because so much to learn from that man.

So, I'd like us to do a board calendar.

Of I think more in advance, so we are not scurrying around kind of last‑minute to get speakers for the next Council meeting.

We are giving people plenty of notice so they can prepare if they want to do power points or whatever like Steve already lined up our June one the people, we wanted to have for this couldn't come so he lined them up for June.

So that is Sarah from sail, the UP, CIL and John Hart.

 >> Steve: John Hart.

 >> Yvonne: From the Jackson CIL and Sarah will talk about culture and diversity in rural areas and what that looks like for them and John is going to be talking about youth leadership.

Both related to our SPIL.

And so that is done.

I think clearly, I tried to pack too much into that agenda or we I should say not just me and as much as I loved having people take the time to introduce themselves and talk, we don't have time.

But we just don't have that time.

And I wanted your feedback, this is a little off track, but one of the feedback Mark gave was to move the ex officios back to the beginning.

What about splitting them up?

Like what if we did three earlier and three right after the break or something?

Because that is a lot of reports to listen to without any kind of dialog and it's a lot to listen at the very end of the meeting too which maybe is not fair to them.

But something has to be at the end of the meeting, right?

 >> Mindy: Yeah, I'm a realist, yeah.

 >> Yvonne: So, any thoughts anything you thought didn't flow well or that we might want to look at doing differently?

Maybe just a little more time for the categories and not trying to do as many things, I guess?

 >> Will: Right now, is it six times a year, is it every two months, every three months, as a Council?

 >> Yvonne: Quarterly.

 >> Will: So, it's every three months so four times a year and an extra Council meeting?

I mean.

 >> Yvonne: Maybe we used to meet all day or like 10 to 2.

 >> Will: Yes.

 >> Yvonne: Was it 10 to 2 Steve?

 >> Steve: It was, yep.

 >> Yvonne: That is four hours so now we are meeting for three hours, right?

 >> Steve: Uh‑huh.

 >> Yvonne: So, yeah, I mean it's hard to imagine asking people to be on a Zoom call for another hour.

I think it's probably more reasonable to set up an additional meeting.

And maybe that makes sense because like Mindy said having a meeting about the budget any way in August or in July, whatever you guys you know that timeline that makes sense for you guys maybe beginning of August, so you have time to formulate everything at the end of July.

What do you guys think?

Add one more meeting?

Officially add one more meeting.

 >> Jamia: I think it would not hurt given we are doing the strategic planning and we are rearranging things.

 >> Yvonne: That would be a good check in for that too.

If we did so we have another meeting in June, right?

If we had one in August and then again in September which is our annual meeting, hopefully we would be in pretty good shape maybe.

 >> Mindy: Are we still are we on time with the budget, Steve?

 >> Yvonne: Yeah.

 >> Mindy: To wait until August?

I'm still hearing that we really need to the negotiating on that is really intense at the end of July the latter part of July.

 >> Steve: What we will do Mindy is get with you and Brad in June to start drafting our budget for the next fiscal year.

And then sometime in July engaging the MRS, BSBP team and start doing the negotiating in July.

I don't like to wait until August because there are too many comments that come across the sky when it comes to engaging our partners that I did not expect.

So, it gives us more time and leeway to have kind of a finalized agreed upon budget in August to then present to the Council in September for approval.

Once BSBP and MRS has given their stamp of approval to it.

So, I really like to start the process in June so we have the summer to work through it and any reservations that they have or suggestions or we can work through those things in a timely manner and then have a presentable budget for the Council in September.

 >> Yvonne: When would you want the Council to meet them? Would August be appropriate?

 >> Steve: In September.

 >> Yvonne: That works okay.

 >> Steve: Once we have agreed with MRS and BSBP getting them on board with what it is that we want, then it's kind of a presenting it to the Council in September with an October 1st deadline or start date for the new budget.

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 >> Mindy: It sounds like the heavy lifting really happens in the negotiation process with our partners and by then we as in you and me and Yvonne and whomever knows where we are headed.

We just got to get them heading along with us and in agreement with where we want to allocate the dollars and then we've got the strategic planning process going on simultaneously and we need dollars there.

 >> Yvonne: Exactly that may have budgetary stuff in it, right.

 >> Mindy: Yeah, I would think that it would be very open to that.

 >> Yvonne: That is good to know so when we talk to Regina, we need to have maybe not every detail right but by the end of June at the latest, mid-June, it would be ideal we kind of need really to have the framework of our strategic plan done.

Because the Council needs to approve the strategic plan and if and that needs to happen if there are budgetary items in addition to them approving the strategic plan they are also saying, yes, to doing these things which then is a yes to us to put it in the budget, right?

So that has to happen.

 >> Steve: Yep.

 >> Yvonne: Hand in hand.

 >> Steve: There is some timing issues with the budget negotiations too.

We typically don't have our health insurance renewal rates until August so we have some unknown variables going into those budget negotiations and so we try to work through June and July into August before we can really present an accurate financial picture of some of those fixed costs.

 >> As we talk about board calendar, I want to see us do the culture diversity and intersectional work but between now and August our focus really should be your evaluation and strategic planning so any outside meetings we have that we are asking Council members to participate in probably should be part of that strategic planning process and not another educational spot if that makes sense.

 >> Steve: Okay sure.

 >> Yvonne: Put that on the back burner so we free up some time for people to get together and once we meet with Regina, we can really spell out that timeline and get it on people's calendars.

I just want to make sure that we are being transparent and that the Council, all the Council members feel like they are participating and that they own it.

You know we are looking for a five-year plan.

So, this is good.

My goal always and Mindy you can probably agree with this, but I also want to create systems and goals so that when I leave, when we leave and you have new Council members, they have a place to start but also if you get a board member that's not great that you have all these things in place to kind of you know control that situation, so we don't have that right now.

But I'm always preparing for that kind of stuff like okay let's make sure that everything is in place so we can point to the strategic plan.

We are not doing this goal you really want us to do because we have a strategic plan or whatever the issue is.

Plus, it just prepares people, gives them stuff to look at when they start and all that.

But.

 >> Mindy: And I'd love to help as much as I'm able on the strategic plan and whatever way that you need me.

My biggest issue is I've got Joel Cooper's shoes to fill.

 >> Yvonne: Yeah, when is he leaving.

 >> Mindy: Joel's last day is September 30th.

 >> Yvonne: Oh, wow.

 >> Mindy: So, we are hot and heavy in the search committee formation and.

 >> Yvonne: Yeah.

 >> Mindy: We talk about I mean we have been planning actively planning for 15 months.

When you are replacing someone, who has been there for 20 you know 20 years.

 >> Yeah.

 >> Mindy: And so, yeah, we are ‑‑ we have and I'm obviously in a leadership role and making in you know that whole transition happen.

I'll do whatever is asked of me to.

 >> Yvonne: Thank you.

 >> Mindy: To support our strategic planning efforts for the SILC.

I just don't want to officially agree or commit to beyond the committee and not be able to fulfill that obligation.

Because I would feel terrible and that is just not the way I work.

But whatever you need you know.

 >> Yvonne: Especially obviously you'll have lots of time to get feedback all along the way but also when we get to the parts of the actionable items and how do they relate to a budget having some help from you of like okay you can ask those really important questions, how much is this going to cost, how do we pay for it.

 >> Mindy: Exactly.

 >> Yvonne: I appreciate that.

Good luck, they are big shoes to fill for sure.

 >> Steve: Yes.

 >> Yvonne: How exciting I'm always exciting people who have been in a job a really long time move over and let some new leadership happen.

That is also really exciting.

 >> Mindy: Oh, it's very exciting, very, very exciting and just the whole planning process is exciting.

 >> Yvonne: Yeah.

 >> Mindy: And you know, yeah, yeah, so.

 >> Yvonne: Tell us who the frontrunners are, just kidding.

 >> Mindy: There are not any.

 >> Yvonne: That is right.

 >> Mindy: There are not any yet.

There are ‑‑ let's just say there are some interesting, interested parties.

[ Laughter]

So how is that for an evasive answer.

 >> Yvonne: Curiosity.

So, for the board calendar then what I'm hearing is, you know, we've got June on the books and we've got our speaker set and that is great. And there is going to be some other calendar happening for the strategic planning process.

 >> Mindy: Uh‑huh.

 >> Yvonne: And sometime between the June meeting and the September meeting there is probably going to be one or two Council meetings focused on strategic planning.

Right?

And then.

 >> Mindy: It sound like it.

 >> Yvonne: And then any future training we do we are just going to table it and get to our annual meeting and then if we are all reelected which I'm super happy that everyone is willing to come back if we are all reelected then we will just start that calendar then of like okay let's plan this out, you know, who are the speakers going to be, what additional training do we want to add.

The only one training we might want to do, and I don't know if it's the financial one, Steve, and that may be necessary as we are talking about the amendment to offer that training to Council members so they can be informed when we are talking about SPIL amendments and stuff.

 >> Steve: Yep absolutely.

 >> Mindy: Again, I think that is going to have a high interest level as well.

 >> Yvonne: Yeah.

 >> Mindy: This Council really seems to be interested in the numbers which is really exciting to me as the treasurer that they are excited, do you know what I mean?

Not everyone's eyes just glaze over when we start talking financials, so.

 >> Yvonne: That is funny.

I was going to make one more point, what was it?

And if you remember, this is off topic a little but at the last meeting when I brought up this money that we had set aside at protection and advocacy for youth.

 >> Mindy: Yeah, the 5,000.

>> Yvonne: Theresa said that money is not there anymore a committee met and we took the money and used so it followed up with TNA and used to work there and know the CFO and e‑mailed her and this is what we learned last night is this accurate or perhaps it's a different pot of money and you are just checking in and some other people Duncan‑Yuath was involved and added him to the e‑mail thread and did a good job explaining that money was not really tied to SILC for say it was tied to youth leadership and had been hanging on to it for a number of years so it was showing up in their books as earned revenue year after year. So, they worked with Duncan at MDRC that money to MDRC with perimeters about it must be spent on youth leadership.

And so, they do the HER empowerment program I think it's called.

And that's where the money was used.

So, we told her we checked in with PNA and we understand the money was used so that money doesn't exist anymore.

And but we did our due diligence and double checking the background.

So, if we decide to, we need more money in that area we can look for grants or see what else is out there, but I think.

 >> Steve: Or we can ask the CIL network to pony up money or go to outside entities.

I know that Dow chemical at one point several years ago was willing to offer about 40,000 of seed money for the youth leadership forum.

So, when we wrote the SPIL that we are currently in, we had the assumption there was 30 to 40,000 of seed money for the youth leadership forum.

 >> Yeah.

>> Steve: We have since learned recently as Yvonne just said that as they were sitting that with that money on their books as deferred revenue for year after year after year because there was no lead entity to get the youth leadership forum off the ground that ended up going to MDRC for youth leadership but as Yvonne said in the her empowerment program, we have set aside 5,000 in the SPIL as a contribution towards the youth leadership forum but we need a larger partner to come in and seed the program going forward in order for it to happen.

So that is where we sit right now.

 >> Yvonne: We thought.

 >> Steve: And it's not there anymore.

We just discovered in the past couple of weeks that it's not there.

 >> Yvonne: Not there.

So, yeah, you know and maybe that is something we put in our strategic plan.

And maybe that's a SPIL part of a SPIL report that we can't fulfill this because of what we found out.

I know we.

 >> Steve: Or we reach out to partners through the CIL network or through corporate sponsors to try to refill that seed money to get this thing off the ground to make sure that it happens this time.

Because it was a goal in the last SPIL and it was unfulfilled and we need to do this in, one, because it wasn't done in the last SPIL and the public criticism that we got for that, I mean, that is kind of beside the point.

The fact is we have upcoming leaders in youth that we want to develop.

And that's really the goal of this whole thing.

So, I will tap my contacts through my network.

For my previous job that have ties into Dow chemical and see if that seed money can still be there and we can possibly pull that in so let ‑‑ we will continue working on this initiative to make it come to fruition.

 >> It could be once we inform the CILs you know the seed money doesn't exist and we are doing a substantial amendment I mean maybe the CILs would be okay with our taking that little chunk of Part B extra in order to fulfill that too.

 >> Steve: Sure.

 >> Yvonne: Funds or whatever, maybe they are willing to do that.

 >> Will: The programs, yeah, so when a couple years ago I was part of a program through the ARC, and it was grant funded called leadership policy and advocacy that is really how it was a multitask for me.

>> Yvonne: That was an excellent program.

 >> Will: And what I'm doing right now, one of my cohorts from that group is now the leader from an amazing advocate and unfortunately, I taught to the person who wrote that I don't know if you know Sally, Sally is amazing person and what happened is that program and that grant got sent to someone else and so I would love to see a program like that restart because I think that is needed.

Not just young people but also families and you know who have kids and are out in this world and there is really nothing quite like that.

The way it worked I mean; it was a commitment and we met one weekend a month.

Most of the meetings were in Flint.

It was an overnight thing.

And they covered lodging and hotel and basically you are in training for Friday evening through Saturday.

For six nights. And one of the meetings was actually in Lansing where we do legislative stuff.

But I would love to see something like that happen again.

It's such a needed program.

 >> Yvonne: Will that is funny you should say that.

When we wrote the SPIL, I brought up partners and policy making and we used one of their documents to pull language about advocacy and our goals and we had the SPIL writing team got really excited including the CIL directors who were on the team about doing the you know advocacy training and having grass roots efforts so that you know people could start we were talking about Zoom calls before, that was a thing, right, Zoom before it was cool.

And ways that people could Zoom in and meet with their legislatures and really building on the legislative day and we were all so excited about it and then you know when it goes through the process, we couldn't get enough buy in from the CIL directors.

They just felt like that was a big chunk of change.

So, I think if we do what our SPIL says this year and build on it and show success then maybe we can make that bigger because I'm with you.

I know that program and it's excellent and I think we could definitely do something similar and really make a substantial difference in getting people and that is a way to develop leadership right is a program.

 >> Will: Absolutely and Mindy and Jamia the way it worked is every weekend was a different theme so one weekend was just on disability history and I tell you that alone you went away in tears because you look at and see how dark disability history was.

And talk about disability not disability but history of African/Americans and Native Americans and rightly so that is also I tell you no one knows the dark history of people with disabilities.

To think people were in institutions even up into the 90s.

It's mind boggling.

 >> Mindy: It is.

It's just.

 >> Yvonne: It is totally agree.

And it also teaching that history to you know people who attend partners or people who have disabilities or family members with people with disabilities and it just enrages you in a good way you are like I'm fired up.

I am going to be part of this.

 >> Absolutely.

 >> Yvonne: One last thing I want to talk about so as you said our meeting, we had some really great engagement around some of the SPIL goals.

And some other meetings are happening, and Steve is going to you know to the best of his ability and if not him maybe Tracy but attend those little committee meetings that happened to work on SPIL goals so he can remain that kind of, you know, the hub of the information. And he will help facilitate getting like the CIL director who is championing it along with the Council member championing it and doing some of that work.

 We also talked about because really what people are reporting on are efforts towards achieving our goals and our outcomes.

I asked Steve if he could work on some kind of form so like if you know like Frank when he talks about the work that he has done in emergency response that he can kind of put it in this format so that it's useful to us as a monitoring kind of tool.

Not just a report out but like thinking about it like okay here is the outcome, you know, what actions did you take.

You know that kind of stuff.

I know we have the indicators.

But because this is more anecdotal and narrative, I don't want to lose that in our monitoring so, Steve, all that stuff you are better than anybody so you know whatever you think will help us get that info.

 >> Steve: Yep.

 >> Yvonne: So, once we have it, we will share it with people.

We are still looking for some leadership for the diversity and inclusion area.

The underserved.

But I think that that is okay to sort of be on the back burner until we go through our strategic planning.

I think that will tell us a lot about that.

But I think the other ones all have identified people, don't they, Steve?

 >> Steve: They do.

 >> Yvonne: They do.

So that is good.

Good things are happening.

So that is all I wanted to share.

I know that wasn't on the agenda, but I thought of 50 more things while I have you all here.

Does anybody else have anything they want to share or discuss?

 >> Mindy: Just a question since we were mentioning legislatures, what does legislative day look like this year, Steve?

 >> Yvonne: Oh, yeah, that is a good question.

 >> Steve: So far what I've heard it's probably going to be virtual, but I've not heard anything more from the CIL network.

On what they're planning but more than likely it's going to be a virtual event.

 >> Mindy: Okay because Mark had asked at that one meeting about SILC members who were interested in being involved in legislative day.

 >> Steve: Yes.

 >> Mindy: And I personally prior to being on the SILC was a lead spokesperson for my CIL on legislative day and I'm thinking I might need to dial that back a little bit.

If you know what I mean.

I was just curious, okay.

 >> Steve: Well, you know even though we don't have legislative advocacy written into our SPIL, as Council members we can still engage in education.

And educating legislatures on a variety of topics without asking for you know, a vote this way or that way.

So as soon as I find out what the CIL networks intention is for this year's legislative advocacy day, I'll share that with the Council.

And then members can participate in whatever way that they are able to base on what the CILs desire for our involvement would be, which I would hope would be high.

 >> Yvonne: Do the CILs have a policy agenda that they follow?

Or do they create one just for that day?

Or.

 >> Steve: Well, they used to have the common disability agenda which we kind of abandon from the last SPIL.

They do have a public policy team that's been in existence for a long time.

But has never seemed to grow wings.

 >> Okay.

 >> Steve: I've always thought about the CIL public policy team being a lot like the ARC of Michigan's rapid response team.

But it's never quite gotten there.

And I've always had a vision for the CIL network to partner with these other state level agencies that are already monitoring legislation that is coming through, why reinvent the wheel and operate in a silo when you can branch out to these other entities.

But that is kind of where it's at.

 >> Yvonne: Maybe that is a good SILC role, you know, if you are a state level entity and engaging with them and coming back and so I know when the PCA stuff was going on where the Governor wanted to get it in to the budget, and we had reached out to some of the CIL directors to see if they would be willing to work with us to get the word out and you know have people call and because that Jan was involved in that and because that is one of our SPIL goals so we could be involved in that.

And I heard back from one person and it was two weeks later.

I'm disappointed.

And I get that we are all busy people, but I feel like the more we are stepping up you know we got to engage the CILs too and it's their SPIL too it's not just ours and we had an opportunity to really make some progress on a goal.

And the truth is the goal happened, but we could have taken credit, we could have taken credit for that goal.

 >> Mindy: Sure, sure.

 >> Yvonne: But it was a missed opportunity so I hope we can keep work on that with the CIL directors.

 >> Mindy: The big one that everyone kind of rallied around was it last year, Steve or the year before?

Was the icon of the accessible parking, you know, to being more mobile and not so stationary.

 >> Steve: Accessible parking icon, yes.

 >> Mindy: That is since I've been around, that's probably the one that most people.

 >> Yvonne: Yeah, that makes sense it's very concrete.

 >> Mindy: Exactly and it was easy for people to talk about.

 >> Yvonne: And I love the new logo or whatever.

It's really cool.

 >> Mindy: And I've been in and this will be my fifth year for legislative day.

And that's like the biggest common because like Steve said that was kind of a birth who is the wings just didn't quite grow above policy advocacy aspect of the CILs.

But that is the biggest example Yvonne that I can think of.

 >> Yvonne: Yeah.

 >> Mindy: That everyone kind of rallied around.

 >> Yvonne: It's a new day for CILs too.

I don't think the CILs are used to the SILC engaging like we are so it's going to take time for the parties.

 >> Mindy: But they are thrilled.

 >> Yvonne: To trust and build relationships.

 >> Mindy: Oh, yeah absolutely.

 >> Yvonne: Anything else anybody wants to talk about?

I did not think this will take two hours every time I tell you that I lie.

 >> Will: I will stop believing you.

 >> Steve: Great discussion.

 >> Will: I thought I was for the last five minutes.

 >> Yvonne: Yep, there you go.

 >> Will: I will close and tell you I have chicken in the oven downstairs.

It smells really good.

I told Yvonne earlier I love working on the Council.

The last Council meeting the way people came alive and it's really good and good things are happening, and I think that is a gray thing and a great place to be.

 >> Yvonne: Good I'm glad to hear that.

 >> Mindy: Thank you for sharing that Will.

 >> Yvonne: To have Mark say I was sad that I was late because I love these meetings now and that is great.

So, we are doing something right.

High 5 everybody.

 >> Jamia: Yes.

 >> Mindy: All right team.

 >> Yvonne: Well thanks I appreciate all of you and we will talk soon.

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 >> Okay you guys.

 >> Good‑bye have a good night.

>> Steve: Yvonne just for the record do you want to go through public comment in case there is anyone on the line which I don't believe there is.

 >> Yvonne: You are right, and I have to officially adjourn the meeting forgot about that is there anyone who would like to give public comment?

Anyone who would like to give public comment?

Okay, because I can see the list, I'm going to say that just twice.

Could I get a motion to adjourn?

 >> Will: A motion.

 >> And a second.

 >> This is Mindy Kulasa I second the motion for adjournment this evening after a great meeting.

 >> All in favor say aye.

 >> Aye.

 >> Yeah, show me the money.

 >> That's right show me the money.

 >> Good night everybody.

 >> Good‑bye everybody, thanks everyone good‑bye.

 >> Good‑bye.

 [ Meeting concludes at 7:17 p.m.]