

Community Leadership Action Team Meeting

August 22, 2018



Present: Melvin Jackson, Dalia Place, Kristin Feierabend, Clif Lavenhouse, Deidre McCullers, Kia Baker, Hannah Taylor, Kara Allen-Eckard, Ursula, MaDeja Leverett, Tamisha Thomas, Jennifer Castillo, Dexter Hebert

Overarching Goal: Equip Southeast Raleigh residents with the knowledge and skills to lead positive community change.

Today's Objectives:

- Prioritize and develop actionable goals of the Community Leadership Action Team

Notes

The meeting started at 12:00pm.

Review of July 25th minutes

The July 25th minutes were approved with the addition made on 8/2/18.

Updates

- MaDeja Leverett is the AJ Fletcher Foundation Fellow who will be assisting our action team over the next year. Welcome, MaDeja!
- Kristin shared an update on the Latino Parent Leadership group that she has been meeting with. The group includes individuals from Wake County Public Schools, City of Raleigh, Wake County, NC State Extension, Southeast Raleigh Promise, Mexican Consulate, and a community advocate. The group has decided to pilot a six-week Latino Empowerment Program this fall at the Crosby-Garfield Center, which will provide information about programs and services available in the community (after-school programs, how to get health insurance, etc). The program will be targeted to Spanish-speaking parents with children attending Washington Elementary, Poe Elementary, and Ligon Middle (all of which have leadership that is supportive of family engagement). The topics for the program will be determined by surveying Spanish-speaking parents at the schools about what topics would be most important to them. The group hopes to provide both food and childcare for the program.

Context/Purpose of Today's Meeting

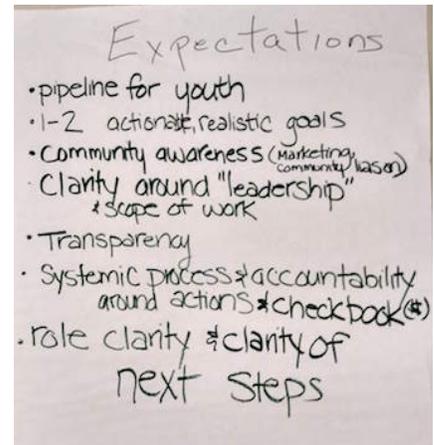
Melvin provided context/purpose for the meeting: Some ideas were explored earlier in the action team process, but not everyone was at the table then. We want to use this process to get on the same page. This is a knowledge-building process. We're not making any decisions about strategies or actions. We can't do the work without first knowing what we're working

toward. Today is about what we're trying to achieve as an action team. Then we can talk about what we want to do to get there.

Expectations

Melvin asked the team what their expectations were for this process:

- Developing a pipeline for youth
- Establishing 1-2 reachable goals that we can start taking action on when we leave
- Marketing campaign
- Community liaisons- people from this group who are making sure that information gets out to the community
- Clarification on what we mean by community leadership—is the leadership coming from within this group, or are we building leadership outside? Defining the scope of the work this group should be doing.
- Transparency – no side meetings or conversations
- Systematic process and accountability around actions and checkbook
- Clear way of how our work will be funded- how will we fund what is being discussed?
- Role clarity for membership of this group. What we can all contribute.
- Clear understanding of what our next step is



Ground Rules

- Speak in headlines – get your ideas out on the table, but don't take all the airtime
- Respect – respect each other and the process
- Empathy – be empathetic of what you hear; everyone's perspective is valid
- Innovation – this is about creating something that lasts for the Southeast Raleigh community



History/Accomplishments

- Clif summarized his understanding of the early work of the Action Team: We're at the point of the new Southeast Raleigh that says the demographics have somewhat changed and we're now left without leaders that can move a vision amongst new folks in Southeast Raleigh. My understanding is the early action team felt they could do some work to either create those leaders, help build or help support those leaders, but they never envisioned that they would be the leaders themselves. They wanted to reach out to community to let them be aware of activities that would let them strengthen their leadership. The group was trying to put together resources in the area of leadership to help share with the community. Also trying to educate themselves on what was available.

- Tamisha: How are we defining “community leadership”? The early action team did not use a specific definition but instead outlined different elements of leadership (grassroots nonprofit leadership, family leadership, resident leadership).

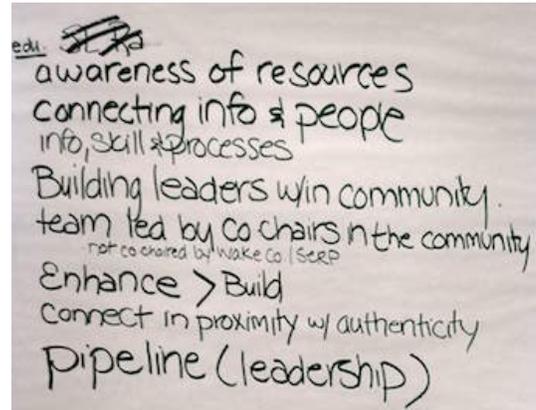
Hopes & Desires

- Melvin: What do we want to define as our vision for this action team?

- Educating ourselves about resources
- Being liaisons to community resources
- Classes
- Access to resources
 - Nonprofits in Durham have access to a pool of volunteers
- Building leaders within the community

- Deidre: Are we targeting people who have not historically been leaders? In a few years, the community will change and there will be new residents who feel that they’re already leaders.

- Kia: I would like to see us working with people who might not see themselves as leaders or who some might look over as being leaders
- Ursula: I would like to ensure that the co-chairs of this work are not county employees or SERP employees.
- Clif: I see it as not just providing training but opportunities for folks to use their leadership. What do they want to do with their leadership?
- Dexter: Everyone has an opportunity to be a leader, how do we enhance what they’re already doing? Finding community leaders and supporting them – how do we connect to leaders where they are? Turning gatekeepers into advocates to be able to support the initiatives we want to put in place



In February, the early action team brainstormed five goals related to community leadership (see below). Melvin asked the current team if they wanted to keep those goals on the table.

1. Build the capacity of *grassroots nonprofits & churches* to lead community change
 - What does this mean?
 - Too many organizations work in siloes; how do we break down siloes?
 - Support organizations with funding and other resources
 - Create a bank of liaison partners we can pull on
 - Dexter: Historically, churches have been leaders, though they might not be now. How can we reconnect them with community?
 - Ursula: I have had issues working with nonprofits and churches over time. Can we wait and work with these after we focus on parents, residents, etc.?
 - Melvin: We’re not deciding when we’re going to work on this; just whether we want to keep it on the table as something we may want to work toward.
 - *Majority in favor of keeping this goal on the table*

2. Equip ~~parents~~ *families* with the leadership skills to support their children in addressing needs.
 - *All in favor of keeping this on the table with the change from “parents” to “families”*
3. Equip a small group of youth and adult leaders to be *community champions* (deep leadership development) and provide more general tools/training to a broader group.
 - *All in favor of keeping this on the table with the addition of “youth”*
4. Equip youth and adult *residents* to lead/make change in their community:
 - a. ~~Residents~~ Youth and adults are equipped with skills/information to participate in action teams/lead change
 - b. ~~Residents~~ Youth and adults access city/state/national resources to create change
 - c. ~~Residents~~ Youth and adults have knowledge and can get that knowledge out to others – they are relationship-builders who can connect people to resources
 - *Majority in favor of keeping this on the table with the addition of youth*
5. Multi-level leadership strategies / different ways to engage at personal, professional, and community levels
 - What does this mean?
 - Finding opportunities for people to be leaders based on individual goals
 - What if we make this about helping facilitate dialogue with people in power positions that have the resources that we need to access to be able to do the work in the community?
 - There was not a consensus on whether this was a goal in and of itself or whether it was embedded in the other four goals. *The majority of the group was comfortable leaving it on the table as is for now.*

Focus Question for the September Meeting: What do we, as an Action Team, want to see in place in 1-3 years as a result of us sharing responsibility for advancing our goals?

The meeting adjourned at 1:27pm.

Minutes submitted by Kristin Feierabend

Future meeting dates: 4th Wednesdays of the month from 12:00-1:30pm (Crosby Garfield Center). Lunch will be provided. Please RSVP to Kristin_feierabend@ncsu.edu so that we make sure to have lunch for you.

- September 26th
- October 24th
- November 28th

All Action Team agendas and minutes are available online at
<http://www.wakegov.com/humanservices/locations/crosby/Pages/Crosby-Garfield-CAG.aspx>