

Community Leadership Action Team Meeting

September 26, 2018



Present: Melvin Jackson, Dalia Place, Kristin Feierabend, Clif Lavenhouse, Deidre McCullers, Kia Baker, Hannah Taylor, Kara Allen-Eckard, MaDeja Leverett, Tamisha Thomas, Dexter Hebert, Mikia McCullers, Lorna Parker, Verna Best, Sarah Montgomery



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 12:03pm.

Review of August 22nd minutes

The August 22nd minutes were approved with one change:

- Page 4 under #2: Change "kids" to "children."

The group briefly reviewed the overarching goals agreed to last time:

1. Build the capacity of *grassroots nonprofits & churches* to lead community change.
2. Equip *families* with the leadership skills to support their children in addressing needs.
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.
4. Equip *youth and adult residents* to lead/make change in their community:
 - a. Youth and adults are equipped with skills/information to participate in action teams/lead change.
 - b. Youth and adults access city/state/national resources to create change.
 - c. Youth and adults have knowledge and can get that knowledge out to others – they are relationship-builders who can connect people to resources.
5. Multi-level leadership strategies / different ways to engage at personal, professional, and community levels.

Expectations for today:

- Develop 1-2 actionable, realistic goals
- Define the scope of our work – what are we going to be able to achieve in 1-3 years?
- Begin thinking about who else needs to be part of this process and what processes we need to be part of

Deidre: When we talk about building the capacity of grassroots nonprofits and churches—there are a lot of churches in this area. Are we going to narrow that down? How would we do that?

- Narrowing that down might be part of our short-term plan, or we might decide that that’s not our priority right now. Or there might be people in this group who have relationships with churches who would want to work on that. Today’s activity will help us determine whether we want to focus on this or not.

FOCUS QUESTION FOR THE 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?

- Melvin led the team through a consensus-building process in response to the focus question. First, each person was asked to come up with 5-7 ideas in response to our focus question and write them on separate post-it notes.
- Melvin then asked everyone to share their ideas in a small group and to come up with their top three ideas as a table.
- Melvin posted each table’s ideas on the wall, grouping similar ideas with each other. After posting the top ideas, Melvin collected additional post-its and added them to the groupings on the wall.
- Melvin then labeled each group of post-its based on what team members thought the themes were:
 - Leadership Development Programs
 - Community Relationships and Resources
 - Infrastructure
 - Communication and Engagement Opportunities
- After each group of post-its was labeled, team members were asked to put their name next to the area(s) that they most wanted to work on.
- *Each action area we came up with is below, along with the post-its from that category and the people who expressed interest in working on it.*

Leadership Development Programs	
Post-its	People
<ul style="list-style-type: none"> • A youth-led after-school program that provides low cost marketing solutions for non-profits and churches which creates public services announcements that inform • Crosby Youth Council • Create or expand Youth Organizing for Action • Mentorship- current community leaders bring new leaders on board; young people being mentored to become community leaders 	<ul style="list-style-type: none"> • Dexter Hebert • MaDeja Leverett • Kara Allen-Eckard • Kia Baker • Kristin Feierabend • Sarah Montgomery • Tamisha Thomas

<ul style="list-style-type: none"> • Establish a cohort to participate in a tailored Leadership Development program (training/learning; practice thru participation) • Large number of community liaisons/champions/organizers get information out to people and also get more people engaged in decisions affecting them/their neighborhood/community • Leadership program that fosters residents’ engagement and builds skills in participating in policy making and changing to support the community • Increased ways for families to support their children in schools / advocate collectively on behalf of their children • Children are part of the community—parents getting more “involved” in what children are doing instead of acting like them. • Communication leaders focus on messaging. What it is? Who is it for? Youth-Family-Adults • Quarterly day retreats for community organizations / nonprofits 	
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Community Relationships and Resources	
<i>Post-its</i>	<i>People</i>
<ul style="list-style-type: none"> • A community coming together as “one,” not divided. Instead of “this isn’t me nor my family, so that’s none of my business.” • Southeast Raleigh community leaders in positions that positively impact their community and surrounding communities • Allow people to be where they are – don’t judge but develop relationships and actually <u>know</u> each other • Support for and participation in fundraising projects related to local nonprofits 	<ul style="list-style-type: none"> • Dexter Hebert • Kia Baker • Lorna Parker • MaDeja Leverett

Infrastructure	
<i>Post-its</i>	<i>People</i>
<ul style="list-style-type: none"> • Join a subcommittee to build relationships with them. A group of churches, nonprofits, and organizations to target • Regularly connect with church and organizational networks to inform them of issues facing SE Raleigh to mobilize advocacy • An effective way for churches to get critical information to congregations and for them to share feedback with organizations about community needs • Increased marketing for local area non-profits • A tool to get ideas/feedback from residents (especially youth) who can’t/don’t participate in action team 	<ul style="list-style-type: none"> • Dalia Place • Deidre No Middle Name McCullers • Lorna Parker • Sarah Montgomery

Communication and Engagement Opportunities	
<i>Post-its</i>	<i>People</i>
<ul style="list-style-type: none"> • Resource/info dedicated to directing people to leadership development opportunities • SE Raleigh community leaders utilizing the SERP model (SER REAL) • Monthly meeting (action team) continuing to take place and more members joining the meetings • Identification of assets the group is working with • A guide and systematic way to connect potential leaders to opportunities in SE Raleigh – similar to Activate Good 	<ul style="list-style-type: none"> • Clif. Lavenhouse • Dalia Place • Dexter Hebert • Kristin Feierabend • MaDeja Leverett

Additional post-its that were not posted on the wall:

- Build upon, expand, and coordinate peer-to-peer trainings for parents and youth leaders (pre-K application, IEPs, restorative justice/de-escalation techniques) to have full coverage in every neighborhood
- More \$ and resources for language access supports for English Learning students and their families (school and community)
- Integrated wraparound supports at all area schools that extend into community to meet their needs (workforce development, ESL, financial literacy, etc.)
- Do schools still have Future Leaders of America? If so: Leading in your community-- history and opportunities to lead in SE Raleigh / Wake County.
- More involvement from the youth
- Increased projects developed to encourage more neighborhood participation
- More coordination among organizations providing youth mentorships/leadership services
- Leadership-shadowing opportunities for community leaders
- Capacity building academy for grassroots organizations completed successfully with new opportunities for participants
- Prioritize the focus of the group, i.e. first, second, etc.
- Grantwriting opportunities workshops for nonprofits
- Wake/SER/Raleigh community leadership summit
- Mentoring grandparent/parent participation in area schools, ie PTA, YWCA
- Intergenerational leadership learning/sharing

Next Steps

- Individually: Ask yourself what 1-2 things you can do to advance the areas you signed up for.
- Small group: Get together (by phone or in person) and discuss what you can accomplish in the next 90 days. Discuss what you want to work on and bring that back to the full action team.

- Melvin: The small groups will need to meet in between the regular action team meetings. However, the small groups should not be making final decisions about things but instead bringing a proposal back to the full team.
- Dalia and Kristin can assist with scheduling small group meetings.

- Kara: When do we want to invite other people in to advance these goals?
 - Deidre: New members always welcome—people will join when they feel they can contribute.
 - Tamisha: At some point, we may be able to communicate what we're doing to a broader group to recruit new members (like a kickoff event or social media campaign)

The meeting adjourned at 1:23.

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](mailto:Kristin_feierabend@ncsu.edu) so that we make sure to have lunch for you.

- 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>