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## M E E T I N G   M I N U T E S

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**GROUP:** LANE COUNTY COMMISSION ON CHILDREN AND FAMILIES

**DATE:** February 27, 2008

**MEETING LOCATION:** Carmichael Room – John Serbu Youth Campus  
2727 Martin Luther King Boulevard – Eugene

**CCF MEMBERS PRESENT:** Judith Hampton, Chair; Marty Beyer, Chuck Boyer, Elizabeth Clewett, Sharri da Silva, Debi Farr, Abigael Fender, Karen Hamilton, Teresa Kingtigh, Kevin Maloney, Kitty Piercy, John Radich, Joachim Schulz, Faye Stewart, Ryan Stroup, Shirley Swank and Andy Whitmore

**CCF MEMBERS ABSENT:** Debra Depew, Rob Jerome, Angel Jones and Peter Sorenson

**CCF STAFF PRESENT:** Alicia Hays, Nancy Bischofs, Christine Rogers, and Robin Schaefer

**OTHERS PRESENT:** Karen Roth, Karen Ray and Jim Rogers

**MATERIALS DISTRIBUTED:** Meeting Agenda  
Meeting Minutes: January 23, 2008  
CCF Special Work Session Invitation  
“Lane County Early Childhood Six Year Community Work Plan”  
“Interview Questions”  
“A Definition of Appreciative Inquiry”  
“Replication Questionnaire”

### I. MEETING CALLED TO ORDER

Chairperson Judith Hampton called the meeting of the Lane County Commission on Children and Families (CCF) to order at 5:40 p.m. She welcomed Kevin Maloney to his first meeting as a Commissioner. She invited those who were present to introduce themselves.

Chairperson Hampton announced that the CCF Executive Committee was scheduled to meet on March 3 and that it was an open meeting, all interested were welcome to attend.

### II. CONSENT CALENDAR

Chairperson Hampton noted that the Consent Calendar included acceptance of the Minutes of the January 23, 2008, CCF meeting.

***Commissioner Debi Farr moved, seconded by Commissioner John Radich, to approve the Consent Calendar. The motion was adopted unanimously, 17:0.***

### III. MENTAL HEALTH FOCUS ISSUE

Department of Children and Families (DCF) Director Alicia Hays reported on efforts to build relationships with mental health agencies and advocates in preparation for developing strategies to meet the CCF Community Issue Focus regarding increasing transitional services for psychiatrically impaired youth and young adults. She said representatives of the CCF and Lane County Mental Health Advisory Committee would meet to begin consideration of ways to coordinate efforts.

### IV. EARLY CHILDHOOD FOCUS ISSUES

Commissioner Sharri Da Silva reported on the CCF-sponsored work session to develop a SB555 Implementation Plan – developing strategies to meet Community Issue Focuses of reducing child maltreatment and increasing childcare for 0-3 year olds held earlier in the day. She reviewed outcomes of the session

identified as “Activities Proposed” in a document entitled “Lane County Early Childhood Six Year Community Work Plan,” as follows:

- Data gathering – existing services, missing services, models and funding sources
- Survey of qualified home visitor – defining units of service, refining existing survey, promoting, assessing, and studying
- Research of best practices, theories and models
- Develop and meet desired outcomes – increasing families receiving home visits, combining home visits by various agencies, increasing number of qualified visitors, coming to agreement about coordination with Oregon CCF database
- Improving training for childcare providers
- Providing wage enhancements
- Increasing community awareness of the importance of childcare
- Information sharing

Commissioner Da Silva reported that the Early Childhood Planning Team would meet on March 26 to review the Work Session and begin to develop ways to identify and plan next steps.

#### **V. COMMISSION LEADERSHIP ROLES, RESPONSIBILITIES AND ACCOUNTABILITIES**

Ms. Hays introduced Karen Ray, organizational development facilitator from Minnesota. She described her work with DCF on other projects. She said her emphasis was on collaboration in a process she called Appreciative Inquiry.

Ms. Ray referred to the Work Session held earlier in the day and said it placed a challenge before the CCF to provide more and better services without additional resources. She said it would involve community leadership that supported the importance of collaborative values.

Ms. Ray explained that the goals of the effort in which the CCF was about to engage were to explore leadership roles and accountabilities, define best commission leadership practices, and apply leadership lessons to the focus areas of the Six Year Work Plan.

Ms. Ray divided commissioners into groups, distributed copies of a document entitled “Interview Questions,” and directed that participants record insights into experiences of leadership.

Participants carried out the individual interviews for one-half an hour.

Ms. Ray led a discussion with participants of the “best quotes” and “stories” in the interviews. In response to her request to identify the “best leadership practices” illustrated in the interviews, qualities were listed, as follows:

- Diversity/openness to new ideas
- Everyone contributes and is involved
- Collaboration
- Being good list makers
- Developing lasting relationships
- Good vision into the future
- No pressure/not judgmental/open/avoiding taking positions until full discussion is held
- Doable objectives – experiencing success
- Passionate and common moral values

Ms. Ray distributed copies of a document entitled “Replication Questionnaire” and invited participants to respond to questions about what was learned in the interviews. She elicited responses that identified additional qualities contributing to successful leadership, as follows:

- Straight talk
- Consulting and accepting others

- Active listening and feeling emotions
- Enthusiasm/hope
- Preparation
- Ensuring that others use talents
- Looking for common threads
- Critical thought
- Self-reflection
- Being "human"
- Enlist help of team members
- Learning from youth and families

Ms. Ray encouraged discussion among participants about specific problems faced by the CCF in providing community leadership in accomplishing strategies identified in the Work Plan. The most resonate response was that the CCF was not identified in the community as the coordinating planning body for children and families. There appeared to be agreement that collaborative CCF work with other groups such as the "Success by Six" program of the United Way would be an important step to begin addressing visibility issues. Comments included:

- Beginning of the strategic planning effort was a good time to start such coordination
- Reducing resources encouraged coordination
- There is no need to duplicate efforts
- Hold CCF accountable

Ms. Ray invited participants to engage in a "rodeo" of brainstorming practical ideas for addressing the problem. Responses included:

- Write ideas down
- Hold a joint meeting
- Set a specific time for such a meeting
- Monthly reports to the CCF of Success by Six efforts
- Force issues of what can be done better together
- Share information
- Inform Success by Six of CCF efforts
- Give specific directions to staff
- Look through the lens of Lane County financial problems

Ms. Ray helped participants describe values gained from the discussion at the meeting. Comments included:

- Straight talk
- The importance of being heard
- Active listening
- Speaking truth
- Being prepared
- The unique situation of the CCF to weather the current situation
- Using the experience of the past

Ms. Hays announced that the next CCF meeting was scheduled for March 19, one week earlier than the adopted schedule, to avoid conflicting with school spring break activities. She said it would be held at the Relief Nursery.

The meeting adjourned at 7:30 p.m.

*(Recorded by Dan Lindstrom)*