



**North Carolina Early Childhood Foundation
Governance, Nominating & Human Resources Committee Agenda
February 11, 2019 10:30 am to noon
Conference Call number: (712) 432-0075. Access Code 648502#**

The mission of the North Carolina Early Childhood Foundation (NCECF) is to marshal North Carolina's great people, ideas and achievements to build a foundation of opportunity and success for every child by the end of third grade.

Governance Committee

- | | | |
|-----------------------|-----------------------------------------------------------------------------|----------------------------------------------------------|
| 10:30 AM | Welcome, Call to Order and Establish a Quorum
Duncan Munn | |
| 10:35 AM | November 20, 2018 Committee Minutes – Action
Duncan Munn | Attachment A |
| 10:40 AM | Board Vacancies 2019-2020 – Action
Duncan Munn | Attachment B,
Attachment B1
Attachment B2 |
| 11:15 AM | Board Intern Position – Discussion
Duncan Munn | Attachment C |
| 11:30 AM | Emeritus Status for Former Board Members – Discussion
Duncan Munn | Attachment D |
| 11:40 AM | Workplan for 2019
Duncan Munn | Attachment E |
| 12:00 PM | Adjourn
Duncan Munn | |



**North Carolina Early Childhood Foundation
Governance, Nominating & Human Resources Committee
November 20, 2018, 1:00 PM to 2:00 PM**

DRAFT MINUTES

Members Present: Patti Gillenwater, Sheresa Blanchard

Members Absent: Matty Lazo-Chadderton, Tracey Greene-Washington, Easter Maynard, Duncan Munn

Others in Attendance: Lisa Finaldi and Sumera Syed

Welcome, Call to Order and Establish Quorum

The Governance Committee of the Board of Directors (Board) of the North Carolina Early Childhood Foundation (NCECF) met November 20, 2018. Patti Gillenwater called the meeting to order without a quorum. A quorum will be established at the December board meeting.

Board Member Recruitment

Patti Gillenwater shared that five of the current Board members (Kenneth Dodge, Marian Earls, Olson Huff, Duncan Munn, Charles Willson) will have completed three terms and will leave the board in December 2019. All Board members that will be leaving are experts in early childhood. NCECF also will lose Board members that live in the Western part of the state.

Potential areas of interest for Board member recruitment include early childhood expertise, health professionals (pediatrician, mental health), attorneys, Republicans/conservatives and individuals that are currently working in the corporate sector.

Patti suggested creating a new board recruitment list and moving Cheryl Parquet from BCBSNC and Ann Goodnight from the Goodnight Educational Foundation onto the new list. This will take place after the Board Matrix has been updated.

Board Matrix

Patti and Sheresa Blanchard discussed broadening Board Member Skills/Experiences in the Board Matrix in order to have a well-rounded board. Suggestions for additional categories included lived experiences, parents of young children, first generation college graduate, medical doctor and living in a rural area.

Board members suggested announcing a formal call/invitation to seek new members and to broaden the reach for attracting Board members. Other suggestions included posting an announcement in the NCECF newsletter, recruiting Board members that have not served on a Board before, promoting next generation leaders, and releasing a job description that will encourage applications with a cover letter and resume.

Action Items:

- Lisa Finaldi will update the Board Matrix with the additional skills and experiences that were suggested.
- Lisa will update the Board Matrix with the Board members attributes that were suggested.
- Patti will reach out to [The Links](#) for recruitment suggestions and post the call for new board members on their listserv.

Board Involvement Survey Results

The results of the Board Involvement Survey have been analyzed. Major findings from the survey show that Board members have expertise and experience in strategic planning, a range of education policy (high quality early care and education, regular school attendance, summer learning and promotion to the next grade), community engagement and evaluation. Staff will follow up with Board members to determine how they can support NCECF's work.

Action Item:

- Lisa will meet with Tracy Zimmerman to discuss how the Board's expertise and skillsets can advance NCECF's work.

Adjournment

Having no further business, the meeting was adjourned at 2:00 PM.

Minutes submitted by:

Duncan Munn, Committee Chair



**GOVERNANCE, NOMINATING & HUMAN RESOURCES COMMITTEE MEETING
February 11, 2019**

ACTION ITEM: Board Vacancies 2019-2020 – Discussion and Next Steps

BACKGROUND:

According to its bylaws, the Board of Directors (Board) of the North Carolina Early Childhood Foundation may have up to 20 members. Currently, there are 17 members. Members serve three-year terms and may serve a total of three consecutive terms. At the end of 2019, five members will be leaving the Board of Directors:

- Kenneth Dodge
- Marian Earls
- Olson Huff
- Duncan Munn
- Charles Willson

ISSUE:

The Committee needs to consider how many board members over what time frame it will recommend for nomination to the Board for Directors in 2019. The Executive Committee met on February 8th and discussed this issue. Duncan will report on that discussion to the Committee.

The committee will need to:

- Review the current skills and attributes of the current board, especially noting those members that will be leaving at the end of 2019. (See Attachments B1, B2)
- Review the skills and attributes on the matrix. What's missing? Do they reflect our racial equity goals?
- Prioritize skills and attributes desired. At the November 2018 committee meeting suggestions included people with lived experiences, parents of young children, first generation college graduate, a medical doctor and someone living in a rural area.
- Generate a list of prospective candidates. Solicit the entire Board of Directors for ideas.
- Consider the suggestion from the November 2018 committee meeting to announce a formal call/invitation to seek new board members and releasing a job description that will encourage applications with a cover letter and resume.
- Consider the feedback from the Executive Committee.

RECOMMENDATION:

At the March Board of Directors meeting, inform the Board of the Committee's intention regarding the number of new Board members to nominate in 2019, share the committee's thoughts on skills and attributes and receive feedback. The committee will then begin the process to nominate board members at its May 6th meeting.



Attachment B1

NCECF Board Member List 2019

Easter Maynard, MSW, NCECF Chair

Director of Community Investment, IMC
5151 Glenwood Avenue
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Patti Gillenwater, Vice Chair

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Harold G. Sellars, Treasurer

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Duncan E. Munn, Secretary

Retired
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Gregory M. Alcorn

President
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Dr. Sheresa B. Blanchard

Assistant Professor
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Greenville, NC 27858
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Dr. Eric Bracy

Superintendent
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437 Rowan Road
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ericbracy1@yahoo.com

Peggy C. Carter

Retired
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Winston Salem, NC 27104
(336) 724-9527
PeggyCCarter@gmail.com

Dr. Kenneth A. Dodge

William McDougall Professor of Public Policy;
Professor of Psychology and Neuroscience; and
Director, Center for Child and Family Policy
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Marian F. Earls, MD, FAAP

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Dan Gerlach

President
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Tracey Greene-Washington

Director, Special Initiatives
The Kate B. Reynolds Charitable Trust
128 Reynolda Village
Winston-Salem NC 27106
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Tracey@kbr.org

Olsen Huff, MD, FAAP

Developmental Pediatrician
50 Bethel Drive
Black Mountain, NC 28711
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Matty Lazo-Chadderton

Consultant
223 Twin Oaks Place
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mattylazo@hotmail.com

Cheryl Parquet

Director, Community and Diversity Engagement
Blue Cross Blue Shield of North Carolina
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Banu Valladares

Executive Director
Charlotte Bilingual Preschool
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Charles F. Willson, MD

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														ATTACHMENT B-2			
Board Member Skills/Experiences											Board Member Attributes			Board Member Terms			
BOARD MEMBERS	Legal	Finance	Marketing/ PR/Comm	HR	Fundraising	Corporate (Business)	Non Profit	Govt Relations	Strategic Planning	Early Childhood/Ed Expert	Other	Racial/Ethnic Diversity	Political Diversity (Affiliation)	Geographic Location	Gender	Terms Served	Term Ending
Banu Valladares							X	X		X	Building Strategic Partnerships, Bilingual and Bicultural, Spanish- English	Hispanic or Latino	Democrat	Charlotte	F	1	Dec. 2021
Charles Willson								X	X	X	Medical	White	Democrat	Greenville	M	3	Dec. 2019 *not eligible for term renewal
Dan Gerlach		X	X				X	X	X		Rural, Government affairs	White	Democrat	Raleigh	M	1	Dec. 2020
Duncan Munn		X		X			X	X	X	X		White	Democrat	Raleigh	M	3	Dec. 2019 *not eligible for term renewal
Easter Maynard					X		X				MSW	White	Democrat	Raleigh	F	2	Dec. 2020
Eric Bracy		X					X		X		Rural	African American	Democrat	Clinton	M	1	Dec. 2021
Greg Alcorn		X	X	X		X			X			White	Republican	Salisbury	M	1	Dec. 2019
Harold Sellars		X	X			X	X	X				African American	Democrat	Durham	M	2	Dec. 2020
Kenneth Dodge										X		White	Democrat	Durham	M	3	Dec. 2019 *not eligible for term renewal
Marian Earls										X	Quality improvement implementation, advocacy, medical	White	Democrat	Greensboro	F	3	Dec. 2019 *not eligible for term renewal
Matty Lazo-Chadderton								X		X	Bilingual and Bicultural, Spanish- English	Hispanic or Latino	Democrat	Cary	F	2	Dec. 2020
Olson Huff										X		White	Unaffiliated	Black Mtn.	M	3	Dec. 2019 *not eligible for term renewal
Patti Gillenwater		X		X			X		X		K-12 Public Education systems & issues	White	Unaffiliated	Raleigh	F	2	Dec. 2020
Peggy Carter						X	X	X	X			White	Unaffiliated	Winston-Salem	F	1	Dec. 2020
Sheresa Blanchard							X		X	X	Early Intervention; Rated License	African American	Democrat	Greenville	F	1	Dec. 2020
Cheryl Parquet			X		X	X					Diversity and Inclusion	African American	Unaffiliated	Mebane	F	1	Dec. 2021
Tracey Greene-Washington					X		X		X		Philanthropy, Community, Economic Development, Leadership, Collaborating, Equity, MSW	African American	Democrat	Concord	F	1	Dec. 2020



**GOVERNANCE, NOMINATING & HUMAN RESOURCES COMMITTEE MEETING
February 11, 2019**

DISCUSSION ITEM: Board Intern Position

BACKGROUND:

The Committee has discussed ways to engage young people in the governance of a non-profit organization. One possible way to do this is to identify students that are interested in non-profit organizations so they can learn about and gain experience in Boards to better equip them to serve.

ISSUE:

The Committee should discuss ways to engage young people in governance including the idea from a Committee member of having a board intern position. The Committee should consider the steps to fulfill the objective including if it would require a by-law change.

RECOMMENDATION:

The Committee should decide if it wants to recommend a board intern to the Board of Directors.



**GOVERNANCE, NOMINATING & HUMAN RESOURCES COMMITTEE MEETING
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DISCUSSION ITEM: Emeritus Status for Former Board Members

BACKGROUND:

As NCECF Board of Directors' appointments are over, the organization has not considered opportunities to continue to engage them.

ISSUE:

The Committee should discuss ways to continue to engage former Board members including an idea from a Committee member to create Emeritus status. The Committee should define the role of an Emeritus Board Member. The committee should consider the steps to fulfill the objective of engaging former board members including if creating Emeritus status would require a by-law change.

RECOMMENDATION:

The Committee should decide if it wants to recommend giving Emeritus status to former board members.



**GOVERNANCE, NOMINATING & HUMAN RESOURCES COMMITTEE MEETING
February 11, 2019**

DISCUSSION ITEM: Committee Workplan for 2019

BACKGROUND:

The Governance, Nominating and Human Resources Committee is responsible for evaluating the chief executive, overseeing Board composition and membership, and providing recommendations on personnel policies.

ISSUE:

The Committee should consider organizational issues under its purview that need to be addressed in 2019. The Committee should ask the full board for input.

RECOMMENDATION:

The Committee should create a workplan for 2019. The workplan includes its meetings for the remainder of the year:

Monday, May 6, 10:30 am

Tuesday, Aug. 20, 10:30 am

Monday, November 18, 10:30 am