

SOUTH ORANGE/MAPLEWOOD COMMUNITY COALITION ON RACE
May 24, 2018 Meeting

Call to Order: Chair Robert A. Marchman called the meeting to order at 7:30 PM.

Present: Carol Barry-Austin, Lee Boswell May, Colleen Breslin Abigail Cotler, Catherine Cronin, Tegan Culler, Dean Dafis Deborah Davis Ford, Nina Essel, Nancy Gagnier, Leila Gonzalez Sullivan, David Harris, Robert A. Marchman, Rhea Mokund-Beck, Fred R. Profeta Jr., Kelly Quirk, George Robinson, Audrey Rowe, Erin Scherzer, Reynaldo Tapia, Barbara Velazquez, Meredith Sue Willis

Absent:

Excused: Walter Clarke, Stephanie Lawson-Muhammad

Minutes Approval: Sue Willis moved that March and April 2018 Minutes be approved as submitted with a second from Leila Gonzalez Sullivan. March Minutes were amended for deletion of a phrase in the Schools segment and correction of ArtsFest to XRootsFest in the Community Engagement section. Fred Profeta moved Minutes be approved as amended and David Harris seconded with unanimous approval.

Chair Report:

- Chair Marchman reported on continued behind-the-scenes work by himself, the ED and other Coalition Trustees on the SOPAC incident, the youth stop in South Orange Village and Traffic stop involving BOE member. Kudos were offered to Rev. Terry Richardson, the Coalition ED and Schools Committee for their roles in responding quickly and effectively.

Executive Director Report

- Many thanks to Rev. Richardson for his assistance with the apology statement issued by Mrs. Lawson Muhammad.
- South Orange funds for \$11k have been received and a requisition has been submitted to Maplewood.
- Spring Appeal donations have been slow; however, responses from Integrated Play Group participants have been encouraging.
- Outreach has been made to several potential hires for the NationBuilder design, and we are awaiting responses.
- Question about negative \$2500 in "Other Income" for Schwab Account will be investigated with a report back to the Board.
- *Face of America* Interviews for Chair Marchman and Program Director Rowe are on the Coalition's Face Book page and the Coalition's WYZE Radio show from May 13 can be accessed on the Grass Roots Collective Face Book page. NOTE: There is a need for a server/platform to support the taped broadcasts for participating organizations after the shows are aired live.

Program Director's Report:

- Trustees were directed to the full Program Highlights distributed earlier in the Trustee Packet
- A follow-up with Dr. Adam Warner, Director of Marketing Research for Seton Hall University, resulted in the Coalition being selected as one of 12 clients for the University Business Partnership Project where 5-6 junior or senior students will conduct research and make recommendations for a full semester.
- XRootsFest signups were circulated for trustee commitments.

Future State Report

- Future State Ad Hoc Committee includes Carol Barry-Austin, Nancy Gagnier, David Harris, Fred Profeta Jr., Kelly Quirk, and Erin Scherzer.
- The Board was reminded of the background for forming the committee and of the inputs and process used to reach it recommendation.

- Hand-outs of the *Future State Ad Hoc Committee Proposal* were distributed and the document was reviewed by Kelly Quirk page by page. Key areas were as follows:
 - Key Definitions/Concepts
 - Proposed Timeline
 - Initiatives to Objectives
 - Objectives to Measurable Action
 - Ways of Measuring Impact
 - Organization Chart
 - Current vs. Proposed
 - Benefits
- Once initiatives are defined, an Initiative Champion- most likely from the Executive Committee- will be assigned to expedite synergy and information flow across initiatives and to eliminate silos.
- Once the 2-3 initiatives are defined, all projects must align or be eliminated to ensure mission achievement and to utilize our resources most effectively.
- Questions/Answers
 - Q1. How do we handle crises in this model? A1. Crises will be linked to a specific initiative
Note: We should track “fire drills” for resources spent and outcomes achieved as part of our organization’s value.
 - Q2. How are we defining “initiative? Is it different from our mission? A2. Initiatives will be broad objectives that link to the mission.
 - Q3. How will we evaluate and measure progress?
A3. Each groups will have their own internal metrics. Once measurements begin to come in, there will be flexibility to change and come back to the board for re-direction
 - Q4. Volunteers are a major concern
A4. Volunteer development could be its own internal initiative. We may need to add a volunteer coordinator as a staff function. This is under review.
- Motion was made by David Harris to accept the Future State Proposal with a second by Abbey Cotler. Proposal was accepted unanimously.

Liaisons Reports:

Maplewood:

- Dean Dafis shared that the Maplewood Community Policing Board is a reality. Applications for Board members will available soon and the Coalition has one of three designated slots on that Board. We will recommend 3 candidates for our slot and one will be selected.
- Maplewood Township Committee is looking at the impact of the SOMSD’s Integration Plan on safety, transportation, community, density and other key variables
- Pride planning in June will expand to include programming with education, readings, authors, etc. Recreation and Cultural Affairs will be maintaining a web site calendar of events.
- The Coalition is asked to become more involved with the Maplewood July 4th celebration to increase the inclusiveness and integration.

South Orange:

- Deborah Davis Ford indicated that SO is lobbying in Trenton for more equitable distribution of their school budget allocation. They are 38-40% of the SOMSD population but 57-58% of the budget allocation.
- The new Donald Payne Sr. School of Technology in Newark I s holding an open house on June 4th. All Essex County Public Schools, including SOMSD, can send applicants there, but Newark will receive preference.
- There were 27 applicants for the recently vacated South Orange Business Administrator vacancy and decision between the two finalists will be made by the end of May.

New Business:

- Trustee Scherzer informed trustees of the requirements for the any applicant applying for the Coalition set on the Community Police Board. The Coalition can submit 3-5 qualified applicants

to Maplewood Township Committee who will then select the representative. Our candidates are due by June 30th. Requirement include 18 yr. old, Maplewood resident, analytical skills & problem solving skills and time for training and meetings.

Adjournment: Meeting adjourned at 9:32 PM

Next Meeting: Thursday, June 28 at 7:30 PM at Prospect Presbyterian Church, 646 Prospect St. Maplewood NJ

Submitted By: Audrey Rowe

Secretary: Carol Barry-Austin