



**Siouxland Human Investment Partnership (SHIP)
Board Meeting Minutes**

March 18, 2022

“Subject to Board Approval”

Siouxland Human Investment Partnership (SHIP) is the Early Childhood Iowa Board for Ida and Woodbury Counties, and the Decategorization Board for Woodbury County. The minutes document the transactions of the Board in their fulfillment of these roles and where possible, the minutes reflect the actions of the Board specific to their respective roles.

In-Person:

Dr. Paul Gausman, Karen Mackey, Rex Mueller, Gary Niles, Jessica Ryan, Pastor Neil Wehmas

Present via ZOOM:

Suzanne Allen, Amy Bloch, Dr. Kim Buryanek, Brenna Franken, Jim Gobell, Shelia Martin, Mark Monson, Allison Polly, Pastor Russ Senstad, Barb Small, Senator Jackie Smith

Absent: Tom Bouska, Tim Kacena, Leah Knapp, Matthew O’Kane, Keith Radig, Alex Watters

Staff In person:

Jenna Andrews, Erin Binneboese, Joli Gehring, Kerri Hall, Tami Nielsen, Matt Ohman,

Staff via ZOOM:

JoAnn Gieselman, Kelsey Keane

Absent: Kim Jenkins

1. Call to Order

Mark Monson

2. Action Items

Mark Monson

A. Consensus Agenda

- SHIP Board Minutes – 2-18-2022
- Committee Reports:
 - Executive Committee Minutes – 2-18-2022
 - Bank Activity – February 2022
 - Consolidated Financials – January 2022

- o Early Childhood Iowa – March 2022 minutes – Ida & Woodbury
- o DCAT Committee Minutes – 3/11/2022

Rex Mueller motioned to approve the Board minutes.

	Jessica Ryan	2nd	Motion carried
Number of In-Person Voting SHIP Board Members	Yes	6	No 0
Number of Present Voting SHIP Board Members via ZOOM	Yes	11	No 0

Karen Mackey motioned to approve the Consensus Agenda without ECI.

	Rex Mueller	2nd	Motion carried
Number of In-Person Voting SHIP Board Members	Yes	6	No 0
Number of Present Voting SHIP Board Members via ZOOM	Yes	11	No 0

B. Beyond the Bell Staff Retention Bonuses

Jenna Andrews

Jenna presented options for the Board to utilize COVID funding and DHS stabilization grant funding awarded to Beyond the Bell to retain staff for the remainder of the school year. A wage increase will likely be coming before the new school year, along with a fee increase, to better attract and retain staff. These bonuses are a way to retain staff for the now as they are being lured away to retail jobs that are offering much higher wages.

COVID Bonus: a thank you to staff that have stayed committed to Beyond the Bell since prior to March 2020 covid shutdowns. To be paid out immediately.

Employee Category	Amount	# of Employees Impacted
Part- time employees	\$500	15
OnSite Managers	\$750	4
Admin staff	\$1,000	5

Retention Bonus: given to all staff that were hired prior to February 28, 2022 and remain employed with us for the remainder of the 2021-22 school year. To be paid out on last school year paycheck.

Employee Category	Amount	# of Employees (Roughly)
AM Shift	\$400	9
PM Shift	\$600	25
AM & PM Shift	\$1,000	32

SHIP indirect cost: 10%

Program partners: Woodbury County Sheriff's Department and Jail, Residential Training Facilities (RTF), Sioux City Police Department, providers in mental health, substance abuse, housing, social services, training partners, employers and etc. (Letters of commitment are being prepared and meetings are being set with potential partners now)

Program purpose: The Pathway Home grant will provide workforce services to eligible incarcerated individuals prior to release from the Woodbury County jail and continue when they are released. The program will serve adults aged 18 and older who will leave a local jail within 20 to 270 days. Pre-release services will include employment skills, mental health counseling, addiction recovery classes and exit planning. These services will be coordinated with local community partners to help returning citizens be more successful in being integrated back into our communities. Post-release activities include skills building, pre-apprenticeships and occupational training for in-demand industries that lead to industry-recognized credentials and paid work experience. This program and its services are aimed to reduce recidivism throughout the Siouxland area.

BOOST Siouxland Growth Opportunities

SHIP is applying for a U.S. Department of Labor grant to continue the current model of the BOOST Program, with some notable differences.

Grant duration: 42 months, beginning June 1, 2022 or January 2, 2023. (3 months planning, 27 months programming, 12-month follow-up)

Population served: Young adults age 18-24 who have been involved in the juvenile justice or adult corrections systems

served:

Funding: \$2 million
SHIP indirect cost: 10%

Program partners: WITCC, Northeast Community College, Little Priest Tribal College,

Program purpose: This project will introduce and prepare justice-involved youth and young adults for the world of work through placement into paid work experiences, and on a path to more equitable career opportunities with their peers. In addition to paid work experiences, the program encompasses occupational education and training in in-demand industries, leadership development, mentorship and post-work experience placement into unsubsidized employment and/or education. The focus is on young adults impacted by community violence to advance equity, to combat gun violence and other violent crime with preventative measures that are proven to reduce violent crime and support public safety and community well-being.

SHIP Executive Committee motioned approve both BOOST grant proposals

	Brenna Franken	2nd	Motion carried
Number of In-Person Voting SHIP Board Members	Yes	6	No 0
Number of Present Voting SHIP Board Members via ZOOM	Yes	11	No 0

- D. MRHD Micro Grant Matt Ohman
SHIP is applying for a MRHD Micro Grant to purchase new office furniture and equipment for the SHIP administrative office at our new location.

Micro grants are to be utilized for short term projects or capacity building.

In our nearly 25 years as an organization, SHIP has used old furniture, desk and filing cabinets donated by the Northwest AEA for the majority of our office space needs. The grant award would allow us to expand our capacity as an organization with more filing cabinets, storage space and a more welcoming office experience for our frequent guests, partners and employees.

SHIP Executive Committee motioned approve the MRHD grant

	Dr. Paul Gausman	2nd	Motion carried
Number of In-Person Voting SHIP Board Members	Yes	6	No 0
Number of Present Voting SHIP Board Members via ZOOM	Yes	11	No 0

- E. SEDS grant – Native Resilient Communities Erin Binneboese
SHIP is applying for a U.S. Department of Health and Human Services grant, Social and Economic Development Strategies (SEDS) to complement our current work in the Native American Community. This new grant will be titled “Native Resilient Communities”.

Grant duration: 12-month project period and budget period, 24-month project period with two 12-month budget periods, 36-month project period with three 12-month budget periods. Anticipated Project Start Date: 09/30/2022

Population served: Native American children and families in the Siouxland area

served: up to 300 families

Funding: Award ceiling is \$400,000 and the average projected award amount is \$280,000 per budget period. SHIP indirect cost is 10%.

Potential program partners: Sioux City Community School District, Native Youth Standing Strong, JCS, DHS, Rosecrance-Jackson, Native American consultants and four local tribes including iSantee, Omaha, Winnebago, Ponca.

Program purpose: Siouxland Human Investment Partnership in collaboration with Urban Native Center will propose a social development project that develops and implements culturally appropriate strategies to meet the social service needs and wellbeing of Native Americans in one or more of the following areas:

- *Strengthening Families and Parents-* Incorporating culturally relevant strategies to strengthen families and promote family preservation, healthy relationship skills, responsible parenting (including fatherhood), marriage preservation and counseling (communication), and fostering the well-being of children through Native Arts and Culture
- *Youth Development-* Improving the well-being of youth through life skills training, leadership development, workforce development training, mentoring programs, cultural connectedness, educational enhancements, and juvenile crime prevention through Developing or enhancing activities that promote, preserve, or restore Native culture and arts.

SHIP will serve as the lead applicant and fiscal agent. Urban Native Center would serve as the key partner and subcontractor. The project will leverage the needs assessment and strategic planning efforts of Native Resilient Communities.

Karen Mackey motioned to approve the SEDS grant

	Gary Niles	2nd	Motion carried
Number of In-Person Voting SHIP Board Members	Yes	6	No 0
Number of Present Voting SHIP Board Members via ZOOM	Yes	11	No 0

F. DCAT recommendations Erin Binneboese

Woodbury County DCAT Committee Recommendations

- FY23 service contract recommendations as follows:

JCS funded DCAT Contracts

- SHIP, Program Coordination Services for JCS Client Rehabilitation Services, \$100,000
- SHIP, Community Service Supervision, \$135,000
- Sioux City Community School District, Liaison Services, \$370,000
- SHIP, Employer of Record and Program Coordination Services for JCS Programming, \$185,000
- SHIP, Sky Ranch Reunification Services, \$65,000
- SHIP, Mental Health LPHA, \$20,000
- SHIP, Functional Family Therapy Services, \$330,000
- Siouxland District Health, Drug Testing Services, \$30,000
- SHIP, JCS Care Coordinator Services, \$380,000
- SHIP, Program Coordination Services for DCAT Project Coordination, \$75,000
- Sanford Center, Youth Outreach Services, \$20,000
- *SHIP, Education and Transition Liaison Services, \$145,000

*SHIP, Native American Community Based Advocate, \$20,000
Sub-total = \$1,875,000

DHS funded DCAT Contracts

SHIP, Implementation of Community Partnership for Protecting Children, \$20,000
SHIP, Fiscal Agent Services for DHS Native American Unit Wraparound, \$30,000
SHIP, DHS Tribal Liaison Services, \$120,000
SHIP, Fiscal Agent Services for DHS Client Wraparound, \$40,000
SHIP, Native American Programming, \$25,000
SHIP, Program Coordination Services for DCAT Project Coordination, \$20,000
SHIP, Program Coordination for Family Treatment Court, \$4,000
SHIP, Program Coordination for Mini Grants, \$1,000
*SHIP, Native American Community Based Advocate, \$65,000
(PSSFP and DCAT dollars?)
Sub-total = \$325,000

Total = \$2,200,000

Contracted services and dollar amounts subject to change. While there is still uncertainty with future funding, for services to continue from FY22 to FY23 without interruption, the contracting process will need to be implemented now. If funding is not available or is reduced, contract amendments would be made accordingly.

*New service contract

Karen Mackey motioned to approve the DCAT Recommendations

	Rex Mueller	2nd	Motion carried
Number of In-Person Voting SHIP Board Members	Yes	6	No 0
Number of Present Voting SHIP Board Members via ZOOM	Yes	11	No 0

3. Discussion Items

A. Director's Report

Matt Ohman

SHIP health insurance and benefits

I met with SHIP's current insurance broker and learned that if we stay on the current medical and life insurance plans, we'd see an 8% increase this year. I asked him to provide some other options and also reached out to another broker to explore all options. The other broker (that currently carries our general liability insurance) quoted a much lower commission rate and also a robust offering of extras that SHIP could benefit from. After consulting with our HR team, I made the decision to switch carriers this year, from Mills, Shellhammer Puetz & Associates to Gallagher Benefits Services. We are working on fine-tuning the different plans we will offer employees, and are targeting an Employee Benefits meeting for April 5th, for our new plan year beginning May 1st .

Morningside College panel

On March 1 st, I participated in a panel for the Philosophy of Philanthropy class at Morningside College. Joining me on the panel were Joe Twidwell (representing the Warming Shelter) and Amy Keairns (representing the City and Coalition to End Homelessness). I gave the students a brief overview of SHIP and then we all spoke about homelessness in Siouxland. The students asked many questions, and I recruited some student volunteers to help with our ongoing Street Project interviews (which continued this month at Brightside Café, SC Public Library, Warming Shelter and Gospel Mission).

Siouxland Street Project While helping volunteers with the interview project, I encountered a young man who was a student-athlete from Briar Cliff who was staying at the Gospel Mission. I have been working with other non-profits, donors and the school over the past few weeks to get him back to school, employment, and out of the shelter. We successfully moved him to Hope Street's new location (former Clare House) last week!

0-3: Prime Age to Engage

I applied for and was awarded a small grant from the Iowa Council of Foundations and Grade Level Reading Campaign. The \$1,500 grant will be used by the Early Literacy committee that I facilitate to purchase materials for the Carpenter's Union to assemble more bookshelves, and to purchase new children's books for those bookshelves. The books and bookshelves go out to community providers to offer free books to children and families while they wait for services. Currently there are 21 of these bookshelves in the community – at non-profit organizations, businesses, and attorney's offices.

Nancy Keairns retirement party

Nancy's last day was February 28th. We celebrated her many years of service to SHIP on Friday, March 4th at B.A.'s – SHIP provided pizza to all attendees. I presented Nancy with a plaque commemorating her nearly 15 years at SHIP. In attendance were current and former SHIP office employees, Beyond the Bell and BOOST employees as well as Nancy's family.

Board member lunches

Over the course of a year, I meet one-on-one with each SHIP Board member. For the next several months, I'm also going to meet with SHIP Board Chair Mark Monson and Vice Chair Karen Mackey to update on progress. I had my first meeting with Mark on February 3rd.

B. Finance Report

Kelsey Keane

Financial Planning & Budget Support:

- Several SHIP programs and fiscal agent programs have an upcoming fiscal year-end or new opportunities available for funding. Finance is working extensively to develop budgets for Growing Community Connections Preschool Development & C4K Planning, Growing Community Connections Rooted in Relationships, BOOST Pathway Home 3, BOOST Growth Opportunities, and SHIP Admin MRHD.

Beyond the Bell:

- Considerable analysis has been compiled to evaluate both the Sioux City and South Sioux City summer programming of Beyond the Bell. South Sioux City will continue to receive financial support from the SSC Community School District as we transition away from our 21st Century grant.
- I have been working very closely with Jenna to review the spending plans of several funding streams including the DHS COVID Stipends and the DHS Stabilization grants received.
- SHIP and BTB have worked closely to conduct an internal payroll audit to review all current parttime positions, verify employees were at the correct rate, and make necessary retro-active adjustments to appropriately compensate our staff.
- We received notification that our Iowa 21st Century grants will allow a 15% carryover of funds at the end of this fiscal year. We have inquired with the state officials on the formal process required. We will be submitting requests for unused funds for our grants at Hunt Elementary, Bryant Elementary, Irving Elementary, and North Middle School.
- Leaders from SHIP Admin and Beyond the Bell Admin met on March 15th to continue discussions regarding program strategic planning and staff restructuring. We developed a complex outline that clarifies roles and responsibilities to help ensure timely processing, accurate reporting, clear communication, and compliance.

Investment Portfolio Management:

- Beginning in January 2022, SHIP established our investment account with Baird. The corresponding investment account activity has been reflected in that month with the addition of several accounts to report the realized and unrealized activity. I will continue to provide ongoing investment portfolio analysis with more detailed information available upon request.

Business & Finance Updates:

- In accordance with the Affordable Care Act, all SHIP 1095-Cs were successfully filed and distributed to employees by the deadline.
- SHIP has participated in numerous unemployment interviews or hearings in recent months with several successful outcomes, keeping our unemployment insurance rate low and ensuring that our progressive discipline plan and HR policies are functioning as required.
- SHIP's annual benefit meeting has been scheduled for April 5th. This will begin the open enrollment period for employees to enroll in the vast insurance coverages SHIP provides or make changes to their current insurance plans.

Visit to the State Capitol - Kerri was in Des Moines on the Hill – March 7th and 8th representing the Association of Early Childhood Iowa Area Boards and Advocates and will be going back March 28th – 30th. The Association acts as an information resource for policy makers when visiting the Capitol.

Second Funnel Week – Early Childhood bills that survived the second funnel.

Childcare Reimbursements (HF 2127)

Allows a childcare provider to collect the difference between the amount of state assistance and the amount the provider normally charges from a family in the childcare assistance program.

- Passed out of the Senate Human Resources Committee and has survived the second funnel deadline. It has already passed the House Chamber by a vote of 61-37.

Childcare Working Age (HF 2198)

Requires the DHS to amend rules to allow 16-year-olds working or volunteering at a childcare facility to be unsupervised.

- Passed out of the Senate Human Resources Committee with an amendment and has survived the second funnel deadline. It has already passed the House Chamber by a vote of 55-43.

Revenue Estimating Conference convened March 10, 2022 and published their Estimate of General Fund Receipts.

https://dom.iowa.gov/sites/default/files/documents/2022/03/22-03_rec_final_0.pdf

ECI State Bi-Monthly Steering Committee convened March 3rd and are moving forward with the ECI State Strategic Plan. The goal is to establish a Needs Assessment and Strategic Plan Planning Group: The ECI Results Accountability Component Group will take the lead for this group, in partnership with ECI Public Engagement, and in partnership with any Steering Committee members and/or suggested individuals. This group will help pull all of the previous activities together to develop the highlights of what we know so far, gaps, need to know, and solution ideas that build to strategies and action steps. These efforts will support the planning and preparations of future data dives and link results/feedback into developing updated strategic plan strategies and action steps.

ECI State Board Meeting convened March 4, 2022. Many items were discussed. Director Garcia updated the Board on the moving of the ECI office. on Feb 9th DOM and DHS signed a MOU to move the two ECI staff to be under the direction of DHS. This was not a legislative action and is being done for the purpose of building a stronger connection between DHS (and in the future IDPH) programs with the Early Childhood Iowa network. During this time, ECI staff will be working in a division under Janee Harvey's direction. Ideas were presented about strengthening the early childhood system and building efficiencies. Director Garcia reiterated that she hopes to lift up ECI by being in this department. She understands ECI is more than child care and she also recognizes the previously-held office was one of neutrality. She doesn't want to lose that. Shanell Wagler provided an update about

an ECI presentation to the Education Appropriation Sub-Committee on February 9th.

4. Future Agenda Items

The April Board meeting was originally scheduled for April 15th, but that lands on Good Friday this year, which is a SHIP holiday. We have tentatively rescheduled for Friday, April 22nd – if there are enough agenda items to hold a meeting.

5. Communications and Other Audiences

7. Adjournment

Upcoming SHIP Board meetings:

Friday, April 22, 2022

Executive Committee 10:30 AM – 12 PM

Board of Directors 12:00 PM – 1:00 PM