Mano en Mano Annual Board Retreat
19 September 2009
Mano en Mano
Staff Present: Anais, Edith, Bethany
Board Members Present: Chloe, Sasha, Bethany, Beth, Eric, Yesenia, Morna, Arthur

Executive Director Annual Evaluation
Sasha is postponing the evaluation to the next meeting.

Committee Updates
Fundraising Committee updates and ideas
Hiring Committee is prioritizing skills for what to look for in new ED. Consultants procured by Anais through Bangor to assist and guide with transition.

Program Updates
Mano en Mano mobile's fate will be decided at October meeting. ESL classes taking shape. Edith and Bethany to act as student advisors to keep up student retention.

Board voted unanimous yes to re-allocate funds from Home Depot's grant for the soccer field over to Milbridge's walking path, if Home Depot agrees.

Housing: Costs have been huge issue. Discussion of loans and financial risk. Agree to keep moving forward with process, studies, and planning.

Strategic Plan Review
Discussion of vision and goals and map of future for organization. Important for Board to have clear goal during transition of where MeM is headed and of its priorities and strategies. New Strategic Plan listed below:

1. Low-income agricultural workers will have access to affordable and decent housing.
    a. Create first ever off-farm worker housing in Maine.
    b. Support people to become first time homeowners.

2. Latino children and adults have the life skills necessary to finish high school, apply to college and/or advance in their careers.
    a. After School Program and tutoring support
    b. Scholarship Fund.
    c. ESOL course for Adult learners
    d. Send students to Intensive English Institute at UMO

3. Latino families have access to social services. Community and social services agencies are responsive to the needs of Latino families in a fair and just way.

a. The outreach worker is responsible for the needs of the community, and acts as

a bridge between families and agencies

b. Continue to enhance and build policies on a local, state, and national level, and advocate for equity

c. Community outreach programs that target schools, the police department, other agencies and businesses

4. Both Latino and non-Latino residents have the opportunity to celebrate and enhance their knowledge of the rich cultural heritage and traditions of people from Central America.

a. Community outreach programs, special events, celebrations held.

b. Latino led advocacy groups.

New Director Skills and Characteristics
Discussed the process the hiring committee will undertake, and dot-prioritized a list of skills.

First Tier:

Fundraising

Spanish proficiency

Nonprofit management

Understanding of social justice

Familiar with rural / small town (after discussion not necessarily crucial. Can be clued in by board members)

Second Tier:

Strong oral skills

Cool under pressure

Admin skills

Cultural Competency

Next Board meeting tentatively scheduled October 14th, 2009.