



# Steering Committee Meeting Minutes

Thursday, April 16, 2020

2:30 – 4:00 p.m.

Via Zoom

**Attendees (listed alphabetically)**

Angie Dillon-Shore, First 5 Sonoma County  
 Beth Brown, Community Foundation Sonoma County  
 David Koch, Probation Department  
 Elece Hempel, Petaluma People Services Center  
 Steve Herrington, Sonoma County Office of Education  
 Susan Fette, TLC Child and Family Services

Kellie Noe, Project Staff

**Not Present**

Barbie Robinson, Department of Health Services  
 David Rabbitt, Board of Supervisors  
 Karen Fies, Human Services Department

**Staff:**

Ana Quintana, Project Staff  
 Helen Simi, Project Staff

Topic	Discussion	Decision	Next Steps
<b>Welcome, Agenda, Minutes</b>	A motion to approve the January 2020 minutes was made by Angie and seconded by David Koch and the October 2019 minutes by Dr. Herrington and seconded by Susan. All are in favor.  No changes to the agenda.	Approve minutes from January 2020 and October 2019	
<b>Define Upstream’s Role and Response to the COVID-19 Pandemic</b>	Committee members checked-in around where they found their greatest success and challenge within their organizations. <ul style="list-style-type: none"> <li>Beth, Community Foundation Sonoma County - Beth shared that \$1.5 million was received from grants. The current circumstances make it a challenge for continued fundraising efforts. A significant factor is that donors are holding back resources or making donations to the front lines, not non-profits. Successful business owners are shifting their focus on supporting their workforce vs donations to external causes.</li> </ul>		

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	<ul style="list-style-type: none"> <li>• Angie, First 5 Sonoma County – They had great success in the ability of programs to shift and provide services virtually. Another great success was the ability to get grant money within days for emergency childcare (whereas normally it would be a more extended process requiring a contract for Board approval). Their greatest challenge will be the emerging economic fall out to come. There are major concerns over the budget and commitments that were previously made on family resiliency programs as well as the impacts on children, seniors and low-income families as the recession comes. They are now operating under the assumption of coming economic recession</li> <li>• David, Probation Department – Greatest accomplishment is the fantastic work of facility staff in taking care of youth. The youth are anxious and frustrated although there is currently a small number of youths housed. A noticed challenge is the absence or lack of mental health needs, especially for the AODs population. Concerns of increasing domestic violence if there are no alternate shelters and the additional strains on couples increasing DV incidences. Another challenge is trying to support the reduction of anxiety by staff and trying to maintain social distance with staff and youth. There is a constant fear of who may be infected.</li> <li>• Susan, TLC Child and Family Services – They had great success in learning how to come together and move a lot quicker, for example, in implementing new structures and mastering technology. Technology will remain key as youth go home to do therapy in their home Counties. One of the big challenges is working to reduce anxiety for staff. What does this mean financially for child-welfare long term and schools?</li> <li>• Dr. Herrington, Sonoma County Office of Education – They had a lot of success with distance learning. SCOE has been trying to be as equitable as possible with distance learning support for teachers). During this pandemic, they provided over 100,000 meals county-wide and met all payroll deadlines for school employees. The challenge they will need to address is returning to school with social distances standards (i.e. am/pm school sessions). Operating budgets will also be a concern moving into the next school year.</li> <li>• Elece, Petaluma People Services – They have experienced success in taking existing programs and adapting and expanding them to meet the needs of the community during the pandemic.</li> <li>• Kellie, Human Services Department – A success for HSD has been the ability to continue to provide services in-person and via telework. As the need for services goes up, this becomes more of a challenge. March had 200 cases and April jumped to 16,000.</li> </ul>		

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	<p>The workplan is in process with the final version going to the Policy Review Committee in August and then to the Board of Supervisors sometime in the fall. Prevention is still important although difficult because we are constantly reacting to crisis.</p> <p>Members expressed concern over smaller non-profits sliding under larger ones. Leverage could be attained by coming together. Methods for support of non-profit collaborations and partnerships was another challenge discussed.</p> <p>It was suggested that funders should be more flexible and remove grant restrictions. Perhaps also incorporate disaster protocol provisions in contracts. Further discussion on how the mission remains valuable in the era of constant disasters.</p> <p>The Committee brainstormed Upstream’s role in supporting prevention based-strategies to mitigate the impacts of past, current and potential future disasters</p> <p>Discussion ensued that could give Upstream capacity to do technical assistance and coaching around new applications. Upstream should look further up, link non-profits to have space for honest conversations, learn about each other’s strategies and overlapping programs. Upstream leadership could also help establish RBA structure to show stories.</p> <p>Suggestion for non-profits to market together, collaborate and deliver jointly. Not go through the customary method of referrals.</p> <p>It was proposed that a disaster response cohort model could be more responsive to the community in the short and long term. This cohort model can be inspired by the ROSIE collective model brings leadership together to learn from each other and work toward a common goal.</p>		
<b>Discuss May’s Policy Committee Agenda</b>	A recommendation to gather more information for the May structure. Many good ideas to flesh out more and put into a solid workplan.		Finalize May PC Agenda
<b>Public Comment</b>	None.		
<b>Adjourn</b>	3:40pm		