



**MISSION**

The King Center inspires greatness in the Quad Cities through community-building, education and service.

**VISION**

A thriving, beloved community rooted in justice, equity and respect for one another.

Board of Directors Meeting  
Aug 10<sup>th</sup>, 2022 at 5:00 p.m.  
MLK Conference Room

Or

Video call link: <https://meet.google.com/ryx-wnhe-iuh>  
Or dial: (US) +1 662-547-1312 PIN: 492 636 318#

**AGENDA**

- I. *As part of his Executive Order in Response to Covid-19, #2020-07, section 6, Governor Pritzker announced in part that "During the duration of the Gubernatorial Disaster Proclamation, the provisions of the Open Meetings Act, 5ILCS 120, requiring or relating to in-person attendance by members of a public body are suspended. Specifically, (1) the requirement in 5 ILCS 120/2.01 that 'members of a public body must be physically present' is suspended; and (2) the conditions in 5 ILCS 120/7 limiting when remote participation is permitted are suspended. Public bodies are encouraged to postpone consideration of public business where possible. The MLK Board meeting will be held remotely.*
- |   |                |
|---|----------------|
| II. Call to Order – Michael   | 5:00 – 5:02 pm |
| III. Public Comment   | 5:02 – 5:05 pm |
| IV. Meeting Minutes – Michael [ACTION]  | 5:05 – 5:07 pm |
| V. Governance Committee – Michael/Jerry<br>Board Recruitment<br>Strategic Plan<br>Executive Director Performance review process | 5:07 – 5:30 pm |
| VI. Endowment – Jerry   | 5:30 – 5:40 pm |
| VII. Resource Development – Ted/Rebecca   | 5:40 – 5:50 pm |
| VIII. Directors Report – Jerry  | 5:50 – 6:00 pm |
| IX. Comments – All  | 6:00 – 6:05 pm |
| X. Adjourn  | 6:05 pm        |

Next Meeting: October 12<sup>th</sup>, 2022 at 5 pm



## 2020 –2022 STRATEGIC PLAN

### **Strategic Area #1: Strengthen our brand and message**

1. Refine our brand and message(s).
2. Improve digital and social media engagement.
3. Develop grass-root methods to communicate our brand and message.
4. Grow capacity for community dialogue.

### **Strategic Area #2: Diversify Funding**

1. Expand corporate donors.
2. Establish annual campaign.
3. Create and host special donor events.
4. Launch an endowment.

### **Strategic Area #3: High-quality and outcome-driven programs**

1. Implement evidence-based practices.
2. Expand staff skills and expertise.
3. Explore program opportunities.

### **Strategic Area #4: Quality Facility**

1. Upgrade building safety and security.
2. Improve facility functionality and hospitality.



Board of Directors  
Meeting Minutes

Wednesday, June 15, 2022 in-person and Google Meets – 5 pm

**Members Present:** Michael Glanz, Linda Barnes, Kayla Babers, Heidi Huiskamp-Collins, Aimee Bland, Dr. Monica Smith, Ted Pappas, Dennis Pauley, Moses Robinson, James Jones

**Members Absent:** Jessey Hullon

**Staff Present:** Jerry Jones, Rebecca Arnold, Carlos Jimenez, LaToya Trice, Kristia LeShoure

- I. **Call to Order:** by Michael Glanz at 5:00 pm
  
- II. **Public Comment:** None present for public comment. Board viewed slideshow of summer youth activities.
  
- III. **Director's Report:**
  - A. West End Initiative: Jerry Jones presented information on the work of the West End Initiative and proposed the King Center serving as the backbone support for the initiative. The presentation provided the role, impact and goals as the backbone. Members asked questions about King Center capacity to take on this role to clarify the collective impact process. MLK staff recognize that while initially the organization can accommodate this role as it will expand the roles and professional development of staff, eventually additional staff with specific skill sets and experience will be needed.

Motion to authorize the MLK Center to serve in a backbone role for the West End Initiative by Ted and seconded by Heidi. Motion passed unanimously.

- B. STEAM Lab: Jerry proposed a contractual agreement between the Martin Luther King Center and Samuel McCullum to operate the STEAM lab once completed. The agreement will require Mr. McCullum to pay a market rate lease, to provide services to MLK youth for free or at a negotiated cost and to train/develop selected participants and members of staff to facilitate these lessons and on proper use and care of the equipment. The agreement will allow Mr. McCullum to continue his business operations with other clients at the King Center. The contract length will be one-year.

Motion to authorize the Executive Director to negotiate and enter into a one-year contract with Sam McCullum of STEAM on Wheels by Moses Robinson. Seconded by Aimee Bland. Motion passes unanimously.



- C. Endowment: The Board considered the options of a foundation, utilization of a community foundation and a board managed endowment fund. Support for the board managed endowment was expressed by several members. Staff will explore this option in more detail while ensuring that all establishment documents clearly delineate the separation of the MLK non-profit from the City of Rock Island to best ensure that donor intent can be honored in perpetuity.

IV. **Finance Committee Report**

Linda Barnes reported to the board MLK finance status via a balance sheet, two-comparison report and cash balances for the first quarter of 2022. Motion to accept the financial report by Heidi. Second by James. Motion passed unanimously.

- V. **Meeting Minutes:** Board voted unanimously to approve minutes from March 2022 with no changes.

- VI. **Comments:** Jerry informed the Board that the Birdies campaign has raised approximately \$70,000 thus far.

Aimee Bland suggested that in the case of multiple topics being considered on the board agenda that more time be allotted to allow for careful consideration and discussion.

- VII. **Adjourn:** at 6:21 pm



**MLK Board  
August 10, 2022  
Discussion Points**

**Review board composition, nomination process/timeline**

Minimally 2 board positions will be open and a third opening possible. One slot is available for a non-resident of Rock Island. Governance recommends prioritizing development/fundraising, strong Rock Island neighborhood or program affiliation (parent or client).

Recommends the following for consideration: Steve Ollenburg, Tomeka Toney, Kai Swanson, Andy Rowe, Laury Lawson

**Executive Director performance review process**

Michael will manage the review process with the board in order to submit to the City Manager in December.

**Strategic plan review**

The current strategic plan expires at the end of 2022. Governance recommends waiting until Spring of 2023 so that new board members have a chance to acclimate. Recommends using a consultant.

**Endowment**

Jerry and Rebecca consulted with Mark Schwiebert and determined that the King Center's non-profit status will ensure that funds raised in a board managed model will be in full control of the board and outside of the City's purview for allocation or acquisition.

Staff recommends the next steps for Board consideration:

- Staff discussion with City of Rock Island leadership
- The Governance Committee to establish endowment fund committee
- The Governance Committee to recommend guidelines for named funds:  
Minimum amount, admin fee (%) etc ...
- The Endowment Fund Committee to:  
Select fund advisor(s)

Determine risk level, types of investments, targets for returns, etc  
Determine withdrawal guidelines

- The Resource Development Committee to:

Case for support, how to market this to donors

Recommend the name of the endowment (eg Dream Fund?)

Consider recognition for donors: Above a certain amount? Legacy

Society for bequests? How?

# 2023 Recommendations



**Steve Ollenburg**  
Modern Woodmen of America  
Chief Risk Officer



**Kai Swanson**  
Augustana College  
Assistant to President



**Claire Peterson**  
John Deere Classic Director  
Retired



**Tameka Toney**  
Quad Cities Community Foundation  
Accounting Specialist  
TLT Accounting  
Principal



**Andy Rowe**  
Director of Healthcare Operations  
The Project of the QC

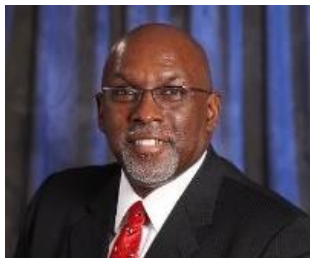
# 2022 Considerations



Richard Wehrheim  
Tax Partner, RSM US LLP  
MLK Finance Committee  
United Way QC, Board Member  
Family Resources, Board Member  
Iowa Resident  
<https://www.linkedin.com/in/richard-wehrheim-28248770/>



Jazmin Newton  
Owner, Newton Law, PLC  
Davenport Affirmative Action, Commissioner  
QC Chamber of Commerce, Board  
LULAC #10, President  
Iowa LULAC, Deputy State Director  
Bi-State Regional Commission, Commissioner  
Davenport Citizens Advisory Panel, Member  
Iowa Resident  
<https://jazminnewton.com/meet-jazmin/>



Randy Moore  
Iowa-American Water Co, President  
QC Community Foundation, Board President  
African-American Leadership Society, Tri-Chair  
Iowa Resident  
<https://www.ourquadcities.com/news/local-news/quad-cities-community-foundation-welcomes-randy-moore-as-new-board-chairperson/>



Jessey Hullon  
General Manager, Virdi Eye Clinic  
Friendship Manor Board of Directors  
Moline Resident  
<https://www.linkedin.com/in/jessey-hullon-1928665b/>



Rev. P. Wonder Harris  
Senior Pastor, Mt. Zion Church  
<https://www.pwonder.org/founder-contact/>



Kent Pilcher  
President & CEO, Estes Construction  
QC Chamber, Board  
QC2030, Board  
Palmer College of Chiropractic, Board  
Scott County Family Y, Board  
Iowa Resident  
[https://qctimes.com/business/five-questions-kent-pilcher/article\\_c7bf4356-24c6-5910-8317-46f698e013ce.html](https://qctimes.com/business/five-questions-kent-pilcher/article_c7bf4356-24c6-5910-8317-46f698e013ce.html)



LeShane Saddler  
St. Ambrose, VP Enrollment Management  
<https://www.sau.edu/leshane-saddler-hired-as-new-vpem>  
Residency unknown



Pryce Boeye  
Owner, Hungry Hobos  
QC Chamber of Commerce, Board  
RI/Milan Education Foundation, Board



Steve Ollenburg  
Modern Woodmen of America, Chief Risk Officer  
Served on boards for America's Community Bankers, Iowa's Community Bankers, the Midwest Conference of Community Bankers, chairman of ChildServe, the advisory board of S1 Corporation and the Iowa advisory board for Federal Reserve Bank of Chicago, Chairman of the Board for Iowa Student Loan Liquidity Corporation from 2000 to 2008, representing Iowa savings and loan institutions. Currently serves on the board of Home Base Property Management in Rock Island and Aspire Resources in West Des Moines. Throughout his career, he has served numerous local service clubs, chamber of commerce committees, charitable organizations, legislative task forces and other similar activities.





Doug Hultquist  
QCR Holdings, Inc., CEO (retired)  
Big Brother/Big Sisters Mentor  
Augustana Board



Deborah Taylor  
Heartland Diversity & Compliance Consulting, CEO  
Deere & Co. Retiree, Director of Global  
Diversity  
East Moline resident  
<https://www.hdccglobal.com/about/>



Daniel Joiner  
Diversity & Community Impact Officer, Unity Point  
Iowa resident  
<https://www.linkedin.com/in/daniel-joiner-abb17127/>



Melissa Pepper  
Chief Strategy Officer, Russell Construction  
Genesis Health System Board  
IH Mississippi Valley Credit Union, Board  
QC Chamber of Commerce, Chair of  
Membership Committee  
Skip Along Family Services, Board  
Leader QC, Board  
United Way QC, Chair Women United  
Iowa Resident  
<https://www.linkedin.com/in/melissa-pepper-20269128/>



James Jones  
Economic Growth Corp, Housing Manager  
Rock Island Resident  
<https://www.economicgrowthcorporation.com/james-jones-housing-manager.html#:~:text=James%20Jones%2C%20Housing%20Manager%20for,and%20foreclosure%20prevention%20counseling%20activities.&text=He%20also%20implements%20GROWTH's%20various%20outreach%20programs.>

Walter Braud



Monta Ponsetto  
Executive Director, RI Education Foundation  
City of Rock Island Arts Council  
Quad Cities Arts  
MLK Resource Development Committee  
Rock Island Resident  
<https://www.linkedin.com/in/montaponsetto/>



Kai Swanson  
Augustana College, Assistant to President  
Rock Island County, Board Member  
RI County Forest Preserve, Board President  
QC Symphony Orchestra, Host  
Rock Island Resident  
<https://www.augustana.edu/academics/faculty-directory/kai-s-swanson>

Board Member	Term Expiration	Serving 1st term	Serving 2nd term	Rejoining
Dennis E. Pauley	Jan 2023		X	Ineligible
Ted Pappas	Jan 2023		X	Ineligible
Kayla Babers	Jan 2023	X		?
Aimee Bland	Jan 2023	X		Yes
Moses Robinson Jr.	Jan 2024	X		N/A
Dr. Monica Smith	Jan 2024	X		N/A
Linda Barnes	Jan 2024	X		N/A
Michael Glanz	Jan 2025		X	N/A
Heidi Huiskamp-Collins	Jan 2025		X	N/A
Jessey Hullon	Jan 2025	X		N/A
James Jones	Jan 2025	X		N/A

**Board Composition Matrix - Martin Luther King Center - 2022**

	Ted	Jessey	Michael	Linda	James	Kayla	Moses	Heidi	Aimee	Dennis	Monica	TOTAL
<b>Age</b>												
25-40												
41-55												
56-70												
Over 70												
<b>Gender</b>												
Identifies Woman				X		X		X	X		X	5
Identifies Man	X	X	X		X		X			X		6
Identifies Non-binary												
<b>Ethnicity/Race</b>												
African American/Black				X	X	X	X				X	5
Asian, Hawaiian, or Pacific Islander												0
White/Caucasian	X		X					X		X		4
Hispanic/LatinX												
Native American/Alaskan Native												0
Multi-racial									X			1
Other		X										1
<b>Residency</b>												
Rock Island Resident			X	X	X	X	X		X	X	X	8
Non resident of Rock Island	X	X						X				3



# MLK ACTION PLAN 2020 - 2022

## STRATEGIC AREA #1: STRENGTHEN OUR BRAND AND MESSAGE

ACTION	RESPONSIBLE	START	END	STATUS	NOTES
<b>1. Refine our brand and message(s).</b>					
Identify the MLK Center target audiences/stakeholders.	RDC	2020	2021	Complete/ongoing	
Create the stories/messages to be used with the target audiences.	RDC	2020	2020	Complete/ongoing	
Create a new King Center logo.	RDC	2020	2020	Complete	
<b>2. Improve digital and social media engagement</b>					
Establish new website	Rebecca and Jerry	2020	2020	Complete	
Annually increase engagement/participants on the optimal social media platforms(s).	Rebecca	2020	2022	Complete/ongoing	
Share the story/message annually via a variety of media outlets including news, television, and other digital media.	Rebecca and Jerry	2020	2022	Complete/ongoing	
<b>3. Develop grass-root methods to communicate our brand and message.</b>					
Create ambassador program to host/lead community events and cultivate member for MLK committees and the Board of Directors	RDC	2021	2021	Incomplete	
Train ambassadors on MLK Center messaging	Rebecca and Jerry	2021	2021	Incomplete	
<b>4. Collect constituent feedback.</b>					
Identify constituent for each program, event and service	MLK Team	2020	2020	In progress	
Prioritize the information required	MLK Team and Board	2020	2020	In progress	
Identify optimal determine feedback methods/tools	MLK Team	2020	2020	In progress	
Collect information and schedule report to board	Jerry	2021	2021	In progress	
Assess information and provide direction for further action	MLK Board	2021	2021	In progress	



# MLK ACTION PLAN 2020 - 2022

## Strategic Area #3: High-quality and outcome-driven programs.

ACTION	RESPONSIBLE	START	END	STATUS	NOTES
<b>1. Implement proven evidence based policies &amp; practices for each staff led program.</b>					
Review and assess practices for each program and event	Carlos and Jerry	2020	2021	Complete/continual	
Create dashboard report for outputs and outcomes	Carlos and Jerry	2021	2021	Incomplete	
<b>2. Expand staff skills and expertise.</b>					
Assess staff development needs	Jerry	2020	2020	Complete/ongoing	
Establish professional development policy that includes standards and annual development requirements.	Governance	2020	2020	Complete	
<b>3. Explore program opportunities aligned with the strategic plan and mission.</b>					
Establish process and criteria for consideration of opportunities	MLK Board	2021	2021	Incomplete	
Initiate policy to propose minimally one new program opportunity annually	Governance	2022	2022	Complete/continual	

