

Virtual Retreat
October 16, 2021
10:00 am – 2:00 pm

Alameda County – Oakland Community Action Partnership (AC-OCAP)



PARTICIPANTS

Sean Callum
Andrea Ford
Angelica Gums
Tonya Love
Njeri McGee-Tyner
Sarah Oddie (Supervisor Chan)
Monique Rivera
Lisa Ruhland
Rosa Velasquez

Estelle Clemons
Melissa Francisco
Vanessa Floyd-Rodriguez
Don Raulston

Facilitated and Visually Recorded by
Arnold and Karen Perkins



AGENDA

- 10:00** Welcome, Review Agenda, Introductions
Essence of Belonging Session
Getting To Know Our Team
Affirmation of Mission, Vision, and Purpose
- 11:45** l u n c h
Affirmation of Values
Putting It All Together:
What is our Elevator Speech?
Next Steps
- 2:00** Close

OUTCOMES

-  Team and relationship building
-  Revisit and affirm AC-OCAP
Mission, Vision, Purpose & Values
-  AC-OCAP Board Members see
themselves as Board Ambassadors



Estelle Clemons, Director of the Alameda County-Oakland Community Action Partnership (AC-OCAP) welcomed everyone to this virtual retreat and introduced facilitators, Arnold and Karen Perkins. Arnold reviewed the day's outcomes and agenda.



Welcome!

Thank you for being here today

Introductions

Name
Org
City/County Representation
Years w/ AC-OCAP

- **Monique** - since 2010
work at Kaiser Permanente
Passion - ending poverty
- **Sean**: Credit Risk Officer - 1st Republic Bank
represent - Rotary Club
4 yrs
- **Rosa**: rep - Council Member Reid
(District 7) - 2 years
- **Andrea** - Soc. Svcs. Asst. Agency Dir.
Represent Dist. 4; since 2010
- **Angelica** - Al Co. Beh. Health Care Svcs.
Represent - Sup. Miley
- **Gladys (Chair)** - many, many years (since 1994)
Dist. 7 - I enjoy what I am
doing to help the community -
we do a wonderful job and
there's lots to do
- **Njeri** - Al. Health Consortium
Al-Co-Dist. 3 - 4 yrs - want
to mak a difference in ending
poverty
- **Sarah** - represent Sup. Chan
1.5 years
- **Tonya** - Council Member Fife -
10 yrs
- **Lisa** - rep. Mayor Schaaf
since 2005 w/ Council
Member de la Fuente
I ♥ Al Co. OCAP - I
♥ being around people!
We need to be together!
- **Estelle** 24 yrs w/ City - w/ HD since 2003
It's about capacity - we are a priority
- **Melissa** - w/ Al Co - OCAP - 2 yrs
w/ City 3 yrs
- **Don** Prog. Analyst
4 yrs w/ City
2 yrs w/ Al Co OCAP
- **Vanessa** - Prog. Analyst

Participants introduced one another by stating their name, organization they work for, representation on AC-OCAP, and years involved with AC-OCAP.



The Essence of Belonging

Stephanie Montgomery
Inclusion and Diversity Trainer

Stephanie Montgomery The Essence of Being

you are like pebbles - making ripples



We share collective trauma -
COVID-19 fits into this trauma



breathe
in -
out

Begin - inside (myself)
outside (my body + others)

Our systems are unbalanced -



Why does the program that
fights poverty have the smallest
budget?

Binary thinking
separates us

Imposter Syndrome -
feeling "I don't belong"
"Is who I am really who I am?"
Am I real?

ex: invited to a birthday party - but don't
belong - maybe not being at the party
is being included

True belonging... is
never greater than our
level of self-acceptance

Brene' Brown

Adaptation: how we survive
Inf. Evolution: how we thrive

BELONGING: Key to getting to where we want



Who do we belong to?

Who am I?

How many selves do we have?



We operate in community -
Oakland is the most diverse
city in the US

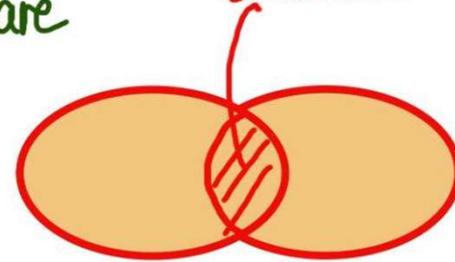


PARADIGM SHIFT

Talk about not what's wrong,
but WHAT HAPPENED

there are so
many versions of
ourselves - we are
more than 1
identity

human desire -
to be with others
shared culture



Stephanie Montgomery - continued

When have you felt you didn't belong?

- I'm aware of being a person who has been "boxed" - it's sad to have to hide one's self from others -



- In my family - it was everyone for themselves - my dad & grandfather scolded everyone they criticized everyone - it's hard - working for the City - criticized for being a "volunteer" called me a "schmuck"

Talking - takes me out of my comfort zone

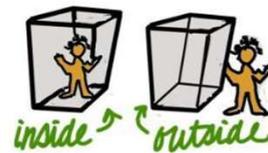
yet talking helps us be vulnerable

You should think about getting another job - no one is thinking about who you are

When have you felt you belonged?

- I don't live near my family - Here - I choose family - In high school - I didn't have key best friends - I was the only Black girl - proximity to me gave others proximity to Black guys -
- I felt like I belonged for the first time in college - those friends are family to this day - it's wonderful when it happens

- the older I get and accept all of myself - there are more spaces where I feel I belong - even though I don't fit the box - when you're younger - you're hyper-sensitive about not fitting in - w/ more confidence & learning - rejection doesn't affect me as much



it allows us to move the world without slings & arrows

Stephanie Montgomery - continued

(Feel Belonging. continued)

I am an Oakland native-
I have friends from high school.
felt I belonged
With others moving into Oakland-
it's harder
Belonging-is more about
accepting yourself: going with
the flow - being your best self

It's BOTH/AND-
loss of what used to
be - but how do we
come together without
taking over the voices
of those who have been
here

Thank you for having me
When we do us we do better
Work together when we feel
BELONGING- when we take
time to BE
- Stephanie

GETTING TO KNOW OUR TEAM: SPEED DATING

ROUND 1

- If you knew me well, you would know that I am most proud of _____ because _____.
- What is one thing most people don't know about me?

Our team-building exercise was to, in pairs, respond to two sets of questions (shown on this and the follow page).

GETTING TO KNOW OUR TEAM: SPEED DATING

ROUND 2

- The Super Power I bring to AC-OCAP is _____
- My AC-OCAP team can count on me to _____

AFFIRMATION OF MISSION, VISION, PURPOSE and CORE VALUES

Our next discussion focused on AC-OCAP's mission, vision, purpose and core values. The group affirmed them and in small groups discussed how they are practiced.



OUR CURRENT STRATEGIC RESPONSE

GUIDED BY CORE VALUES

The AC-OCAP Administering Board, comprised of local community members, elected officials, and community partners, identified the following five core values as a declaration to intentionally guide how the agency moves forward in implementing its strategic plan.



OUR MISSION

To end poverty within the City of Oakland and throughout Alameda County.

OUR VISION

To improve our community by creating pathways that lead to economic empowerment and prosperity.

OUR PURPOSE

The Community Action Partnership has the responsibility to plan, develop, and execute efforts to alleviate poverty and work toward systemic change to enhance the opportunities for families of low-income throughout Alameda County to achieve self-sufficiency. Self-sufficiency is defined by AC-OCAP as having the means and opportunity to meet a range of individual needs.



VALUES • VISION • MISSION • PURPOSE

How do we live them?

- Reaffirm - we meet w/ City Council to check in & hold them accountable - how to be strategic about our approach
- We have been on the ground and forward
walks for poverty
participate on panel w/ Robert Reich
- have been limited due to COVID
- Think about - how to have impact in the community - more engagement w/ grantees, site visits



- Most of us have the right intention and desire
- Opportunities for those of us w/ day jobs? - grant reviews, monthly mtgs - It's hard to do more
- Would be good to think of other ways to be engaged - other than meetings - walks, documenting
- Build more awareness re fundraising
- Zoom fatigue!
motivated me to open a non-profit org

LUNCH BREAK

Return at 12:15





IDEAS for POST PANDEMIC

RESHARE YOUR POSTS

- to raise awareness



SHARE LINKS

- it's true - difficult w/ day jobs

STRATEGY TO REACH COUNCIL MEMBERS

- funding process - hard for me (COI)
get them to understand what you do

MEET W/ ELECTED OFFICIALS

Q What are the specific asks we can work on during monthly meetings?

A We used to have subcommittees that worked between mtgs - we've lost things that have worked before (another example - grantwriter)

- Get in front of me and Council Member Fife - don't wait for the budget process - events, site visits

COME IN WITH A SPECIFIC ASK - for an immediate request

Q Are we required to have monthly meeting? Subcommittees?

A Subcommittees meet Wednesdays before the Bd mtg (rotate) - 4-6 x/yr - monthly mtgs req'd subcommittee mtgs have to be published - and it's hard to schedule KTOP - will be better when we're back in person (January)

• calling, sending messages can be done off-schedule - outside of allocation

• Think about how to engage w/ Supervisors not represented - how to build more support

• important to have them on committees - not just staff

• presenting to City Council/Bd of Sup - or going to mtgs - not the only way to show up - ask us to write letters, send messages before presentations you don't have to be at the mtgs

• connect more often w/ consistency



• You have a responsibility to meet your rep. at least 1x/yr

Q What do families need now? (w/ COVID)

A still touch: op - some needs are being met (laptops, support)

We need consistent messaging, newsletters

ELEVATOR SPEECH



- 30 seconds
- 2-3 sentences
- grab someone's attention
- a few facts - how many we serve benefits
- Know your audience
- you have to feel it
- Don't use acronyms/jargon
- Comfortable to you
- Tangible outcome
- Action-oriented
- stories
- sticky language
- be **BOLD**
- what's the **ASK**

PUTTING IT ALL TOGETHER

Using Elevator Speeches to be AC-OCAP Ambassadors

BE CREATIVE!

Chose one of these scenarios where you may have the opportunity to be an AC-OCAP Ambassador (or make one up) and prepare an elevator speech:

- A city-related meeting
- Impromptu meeting at a coffee shop
- Cocktail party or dinner
- Faith-based setting

The person may be a potential client, donor, potential Advisory Board Member, or an interested citizen.

One way to be effective AC-OCAP Ambassadors is to have the ability and confidence to deliver inspiring elevator speeches when opportunities arise. We practiced delivering elevator speeches in pairs and then shared with the group.



ELEVATOR SPEECHES

Start with who we are, what we do, what we need.

Hello Council Member/Supervisor _____

Do you know that 1.5 million people in Alameda County live in poverty?

AC-OCAP works to end poverty. \$1.4 million is not enough to impact the lives of 50,000 people. We can do more with more funds and allocations from you. We'd like to talk to you about how you can help.

Hello CM Fife. I want to tell you about AC-OCAP - an organization that supports our unhoused community. There is a community on MLK and I would like to meet you there next week.

(also wanted to say, we have a \$1.4 million budget to fund grantees - that's \$9/person. Can you support by giving more money. \$9/person is not enough to touch all the people in need.)

Important to know your audience and what's important in their District

I sit on the AC-OCAP Board and our mission is to end poverty throughout the County.

Have some good stories - use an appropriate story for who you're talking to. Let them know what have done, what we are doing what we'd like to do.

Rosa and I are going to put this together when we have a visit!

Sample elevator speeches were shared.



next steps

- Karen-submit visual report
- Re-visit sub committees
- Consider events
- Attend council/Supervisor mtgs
- Consider work sessions e mtgs
- Visit organizations
- Debrief- at next mtg



I Prayed for You Today



I prayed for you today, gave thanks for your life, wished you the best, asked the heavens to bless you with good health and happiness. I sent you good thoughts, surrounded you with hope and faith and love. I asked your guardian angels to protect you and keep you safe from any harm and to blanket you with joy and contentment and peace and prosperity...

I prayed for you today. I asked that you be guided with the wisdom to make choices to enhance your life and the awareness to make changes that are in your best interest. I wished for you a storehouse of opportunities, the ability to meet your goals, and the joy of your own approval and acceptance. I wished for you your heart's desire, every need met, every prayer answered, and every dream come true.

I prayed for you today. I asked that you be prepared for whatever life hands you or whatever you're going through. I asked that your spirit be strong and lead you and guide you each step of the way down every path you take. I asked the universe to confirm for you that you're someone very special. I asked the earth to be good to you, and I asked God to show you His perfect way. I prayed for you today.

~ Donna Fargo

Arnold shared a prayer to close the day.

