

## Friends of Rainier Meeting Minutes – 9-17-17

**PRESIDENT'S REPORT** - Jeff Carter introduced the board members and lead us in a time of remembrance for our dear friend and fellow FOR member Jim Hardman

### **SCOTT WARD FACILITIES UPDATE –**

- The Boy Scout camp that is on Rainier School property that was used until about 8 years ago for camping, fishing derbies, picnicking etc. is in the process of being revitalized. The camp will be used by Rainier staff/clients as well as Boy Scouts. Rainier staff is working with the local Boy Scout troupe to make this happen. Individual boy scouts will be able to use clean-up projects as their Eagle Scout badge community service project. The A-frame buildings need work as well as the grounds. Harvey suggested having a grand re-opening celebration
- The gym roof project is now finished. The original tile was carefully removed and then placed back on after repairs/replacement to the underlying layers were completed
- While waiting for additional state funding (in January?), some of the priority projects are sidewalks and trimming/removal of shrubs
- Pat C has had painting being done. Pat A will be painted in the spring
- Some cottages do not have the proper electrical needed to update to central air conditioning, so electrical infrastructure work needs to occur first once the funds are available. Surveyors cite them for heating etc. issues, but the original systems that were put in place cannot handle the current needs of heat, telecommunications, computers, etc. Hopefully, these issues can be used to pressure the state for needed funding
- The “Evergreen Bough” newsletter has been restarted. We requested that FOR be included in the distribution list so that we can re-distribute it to all our email contacts
- We asked about the new totem pole type carving at the entrance to the Rainier grounds. It was an existing tree stump that was carved by a wood carving artist. The more improvements that are made, the more the staff are motivated to help to decorate – it’s a great morale booster. We were also reminded that everything hanging from the shepherd’s hooks at the entrance (wreaths, flower baskets, etc.) are made by clients in the green house and are for sale
- The cottages all had their ducting/air handlers professionally cleaned. The air flow improved greatly (from around 40 cfm to 120 cfm)

### **SUPERINTENDANT HARVEY PEREZ FINAL UPDATE –**

- o Accomplishments from the last 2 years -
  1. Brought back/created new campus-wide events such as Summerfest and the Fashion Show
  2. Made community engagement a priority – joined groups such as the Family First Coalition, Kiwanis and Buckley Chamber of Commerce with the idea of mutual benefit for not only Rainier School, but also for the community. With this goal in mind, Rainier School has participated in the Relay for Life (raising \$6K for cancer this year), donated a decorated tree with ornaments made by the clients to the Eagles Christmas tree auction and took over the leadership role for the Buckley Tree Lighting Ceremony.
  3. Refurbished and re-opened the bowling alley
  4. Employee hiring and retention - Created a wellness center for the employees; streamlined and improved AC1 recruitment by creating 1 pipeline for the hiring process, created interview questions that help establish which candidates have the traits needed for success and attempted to better inform potential new hires of what the job entails; established a New Employee Advisor who can help new hires and ask them questions to address concerns before they get to a point of wanting to quit the job. Permanent vacancies are now down to 6 (they were at 50)
  5. Created a binder with comprehensive information for Jeff Flesner and for his bosses, so that they would have information for a smooth transition of leadership and to continue in the positive directions that have been established
- o Current & future projects/goals –

1. Redesign of the coffee shop – they are working with a designer who is volunteering their time and they are hoping to find other partners to work with so that the coffee shop can be a better, more central meeting place for staff, clients and visitors
2. Redesigning the ATP/activity programs – there is a need to make sure that the Adult Training Program work offered is something that the clients can actually do and for those who cannot benefit from working, a more robust day program of classes/activities needs to be developed
3. Expand leadership training for ACMs (Attendant Counselor Managers). In an effort to increase coaching, mentoring and development of ACMs, Harvey already had a consultant interview ACMs for an hour each and got responses to a questionnaire and to give feedback about their bosses. Now a training curriculum needs to be designed so that they can have classes (possibly at the fire station? which has nice classrooms) for training on time management, engaging employees, etc. He also suggested to his boss at DSHS that an academy for both ACMs and HPAs are needed. AC3s (cottage shift charges) will be the managers of the future, so they will be holding special meetings with them as well to increase their morale/training
  - o Harvey will now be in charge of the Washington State institutions for juveniles. Jeff Flesner, the current Assistant Superintendent, will be the acting Superintendent until a permanent person is hired
  - o It was suggested that it would be nice to have an external panel (possibly with the Mayor, FOR President, etc.) interview the new Superintendent candidates (as well as an internal panel)
  - o Jan suggested having Jeff Carter send a letter to Harvey’s bosses (including the governor) about our appreciation for all that Harvey and his team have done as well as dedicating the coffee shop to/naming it after him when it is redesigned

**FOR MEMBERSHIP AND FUNDRAISING CAMPAIGN** – The membership drive and fundraising (hard copy) letter will need to be sent out prior to the November FOR meeting. We will look for a mailing service company to mail it out. We are still using Constant Contact for our emailing service. The updated contact list needs to be put in the cloud for accessibility and so that it cannot be lost due to computer crashes

**ACTION DD – LEGISLATIVE AGENDA –**

- Action DD is in great need of funding for its lobbyist, Rick Jensen
- Action DD encourages us to be an active constituent, but to keep our messages focused and simple when communicating with our legislators. The Action DD website has some good talking points to use

**RAINIER ARTS & PROGRAMS –**

- The worm program is going very well. The students from City University that have been assisting in the marketing of the program were at the Worm Booth at Summerfest and helped to explain the program. They had wonderful brochures as well as t-shirts for sale

**UPCOMING ACTIVITIES –**

- Annual membership meeting – Sunday, November 19<sup>th</sup> – Board members will need to be re-elected. Jeff also nominated Mark Von Walter to become Vice-President
- Thanksgiving – We voted to change the Thanksgiving donation to be \$200 for each PAT instead of giving money to individual PAT E houses. Jeff will get Fred Meyer gift cards and we will ask to get a report back regarding what the money was spent on
- Christmas Party – Sunday, December 17<sup>th</sup>. Jan says the clowns are set to attend (yay!)

Our website - [www.friendsofrainier.org](http://www.friendsofrainier.org)