



**Chicano Latino Affairs Council**  
**Special Board of Directors Meeting Minutes**  
 January 15, 2011

*Because of the nature of the meeting, these minutes are very detailed.*

**Board Members:** BM Mario Vargas, Chairman; BM Alma Garay-Lehn, Vice-Chairwomen; BM Rebeca Sedarski, Secretary; BM Adriana O'Meara, Treasurer; BM Antonio Lizano; BM Nicholas Juarez; BM Edgardo Rodriguez; BM Michael Rosario; BM Teresa Dawson; BM Maricruz Hill; BM Francisco Morales (Via Conference Call)

**Staff:** Hector Garcia, Gladys Rodriguez, David Espinoza, Astrid Ollerenshaw

**Guests:** Elia Bruggeman, NWSISD; Manuel Guerrero; Pablo Murillo; Elsa Vega Perez; Erick Garcia Luna; Gerardo Bonilla; Maureen Acosta; John Milton, Reporter and former State Senator; Sam Hernandez, Sunsol Enterprise; Michael Medina, Mexican American Post 5.

Agenda Item	Discussion/Action Summary/Motions Adopted	Follow-Up/ Timeline	Person(s) Responsible
Welcome & Review of Agenda  <i>Chairman M. Vargas</i>	<p>The meeting was called to order at 10:10 a.m. by Council Chairman Vargas with Quorum established.</p> <p>Director Garcia makes request to have the Executive Director Performance Plan Discussion open.</p> <p>The agenda was presented with the purpose and outcomes. BM N. Juarez makes a Motion to accept the agenda without any changes; BM A. Lizano seconded the Motion, All in favor. Motion carried unanimously. The agenda was adopted.</p> <p>BM A. Garay-Lehn makes a request to wait until conference call participants have joined in. BM A. Lizano makes a Motion to reverse the items on the agenda to allow conference call participants to call in; Motion seconded by BM T. Dawson. All Opposed, Motion failed.</p>	<p>← Motion carried to approve agenda</p> <p>← Motion made and Failed</p>	
Executive Director: Performance Plan Discussion  <i>Committee Chair M. Rosario All Members</i>	<p>Chair Vargas shares that the Personnel Committee has been meeting consistently to talk and discuss the performance of the ED and the progress associated with that. A 6-month performance plan was developed by this committee; it was ratified and approved by the Board in November 2010.</p> <p>BM M. Rosario, Chair of the Personnel Committee, shares that the committee started working in October after the Board performed the 1-year evaluation for the ED. There were positives reflected in the evaluation, but there were some concerns that the negatives outweighed the positives. In an effort to be fair and to help the ED succeed, a Personnel committee was formed. The Committee presented a 6-month plan to ED and clarified questions ED. ED has been very cooperative and stated to the committee that he understood the plan and that he would do his best to address this</p>		

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	<p>plan. The Personnel committee has continued to meet and Chair Rosario has had several conversations with ED. At this point, the consensus of the Committee is that Board is setting ED and the Council for failure if proceed with the direction he has given as executive director, and therefore it is their recommendation, at this time, to have dialogue and take a vote for removal.</p> <p>BM M. Rosario makes a Motion to remove H. Garcia as Executive Director; BM A. Lizano seconded the Motion. Floor open for discussion.</p> <p>BM T. Dawson questions that only 3-months have passed since the Board approved the 6-month plan, why is the committee making this recommendation now. Committee Chair Rosario clarifies that this is only a recommendation from the committee; it's been put to motion and seconded; now it's up for dialogue. The concern again is simply that in 6-months, given what has happened to date, the Council is not going to have the success that it is looking for. (BM Francisco Morales joins via conference call)</p> <p>BM M. Rosario shares that BM N. Juarez recently stepped down as Chair of the Legislative Committee and asks BM Juarez to share information on what led him to do that. BM Juarez expresses that it has been frustrating working with the ED. For the last five months, the staff and the Legislative committee have been trying to get ready for the Legislative session. The Legislative session has started and to date there is no legislative agenda to present to the legislature or governor on behalf of the Council. There was struggle putting the position statements together; it took over two months to put together an immigration position statement and fact sheets that the Board approved at the November Board meeting. Since then, the committee has been working on workforce development and economic development and building on a report that CLAC did and tried to build on that since committee feels that this legislative session will have a great emphasis on economic development and since the Latino community plays a huge role in both those fields, the committee felt that these two areas could be solidified to move forward our Legislative agenda.</p> <p>There hasn't been any progress during the meetings to continue to develop these plans. When asking the ED to continue to put through some work on the analysis of the economic development &amp; workforce development and to look at analysis of what bills are coming through that have been introduced that may affect CLAC or the Latino community, that analysis hasn't come forth yet. BM N. Juarez feels that CLAC is so behind in the legislative process that CLAC is not going to have an impact this legislative session. There were two bills recently introduced with Sunset provisions for state agencies to prove their existence and value to the state. If you read through those, CLAC fits very well with those provisions. CLAC has a great Operational Excellence plan that shows that we</p>	<p>← Motion made to remove H. Garcia as ED</p>	

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	<p>do make progress, we can validate our existence and that the money that is spent is moving a legislative agenda forward. Based what BM N. Juarez has seen so far, through his work with the Legislative committee, the outputs aren't there.</p> <p>Director Garcia comments that it depends what you call failure, success or impact. If members read documents put together by consultant Rita Garcia, she clearly points out that Impact is submitting a bill recommendation. For 8 years CLAC had not submitted one to the legislature until he arrived. It was tabled until this session and in this session he has already met with Rep. Mullery and Sen. Patricia Torres Ray to discuss the submission of that bill along with the other Councils. What BM Juarez refers to as failure is the fact that instead of a 1-page position statement the committee wanted a half page statement. The committee has requested to repeat position statements several times and the more staff tries to put it into how the committee wants to word it, the more they keep telling staff to repeat it.</p> <p>BM E. Rodriguez express that the Council and the ED need to be together to be able to be successful and what's happened is that after working with H. Garcia for a long time it continues to be separated. In H. Garcia mind he continues to be compliant, he is working long hours, his commitment is really significant. However, every time the nature of the work that he presents is not up to what the Council needs to be able to move the Council forward, there is a disconnect.</p> <p>BM T. Dawson points out to the Policies and Procedures manual that says that the ED makes the final decision concerning any particular issue and continues to say that no individual Council member has any authority over the agency. These are the rules and regulations approved by the Board and that they should abide by. The Board gives ideas to the ED, but it is up to the ED to decide which ideas to implement.</p> <p>Chair Vargas clarifies that there is a discrepancy in the Policies and Procedures because CLAC's charter or statute that created CLAC says that the Board sets the directives for the ED.</p> <p>BM Garay-Lehn shares that she was part of the Legislative committee and she is surprised at the so many things that the committee has requested from staff to keep track of. CLAC doesn't have the man power or the resources to keep track of all the federal bills that CLAC has nothing to do with. Director Garcia works 80hrs a week, all the staff is working very hard to get the requests out, but there are some things that CLAC simply cannot keep track of. GM Garay-Lehn makes clarification that she resigned from the Personnel Committee because she did not want to be part of this conversation.</p>		

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	<p>BM Lizano shares that CLAC has a document that states the five areas of concentration and the statements that CLAC has followed year after year, and that is the very important key for the Council to be successful. Bottom line is that there is a plan that needs to be followed and unfortunately we haven't been able to do that and it's not an evaluation of 6-months, this has been going on for more than a year. The Board has worked with ED, they have explained things many times and we keep on failing to see any results.</p> <p>Committee Chair Rosario states that he has had several conversations with H. Garcia, and wants to go on record that unlike many members of the committee who have agendas about the direction or what they like to see happen, he has no agenda and not having an agenda allows him to be neutral. One concern is the disconnect between people who are dealing with H. Garcia on a daily level. H. Garcia has shared with BM Rosario that he feels that he's been hampered by the details of some of the processes, that he's been hampered by the directives involved in the process. No one is questioning Hector's zeal, his commitment, his attitude, but at some point we have to cut through this disconnect in details in order to get this done. The other concern is, whether is the Board or Hector, we have tried and are to the point of redundancy in making these details understandable to Hector.</p> <p>BM N. Juarez states that when you read the documents that have been established, this board has failed. This Board sets the direction; it gathers the input of the Latino voice to make one unified voice to the state. Part of that failure is the lack of Board participation. The Council has quarterly meetings and the committee structure was set up to meet in between meetings to work, flush out the ideas and provide recommendations to the Board and that hasn't happened. There is one committee that has been meeting on issues and trying to take on everything, trying to get the legislative agenda done, trying to get everything done. And the lack of participation from the Board shows a lack of interest in moving CLAC's agenda forward.</p> <p>BM T. Dawson states that the board itself is divided; it is reflected on the performance evaluation. According to the evaluation, 4.8 of the Board gave Hector good marks, and 4.0 gave him needs improvement marks. Dawson further comments about former staff Rosa Tock, who applied for the ED position, not being hired as ED set her attitude to sabotage Garcia's job.</p> <p>Council Chair Vargas states that this issue was discussed at the last Board meeting, where those Board members that are less engaged seemed to have a stronger and higher opinion of Hector and more comfortable with him having more ownership and authority, than the other half who are following or are more engaged in following the Operational Excellence and the strategic plan that</p>		

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	<p>the Board approved. Perhaps, the Board is at a cross road in terms of the way we have carried out business in the past in terms of operation excellence which is very specific, very detailed oriented and again, makes it very real for this board to be more hands on per the statute that created it in terms of setting the direction. Chair Vargas also recommends Board not to make comments about staff including former staff because there has been a lot of hearsay and talk about former staff and the board has only heard from the perspective of the ED, but Board has not heard Rosa Tock's perspective. Tock performed exceptionally well when she was working under former ED Rogelio Munoz so again, Chair advises board not to comment without having the proper knowledge of what happened from both sides.</p> <p>BM E. Rodriguez shares that he receives emails with information and reads tons of material from Director Garcia and has for the last year trying to help, trying to make it better and it's not an issue of how much he gives to the Council, it's an issue that what we ask from him that needs to be aligned with what the Council needs to do in terms of the legislation and with the Government and we are charged to do is not good. It doesn't go where the Board wants it to go. H. Garcia thinks it does which it makes it difficult to go forward because as long as he thinks it does and the Board thinks it doesn't there is no communication.</p> <p>BM A. O'Meara states that her understanding of the Board is that it is not a working Board, that an ED is hired and staff to do operational excellence. The Board sets the directives and lets staff do their job. In regards to the comment about former staff, it is not just what ED informed the executive committee, but what Human Resources also shared with them. This is confidential information that cannot be shared in details, but they had a reason which was valid and it had nothing to do with H. Garcia.</p> <p>Chair Vargas clarifies, for the record, that from Rosa Tock's perspective, she was trying to keep H. Garcia aligned with the Biennium Action Plan and with Operational Excellence and she failed by losing her job. With all due respect, board needs to be respectful of laying blame on somebody that before Garcia came on board, was exceptional and was performing exceptionally. This Board awarded Tock a recognition month before because of her excellent work. BM O'Meara states that she agrees with what has been said, but her comments are based on what Human Resources informed the executive committee.</p> <p>Director Garcia states that Tock might have one version and he has another, but that Human Resources should be the ones to confirm that for seven months he tried to work with Tock to try to bring together both point of views.</p>		

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	<p>Chair Vargas reiterates that HR has been involved, they will continue to be involved, but they follow the lead of the ED and when Chair Vargas met with Sue Wickham, the Director of Human Resources, she was very clear that she follows ED's lead. In fact, she followed ED's lead when he restricted the positions without formal approval from the Board, and when ED reassigned title's to positions which is something not within ED's power. HR has done its job and they do their job well and that is to follow ED's lead and providing their service to the agency</p> <p>ED Garcia comments that he sincerely did not believe that changing the title from Community Liaison to Community Relations would affect the Board members as heavily as it did. Agrees that there is a disconnect and perhaps that is what needs to be addressed and not so much who is right or wrong. Garcia states that as soon as he became ED he tackled the problems that were brought to him by the Board. He was informed by the Board of a budget deficit and he turned it around to a 7% surplus, the board told him of the problem with LCN and a negative article they were going to publish, and he turned it around to a positive article published about CLAC plus they started a new partnership to develop the Latino Leaders Alliance which the board then asked him not to participate in, the board asked him to resolve the issue with Humanities Center which had not come to terms on the issue of Arts &amp; Cultural, he bridge that and brought 250,000 to CLAC.</p> <p>BM M. Hill asks the Board to redirect to the objectives of the meeting. Any issues, comments or sentiments around HR issues should be completely removed from the table. Focus of discussion is what the issues are and how the Board is going to move forward. There is a plan for a 6-month improvement, only 3 months have passed, what are the specifics and urgency of why the board is meeting, that is really the essence and the root of why the Board is meeting. In addition, as the board makes a decision, think back when the former ED resigned. Was there a succession plan or an action plan? Whatever the board decides to do, there needs to be a succession plan because there is talk about disconnect, there is talk about impact and execution. If the decision is made to remove the ED, the Board needs to have an action plan because the impact is going to be much higher and is going to really impact the Latino population if there is no plan in place.</p> <p>Committee Chair Rosario addresses comments made by ED Garcia in regards to the LCN issue.</p> <p>Chair Vargas speaks about his work with ED, since ED was hired and after his election as Board Chair. He commented on his work with ED on the Arts &amp; Cultural committee to solidify partnership with the HC. Chair Vargas stepped back and allowed ED to nurture the partnership with HC; however he noticed that ED did not listen nor paid attention to the directives of the committee and it got the Council in trouble with the state with a violation. Committee regrouped</p>		

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	<p>and drafted a new contract. The original proposal/ plan was directly aligned with the strategic plan and the committee was adamant that directive be followed, but for several months the work of the committee ended up in a completely different playfield. The committee grew very tired because of the disconnect and their directives not being followed. The contract with the HC was pulling CLAC away from the charter. In August 2010, he was elected as Chair of the Board. He started working with ED to go through the Policies and Procedures, go through Operational Excellence and he found himself bombarded by different BM that he was micromanaging the ED. Chair Vargas states that his responsibility as Chair is to make sure that the wishes of the Board which are embedded in Operational Excellence are implemented and to work hand in hand with the ED per the Policies and Procedures to ensure the interest of the Board. Chair Vargas noticed ED wondering around and going outside of the charter and entertaining meetings or engaging activities that would pull him away from the Council; he started emailing to say to stay focus. It has been continuously frustrating. Chair Vargas feels that he has lent all the support to ED and feels that ED lacks in some key areas.</p> <p>Garcia comments that before Chair Vargas became Chair, he did help him along with BM Garay-Lehn to understand the Operation Excellence plan, but that he never said that he was being micromanaged by former Chair Juarez. In fact, he would dialogue more often with former Chair Juarez than with the current Chair. The micromanage started with the new Chair and it started because of the new improvement plan. ED continues to say that the Humanities Center problem was not created by him; the HC was working perfectly with him. They were working on the TPT documentary, the SPNN documentary portrays the Latino corporate executives, the DVD's that they produced of District del Sol and Lake Street and then BM Rodriguez and Chair Vargas decided that it was contrary to what it was proposed back in September 2010. ED was asked to convene a meeting with the HC, committee made a proposal to them, they didn't like it because committee told them they weren't good partners, then they came back with a plan to implement the committee proposal at which times the committee canceled the meetings with them. HC is now concerned because they are holding on to \$150,000 that no one is telling them how to use and they might lose future funding from the Legacy fund. In regards to the contract violation that Chair Vargas referred to, ED has informed the Board that every Council has gone through violations. It was not a huge deal by anybody's standards as a matter of fact, Bruce Lemke, FMR, after the meeting with the Board stated to ED Garcia that the Board is paranoid, that it is not a big deal that CLAC made an error in the signing of the agreement. ED Garcia states that it is a matter of focus; the Council should focus on issues that are of great concern to the Latino community. The community is worried on being attacked for undocumented workers, being attacked because of children of undocumented workers are getting their citizenship taken away. ED meets with the</p>		

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	<p>Governor, with Legislators, with heads of Departments. Furthermore, Commissions Sorel just invited ED to his office to introduce him to his deputy commissioner and asked him to meet regularly with him. ED attends meetings with powerful and influential people who can turn things around. The Position Statements and Fact Sheets are valuable, but they are not going anywhere unless the leaders believe CLAC is of value and that it has something for the community.</p> <p>Chair Vargas clarifies that he has never out censored the ED. There has been number of concerns from BM that the ED was committing publicly to issues, to positions, to projects outside of what the Board has approved. The performance plan was approved and ratified by the Board, created by the Personnel Committee who looked at all the comments in the performance evaluation. The Personnel Committee can bring a recommendation at any given time if they don't see any progress made; which is what the committee is doing today, bringing a recommendation to the Board to remove Garcia as ED based on no progress.</p> <p>BM E. Rodriguez comments on the resignation from BM N. Juarez and communication issues between ED, HC and the Board. The problem is that the Board and ED Garcia are not working effectively and when that happens something needs to be done about it. This is not working right and it needs to be fixed.</p> <p>Garcia states that communication needs to be improved. Board and staff need to work together to complement each other instead of attacking each other.</p> <p>BM Garay-Lehn states that the Board was formed by the community and refer to two co-founders attending the meeting, Elsa Vega-Perez and Manuel Guerrero and before the Board moves forward, each member of the community have a right to give their opinion. (Disorder between BM and community members)</p> <p>BM A. O'Meara makes a Motion to open the floor to community members to hear their concerns (2 minutes each); Motion seconded by BM A. Lizano. All in Favor, Motion passed unanimously.</p> <p>Elia Bruggeman, NWSISD: thanks the Board for allowing community members to speak. CLAC is a great organization to bring the Latino community to the state. She did not know H. Garcia until the day of the interview and so far she has heard good things about Hector. She suggests bringing someone from outside to oversee along with the Chair to see what is going on because she does see a conflict of interest. She served on the CLAC board for 10 years, and there is a conflict of interest in this board with this position; she has proof and notes because she sat on the Hiring committee.</p>	<p>← <b>Motion Passed</b> to allow community members speak</p>	

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	<p>Refocus on behalf of the people; evaluations are made to help people not to destroy them.</p> <p>Manuel Guerrero: shares that he has watched this council during the past 3 meetings and it is obvious that there is a dysfunction. There is lack of communication, the Board does not follow time tested system of how to conduct a board meeting and don't follow Roberts rule order. Guerrero shares that his parents came here before the 1920's as migrants and for a long time they struggled and he does not want to see that repeated from a lot of our Latino patriots. Finally, he has known Hector since 1973, he knows his abilities, he has contacts and he was made to be the ED of CLAC.</p> <p>Pablo Murillo: Thanks the board for the opportunity to speak. He believes there is a lot of anarchy in the group. Murillo questions what has CLAC accomplished in the last 5 yrs? And what has changed in the last year?</p> <p>Elsa Vega-Perez: One of the first liaisons to the Council office when it first started and shares that she is embarrassed to be here and to hear the conduct and the crucifixion that is going on. What has CLAC accomplished? The DREAM Act was not passed and she does not see a lot of movement from Council members. She advises to be careful in the decisions made being that there is a large deficit and CLAC is in the chopping block.</p> <p>Gerardo Munguia: states that this type of bickering is not what Latino students want to see. It is very sad to see what is happening because he has had better conversations, better meetings in High School. For the best of the community, he urges the board to get things in order.</p> <p>Erick Garcia-Luna: Thanks the board for the opportunity and clarifies that he is participating as a community member, representing himself and not the agency he works for. He repeats what everybody else has said. He shares that he is an immigrant; he has been a citizen for three years and started to become active in the civic life. Everybody agrees that there is a civic way to conducting business around this table and as a member of the community, he asks for more civility in the way that the meeting is conducted. Each is here bearing the name of the Latino community. Making a change will pull CLAC back.</p> <p>Maureen Acosta: served as a former Board Member of CLAC from 1996-1998 and is very sad to see what is happening. The Latino community is under siege, there is people that want to do damage to our community. Today in MN, 50% of the Latino kids in Minnesota will not graduate. Only 5% of our community today, at the age of 25 will have a college degree and we are the future of this country. MN ranks in the bottom of health disparities for Latinos, there are people without health</p>		

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	<p>care, there is people today that are homeless, people who are afraid to go out in the community because they don't know if they are going to get arrested and deported, there are many issues. There is a state legislature that is not in favor of the Latino community. She has known Garcia for 20 years and he is respectable in the community, knowledgeable, he is held in high esteem by many community leaders.</p> <p>John Milton: in attendance as a reporter</p> <p>Sam Hernandez: is a retired educator and also a former CLAC board member. In a past board meeting a good person was fired; he was so embarrassed that he resigned. He has seen that every board fires the person that was hired by the previous board. Garcia is an efficient person in the community.</p> <p>Michael Medina- is an Architect and Officer for AMVETS Post 5. Thanks the Board for allowing to give their opinion. Believes that it is very important for the board to start going into a positive direction. If this board fails, the Latino community fails. Urges the board to start working together because if CLAC goes, the Latino community won't have a voice and there is a lot of people wanting us to leave, so it is very important to work together.</p> <p>Committee Chair Rosario welcomes all the community leaders that are present. Everybody is concerned about the Latino community and the Council and encourages continuing to participate during Board meetings. Floor closed for further discussion.</p> <p>The motion on the floor from Personnel Committee Chair M. Rosario is to remove H. Garcia as executive director of the Council seeing that after working with him, the committee does not feel Garcia is in the place to move the Council in the direction given specific to the charter. Floor closed for further discussion. BM A. Garay-Lehn makes a suggestion to hold a roll call vote.</p> <p><b>6 Nays:</b> BM R. Sedarski, BM A. O'Meara, BM F. Morales (via conference call), BM T. Dawson, BM M. Hill, BM A. Garay-Lehn</p> <p><b>5 Yeas:</b> BM A. Lizano, BM N. Juarez, BM E. Rodriguez, BM M. Rosario, BM M. Vargas</p> <p>Motion to remove Hector Garcia as ED fails.</p> <p><i>(5 minute break)</i> Chair Vargas calls the meeting back to order.</p> <p>BM M. Rosario makes a Motion to allow Eric Garcia Luna to speak, Motion seconded by BM N. Juarez. All in Favor- Motion passed unanimously.</p>	<p>← Motion Fails</p> <p>← Motion Passed to allow</p>	

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	<p>Mr. Garcia Luna speaks to the fact that he is present as a community member representing himself and not representing the agency he works for. He wants to make himself available to CLAC to help move the Council forward and thanks the staff and Board for all the work.</p> <p>Community member Elia Bruggeman also makes herself available with the evaluation process and with the issue of education.</p> <p>BM M. Hill states that a decision was made and what is important now is to think about what to do moving forward. There is certainly a disconnect, but Board needs to think of the next step for H. Garcia and for the Board.</p> <p>BM M. Rosario makes a Motion to dissolve the original Personnel Committee Motion seconded by BM E. Rodriguez. Floor opens for discussion.</p> <p>BM M. Hill comments that the Board should become more united and work collectively to help director H. Garcia. BM F. Morales shares his sentiment that the Board should work together and not separate.</p> <p>BM M. Rosario offers his help for new Personnel committee members. BM T. Dawson states that perhaps the committee can have outside help to work with Chair Vargas and H. Garcia in the next 3 months to try to connect the bridge. Dawson presents Elia Bruggeman as an opportunity to help conceal the bridge. Another possibility would be to look into training that is free specifically in communications and see how that training can help. Floor closed for further discussion.</p> <p>Chair Vargas calls a vote on the Motion. All in Favor to dissolve original Personnel committee; Motion carried with an all in Favor vote.</p> <p>BM M. Rosario makes a Motion to establish a new Personnel committee with new members to monitor and carry out the 6-month plan and lend the support that ED needs; Motion Seconded by BM E. Rodriguez. Floor opens for discussion.</p> <p>The committee will continue its task to work with ED within the plan. The basic task of the committee was to draft guidelines based on the evaluation.</p> <p>BM A. O'Meara makes a recommendation to include somebody from the outside to give a neutral perspective in addition to getting the communications training for the board.</p>	<p>community member speak</p> <p>← Motion made to dissolve original Personnel Committee</p> <p>← Motion Passed</p> <p>← Motion made to create new Personnel committee to continue with 6-mtn plan</p>	

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	<p>BM E. Rodriguez states that the board voted on the 6-month plan for H. Garcia and that hasn't changed, the mandate of the board is there. Proposes for new committee to be formed and they will decide how to operate reading the mandate of the board. BM M. Hill notes that because there will be new members in the committee it has to be clear what their roles and tasks will be before they make the decision to join the committee. BM M. Rosario clarifies his role as Chair of the Personnel committee.</p> <p>BM E. Rodriguez notes that perhaps the original plan should also be eliminated due to the fact that a vote of confidence was given to H. Garcia.</p> <p>H. Garcia states that he appreciates the vote of confidence and that he has learned quite a few things from Chair Vargas and from committee Chair Rosario and from other members of that committee. Garcia suggest to work together to design a plan that works. The current plan is excessively restricted, like he is not part of it. He would like to maintain a dialogue where he feels he is a partner in the effort.</p> <p>BM A. Garay-Lehn states that ED was not part of the planning and perhaps there will be areas where he will need more work than others, but he has to compromise that is going to work on those. H. Garcia needs to be part of the process and should be in the table when the plan is drafted.</p> <p>BM M. Rosario clarifies that the Personnel committee drafted the plan, the plan was given to the Board which was approved and voted on the plan after reviewing it, the committee sat down with ED and went over the plan with him, allowed him to quiz it, make changes and let him be part of the process and then he was asked to sign the document.</p> <p>H. Garcia clarifies that the plan was presented to him, but did not get a chance to make any changes or provide input.</p> <p>BM A. O'Meara comments that if the board wants to move forward it is best to start fresh. The Council is in an emergency mode, in the chopping block. Her recommendation is to eliminate the current 6-month plan and create a new plan that includes H. Garcia. Floor closed for further discussion.</p> <p>Chair Vargas calls a vote on the Motion to create a new Personnel committee with new members that will have the responsibility of carrying out the 6-month plan and work with ED and the Chair to ensure its success. Roll Call vote.</p>		

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	<p><b>8 Nays:</b> BM A. O'Meara, BM E. Rodriguez, BM N. Juarez, BM A. Lizano, BM M. Hill, BM T. Dawson, BM A. Garay-Lehn, BM Rebeca Sedarski.</p> <p><b>2 Yeas:</b> BM M. Rosario, BM M. Vargas.</p> <p>Motion Fails.</p> <p>BM A. O'Meara makes a Motion to eliminate current 6-month plan; Motion seconded by BM A. Garay-Lehn. Floor opens for discussion.</p> <p>BM M. Hill makes a suggestion to continue working under the current six month period, but to eliminate what is in the current plan and create a new plan with ED's input.</p> <p>BM M. Rosario makes an amendment to the Motion to eliminate the 6-month plan as it stands with the understating of the creation of a new and more inclusive plan with board and ED providing input. Amendment Seconded by BM E. Rodriguez. Floor closed for discussion. Roll Call vote.</p> <p><b>2 Nays:</b> BM N. Juarez, BM A. Lizano</p> <p><b>8 Yeas:</b> BM A. O'Meara, BM E. Rodriguez, BM M. Rosario, BM M. Hill, BM T. Dawson, BM A. Garay-Lehn, BM Rebeca Sedarski, BM M. Vargas. Motion Carries.</p> <p>BM E. Rodriguez makes a Motion to establish new Personnel committee to work on a plan and present to the Board at the next meeting in February for approval; BM A. Garay-Lehn Seconds the Motion. Floor opens for discussion.</p> <p>BM M. Rosario makes an Amendment to the Motion that the framework of the new plan includes review, monitoring and outcome based. BM E. Rodriguez accepts amendment.</p> <p>The committee is not going to make decision, it will provide recommendations.</p> <p>BM A. Garay-Lehn makes a recommendation for the Board to vote on bringing an outside person to work with the Personnel committee to guide the process. BM E. Rodriguez does not accept the recommendation because it will give too much power to that person and the Board does not want to do that. Floor closed for discussion. Roll Call vote</p> <p><b>2 Nays:</b> BM N. Juarez, BM A. Lizano</p> <p><b>8 Yeas:</b> BM A. O'Meara, BM E. Rodriguez, BM M. Rosario, BM M. Hill, BM T. Dawson, BM A. Garay-Lehn, BM Rebeca Sedarski, BM M. Vargas. Motion Carries.</p> <p>BM A. Garay-Lehn makes a Motion to include Elia Bruggeman, as former Chair and a Board member for eight years, to be an advisor and participate in the Personnel committee. Chair Vargas</p>	<p>← <b>Motion Fails.</b></p> <p>← <b>Motion made to eliminate 6-mth plan</b></p> <p>← <b>Amendment made to the Motion</b></p> <p>← <b>Motion Passed.</b></p> <p>← <b>Motion to create new committee</b></p> <p>← <b>Amendment made to Motion</b></p> <p>← <b>Motion Passed</b></p> <p>← <b>Action Item</b> Draft new plan</p> <p>← <b>Motion made to include</b></p>	<p>H. Garcia Personnel Committee</p>

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	<p>steps down as Chair to make a few comments about this being a sensitive HR issues and if someone should be engaged in this process representing H. Garcia interest should be personnel from the Human Resources office in this case it would be Sue Wickham, director of Human Resources and Christen Anderson from the AG's office who watches out for the interest of the Council/ Board if there should be litigations or lawsuits. These are two official people that are objective outside of the process.</p> <p>BM A. O'Meara makes an Amendment to the Motion to invite Christen Anderson, AG's office and Sue Wickham, HR office, to be part of the Personnel committee; Amendment accepted by BM A. Garay-Lehn. Floor closed for discussion.</p> <p>The Motion on the floor is to invite Christen Anderson, AG's office and Sue Wickham, HR office, to be part of the new Personnel committee as advisors; Amendment accepted by BM A. Garay-Lehn. Floor closed for discussion. Roll Call vote  <b>2 Nays:</b> BM N. Juarez, BM A. Lizano  <b>8 Yeas:</b> BM A. O'Meara, BM E. Rodriguez, BM M. Rosario, BM M. Hill, BM T. Dawson, BM A. Garay-Lehn, BM Rebeca Sedarski, BM M. Vargas. Motion Carries.</p> <p>Chair Vargas calls for nominations for the new Personnel committee:  BM A. Garay-Lehn nominates BM M. Hill to Chair the committee, BM T. Dawson Seconds the nomination. BM M. Hill declines nomination. BM M. Rosario nominates BM R. Sedarski, BM A. O'Meara Seconds. BM R. Sedarski declines nomination. BM A. O'Meara nominates BM A. Garay-Lehn, BM T. Dawson Seconds.</p> <p>Members are in agreement to establish the new committee and the Chair can be chosen during their first meeting. Personnel committee Members: BM Maricruz Hill, BM Rebeca Sedarski (via conference call), BM Teresa Dawson (via conference call) and BM Alma Garay-Lehn (via conference call). Chair Vargas would also be part of the committee as an ad-hoc member.</p> <p>Chair Vargas will convene the first meeting since there is no Chair for the committee at this time. The meetings will be held at the CLAC offices because it is a public meeting and it falls under the Open Meeting regulations. The Chair of the committee needs to be physically present at the location of the meeting and the other members can participate via conference call.</p> <p>BM N. Juarez makes a Motion, in the spirit of starting over and with freshness, to eliminate the Operational Excellence Plan, Motion seconded by BM A. Lizano. Floor opens for discussion.</p>	<p>3<sup>rd</sup> party to be part of Personnel committee</p> <p>← <b>Amendment</b> Made to the Motion</p> <p>← <b>Motion Passed</b> ← <b>Action Item</b> Invite Sue Wickham &amp; Christen Anderson to participate in Personnel committee</p> <p>← New Personnel committee established</p> <p>← <b>Motion Made to</b></p>	<p>Chair Vargas</p>

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	<p>BM N. Juarez outlines that since the Board is taking a new direction and it seems the Operational Excellence is more of a hindrance to CLAC moving forward, what it lays out, the positions and mission that it laid out, it just seems there isn't much spirit behind the operations of excellence anymore, it seems that the Board wants to go in a different direction. The Policies and Procedures would still be in place, but the operation of excellence that lays out the logic model for the work that we do should be eliminated so in the spirit of freshness and starting over so CLAC can move forward however it sees fit.</p> <p>Members disagree because the operation excellence is something that all had agreed to move forward with. The Board feels it is important to continue with that model, maybe just modify some areas, but not toss it. The way the strategic plan is set out, it has to be executed a certain way and we have the staff to execute it. The staff has to be willing to execute it as is and cannot deviate from executing the plan per the interpretation of the staff or the board members. Operation for Excellence is an excellent model and an excellent plan and it allows us to see the outputs. One of the things that should happen is for the ED and staff to bring to the attention of the Board what needs to be adjusted and send it to the Board with enough time for them to review changes requested. Chair Vargas closed the floor for further discussion on eliminating the Operational Excellence plan, Biennium Action Plan and Biennium Calendar. Roll Call vote.</p> <p><b>8 Nays:</b> BM A. O'Meara, BM E. Rodriguez, BM M. Rosario, BM M. Hill, BM T. Dawson, BM A. Garay-Lehn, BM Rebeca Sedarski, BM M. Vargas.</p> <p><b>2 Yeas:</b> BM N. Juarez, BM A. Lizano</p> <p>Motion Fails.</p> <p>Staff will continue to operate and follow the Operational Excellence plan and Biennium Calendar. BM E. Rodriguez comments that all the committee's need to be refreshed with new members. BM A. Garay-Lehn would also like to see more communication from staff as to what is going on.</p>	<p>eliminate O.E. plan</p> <p>← <b>Action Item</b> Review O. E. plan with adjustments</p> <p>← <b>Motion Fails</b></p> <p>← <b>Action Item</b> Put on agenda for Feb. mtng: reinforcement of committees</p>	<p>H. Garcia</p> <p>H. Garcia Chair Vargas</p>
FY 2012 Budgetary Cuts Discussion	<p>Chair Vargas states that the Council will be in a budget crisis moving forward and part of the discussion is to plan for the next biennium.</p> <p>Committee Chair O'Meara states that any funding for this biennium will need to be spent by June 30, 2011 as CLAC will not be able to carry forward to next biennium. In the worst case scenario, CLAC would be eliminated and in the bad case scenario the budget would be reduced 15%.</p> <p>For FY 11, the staff estimated a surplus (as of December 2010) of \$ 3,533.47, and is recommending spending the available surplus in the Latino Legislative Day @ the Capitol (\$ 2,500), and Community Forums in Northfield &amp; Mankato (\$ 1,000).</p>		

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	<p>BM M. Rosario makes a suggestion to outline all the expenses instead of condensing into “other”. The Otto Bremer has been included into the budget for expending in FY 12.</p> <p>For the next Biennium, CLAC could be cut from 5% to 15%. Staff presented two case scenarios as to possible solutions to alleviate the budget. The first case scenario reflects a reduction of staff hours across the chart. The second case scenario is to consolidate two positions merging the community and legislative positions. The latter would be the only solution to alleviating the deficit.</p> <p>Members suggest looking into outside funding/grants. ED comments that a great opportunity is to get additional funding from the HC. Another solution is to seek outside funding from organizations. Contract with the HC will have to be re-written the same way the Otto Bremer contract was re-written to supplement CLAC’s outreach efforts.</p> <p>Chair Vargas states that the Arts &amp; Cultural committee needs to bring to the Board a proposal that allows CLAC to continue functioning and not deviate too much of the staff to arts &amp; cultural projects and as a result the contract would be amendment. If that cannot be done, then the Finance committee will bring to the board other proposals for outside funding.</p> <p>Staff changes would be made effective July 2011 for FY 12. The next board item would be a vote on how to restructure the budget. The changes in staff would involve responsibility changes/ additions or duties divided among the staff. ED will have to take on more responsibilities than he has now. The Operational Excellence plan and organizational chart will have to be re-structured to align it to the current situation and it is possible for staff to make changes without striking the entire plan. There has to be more specific direction about what the ED is going to do and the ED will have less flexibility because he won’t have to staff to do all the things. The Council will not have the resources to work on all of the focus areas and ED will have to concentrate on one. There will be new expectations of the ED that the executive committee will have to look at and so the job description of the ED will change. The current job description was written when CLAC was allotted more money.</p> <p>If CLAC does not have the money to do community outreach, perhaps it do an alliance with, for example LEDC, or someone that go to the different communities and have them do some of that for CLAC. ED Garcia speaks to the point that it is something he has thought of doing and has talked to HACER to see how we can collaborate. It does not make sense to have several organizations that are doing research.</p>	<p>← <b>Action Item</b> Draft proposal for Legacy funding</p> <p>← <b>Action Item</b> Draft proposals for outside funding</p>	<p>H. Garcia Arts &amp; Cultural Committee</p> <p>H. Garcia A. Ollerenshaw</p>

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	The Finance committee will meet to analyze the scenarios and will bring specific recommendations to the next board meeting keeping in mind how Operational Excellence will be implicated, how it will be executed and how the different roles are going to be separated.	<b>← Action Item</b> Analyze scenarios & bring recommendations	H. Garcia Finance Committee
<p>Items for February Meeting</p> <p><i>Chairman M. Vargas</i></p>	<p>Items for discussion during the next Council Meeting scheduled for February 19, 2011: 2012 Budget Recommendation, Latino Legislative Day at the Capitol, Humanities Center Grant Decision, Rochester Forum Debrief, Census 2010 CLAC Databank, New work Plan for ED, Legislative update.</p> <p>CLAC has been asked to serve as the entity to house the Latino data from the Census 2010. It implicates resources, staff and money. The Latino Databank website would be linked to CLAC's website. The proposal is coming from the MN Demographic Center, Mario Hernandez, CURA, and from HACER. The data will be put together by CURA, Demographic Center and HACER, but they want it linked or housed within CLAC's website.</p> <p>BM E. Rodriguez comments that throughout the meeting he heard several comments by people in regards to not receiving enough information from the staff, that committees are meeting so frequently that they are incurring a lot of cost in the budget, and that the board meetings are every three months so perhaps the Board should consider start meeting every month.</p> <p>BM A. O'Meara states that the Personnel committee needs to be added to the agenda as they will be bringing a new plan for the ED for Board approval.</p> <p>BM N. Juarez states that a Legislative Update should also be added to the agenda.</p> <p>BM A. Lizano shares that his term expires this year and is not seeking re-election. This is his last meeting and will not be here for the next meeting, but wishes everybody success in moving CLAC forward.</p>	<p><b>← Action Item</b> Add to agenda for February</p> <p><b>← Action Item</b> Add to agenda for February</p> <p><b>← Action Item</b> Add to agenda for February</p> <p><b>← Action Item</b> Add to agenda for February</p>	<p>H. Garcia Chair Vargas</p> <p>H. Garcia Chair Vargas</p> <p>H. Garcia Chair Vargas</p> <p>H. Garcia Chair Vargas</p>
Board Meeting Adjournment	Motion to adjourn the meeting at 2:00 pm		