**Westwood Unidos Leadership Team Meeting Notes**

**6/25/2014**

**Attendees**: Rachel, Fany, Jose, Patty, Joseph, Lily, Monica, Norma, Christi, Angela, Maricruz

**Absent** (excused): Tracy

**Introductions:**

Fany: Excited

Jose: Energetic

Patty: Happy for the way the gardens are going

Rachel: Halfway to relief

Joseph: Overwhelmed

Norma: Happy

Maricruz: Excited about the changes

Monica: Calm. Has a ton of things to do, but is confident everything is going to come out well.

Angela: Tired.

**What are the problem(s) that your organization or action team is solving?**

Creating safe & clean active alleys.

Lack of access to healthy food.

Lack of access to educational opportunities.

Safety in the neighborhood.

Places for exercise.

Connecting committees to work in unity.

Place for community activities.

Connecting residents and educating them about resources.

Community-building and finding economic opportunities for residents.

Giving people space to be involved in something they care about.

Access to transit.

Working to bring new investments & developments into community.

Organizations and agencies from outside of Westwood do not know how to work in Westwood effectively.

Lots of Hispanics with health problems. Places for health opportunities and activities.

Building skills through peer-to-peer education or conversation.

Activating people to be involved.

Residents in Westwood feel disconnected from services and opportunities.

People don’t know how to get involved in Westwood Unidos or what it is.

Strengthening the voice in the community in Denver as a whole.

**What do you need to achieve above all else to start to solve this problem?**

More resident involvement in Westwood Unidos.

That people know that Westwood Unidos exists.

Resident leaders that are willing and able and passionate to volunteer their time in small amounts for specific things (lead exercise class, etc).

Involve different organization and residents.

More resident involvement. Minimize volunteer time so they return.

Involve media so it knows what Westwood Unidos is, such as radio.

Broad participation and involvement by residents.

Realistic expectations.

Creating opportunities for people to participate at different levels.

Continue a dedicated staff or coordinator & community connectors.

Creating a welcoming space for people to be involved, and build relationships so people stay involved.

Finding additional resources to support existing activities.

Grow participation with Community Connectors.

Train themselves to lead Westwood Unidos.

Transition from Rachel as paid coordinator to a resident as paid coordinator.

Identify ways to finance Westwood Unidos without LiveWell funding.

Unity in reaching goals of the group.

Youth involvement.

Takl about Westwood Unidos & not about each individual action committee.

Create a define talking points about Wu to communicate what we are to multiple organizations, media, newspapers, schools, government, so everyone knows what we are and what we’re doing.

Publicity. Create a one-day event to publicize who we are, to reach the people.

**What strategies must you employ over the next 2 – 3 years to achieve this?**

Reach out and take each opportunity seriously as if it were the only one.

Have each action team work in unity and try to bring residents into the committees.

Pursue dedicated physical space, whether that’s one building or multiple locations that is dedicated to us, such as an office building and an activity center.

Unify the action teams to do things together in the long-run.

Ally ourselves with other organizations to reach their participants.

Teach, empower, and really let residents take the lead.

On-going membership drives to have recruitment of residents always on our mind. Not always specific to an action committee, but more broad.

Creative community outreach strategies. Include other groups that are not currently part of it.

Develop the Community Connectors’ capacity to direct Westwood Unidos.

Westwood Unidos as its own 501-c-3.

**Which is the most important strategy?**

**DIVERSE RESIDENT LEADERS / LIDERES RESIDENTES DIVERSAS**

* Support the residents who are active, inclusive leaders in the community / Soportar residentes que sean lideres inclusivos.
* Long-term leadership from within the neighborhood. / Liderazgo a largo plazo dentro de la comunidad.
* Work with the residents on the strategies./ Trabajar con residentes en las estrategias.
* Having a diverse voice that’s as representative of community as possible./ Tener un voz diversa representante de la comunidad.
* Establish a leadership structure that guarantees continued progress for the organization./ establecer una estructura que garantiza el progreso de la organizacion.
* Develop the Community Connectors’ capacity to direct Westwood Unidos./ Desarollar la capacidad de Conectoras para dirigir la organizacion.

**LISTENING FOR WHAT TO DO / ESCUCHAR PARA QUE HACER**

* Focus on what the neighborhood really needs. / Enfocarse en lo que necesita el vecindario y comunidad.
* Revise the residents’ priorities, understand what residents want, and what organizations are available to support. / Revisar prioridades de residentes, entender que quieren residentes, y cuales organizaciones pueden apoyar.

**ORGANIZATIONAL INFRASTUCTURE/ INFRASTRUCTURA DE ORGANIZACION**

* Funding./ Fondos.
* Infrastructure (Funding, office, clear way for residents to get involved). / Infrastructura (fondos, oficina, manera clara para que los residentes se incolucren.)
* Narrow our goals and have clear timeline. It’s hard to go big and feel that we are winning because we are doing too much. / Enfocar las metas y tener una lina de tiempo clara. Es dificil sentir que estamos ganando porque estamos hacienda demasiado.
* Emphasis on coalition and involving the different organizations to support the residents./ Enfocar en una coalicion de residentes y organizacion.

**What resources do you need to achieve this strategy? List all and be specific:**

* **Community Connector Time (how much):**

Being a connector is not an hourly job. It is all-encompassing, a passion.

Community connects are needed at least 20 hours per week per action team. But probably more.

3- 4 connectors full-time. That’s what the group would need to continue to grow.

Create a balance of expectations so you do not burn out the connectors and the families.

Not just pay connectors to fulfill goals, but also have it an opportunity to develop their own skills and leadership so that in the future, if we no longer have money, they were able to build skills so they can apply somewhere else. There should always be an economic opportunity and a way to learn and grow as a person.

* **Organizational Staff Time (how much):**

Angela: Varies based on what’s going on. But it is what makes this whole thing work. It is a partnership between organizations & residents. There is a lot of value because a lot gets accomplished.

AnaClaudia: 4 hours / week consistently.

Christi: 10 hours/ month (participant)

Rachel: 15 – 20 hours per week. Was 20 hours per week until Tracy got hired and Norma became the supervisor of the Connectors. Could bump back up to 20 hours per week in order to train the Connectors to lead the organization.

Adriana: Hours depend on what projects are going on.

Interpreter Time: $700 / month.

Food & childcare, transportation.

* Community Resident Time (how much):

It is fluid. People participate in stuff like this as their time and schedule allows, and then they have to step back. It’s not just the same group of people, it shouldn’t become cliquish.

There should be short & long-term opportunities.

Wasn’t the original purpose to get residents to lead this completely unpaid? And it was up to train connectors to support that to happen?

Will be malleable depending on what people want to take on.

When residents want to do something, then they say it. If you pressure them, they get frustrated.

NEED TO DISCUSS.

* Relationships (with whom?)

The City. Neighborhood Inspector. Trash Pick Up. 3-1-1. Denver Police. Parks and Rec. Councilman Lopez. Recreation Centers. Churches & schools. All our little organizations. RTD. Our organizations. For-profits who would be interested in the goals of Westwood Unidos. Funders and Foundations. Businesses. City, State, Federal Funders.

* Funding (How much):

$1 billion dollars. Blank Checks all the time.

* Other:

**Healthy Places Update:**

* Joseph

**Colorado Trust Discussion**

* Joseph

NEXT MEETING:

* Wednesday, 23, 10 AM
* Specifically what are the ways to create resident leadership, authentic project identification, and organizational infrastructure.
  + Do we want Westwood Unidos to be a non-profit organization?