Session 3: Thursday 5/7/2015, 2:45pm-3:45pm

Location: Philadelphia

Session Title: Involving all NNIP Staff

Organizer: Bob

Primary Notetaker: Rob Pitingolo

Participants: King, Gradeck, Pierson, Abraham, Murray, Simmons, Walker (late), Matson (late)

Notes:

Gradeck: It would be great to bring everyone in the organization to the meeting, but that’s not always reasonable. We’ve tried NNIP Chat to do this. We’ve done webinars and ignites on the web. We wanted to see what ideas you all have. Icebreaker, how long have you been part of the network, how has your role evolved.

King: Urban Stategies for 8 years. First conference was oakland and been to all of them since. We have 14 FTE and 1 or 2 people go. So we definitely haven’t done a good job involving the research staff.

Gradeck: We joined in 2008 and I’ve missed 2 meetings. I’m the only FTE working on NNIP stuff. Always had ability to put my time in the budgets. I’m eager to make sure that new staff can go and attend and grow.

Pierson: Provplan is founding member, this is my 2nd meeting. When Jim was around only he got to go. Now there are 3 of us here. It’s good to see what we were missing out on. It might not be as useful for all staff but it is still important for them to understand.

Abraham: Started 6 years ago, but missed a bunch in a row due to child care. I have one staff and she is here. Rebound neighborhoods is a project that we’re doing so it’s useful to see what has been done already. Getting our staff to talk to other staff has been helpful.

Murray: My 2nd meeting. I’m not sure when we joined and I started as a grad student and then when I was staff I started coming. Want other of our staff to be able to join. Would help our work become more sophisticated.

Simmons: We just joined last year so we are the new kids. My 3rd meeting - went to Columbus as a potential partner. Me and Ashley Clark have been coming, should different people go? It’s a bunch of money to send more people. The city and county went to Denver but not here. We want to make sure there is at least one member of our little partnership. Had the idea of getting our community foundation person to come. We did participate in a webinar but have not done a chat - we aren’t big tweeters yet. Ashley and I try to distribute content around in the org.

Gradeck: What kind of interactions do you have in the network. What works, what doesn’t work.

Pitingolo: NNIP Chat is a low hanging fruit.

Gradeck: Some have been better than others.

Abraham: Maybe half hour instead of hour.

Gradeck: We start with an intro and then 4 or 5 questions to start a discussion. The moderator will chime in with things. We’ve pulled in people from other orgs. Some people in Detroit, Chicago. It’s been neat to see people interested in the work but don’t get invited to a meeting.

King: Most staff probably don’t know about it. Just Spike and I usually.

Simmons: We have a communications person doing our Twitter.

Gradeck: It’s had pretty steady use. Hasn’t grown a ton but big following people (Mark) help. What about people who come infrequently or filled in once or something?

King: My staff probably have some sense of NNIP but don’t know a ton. Our next staff meeting we’ll have a report out about the meeting. People get briefed. I encourage people to watch the webcast, not sure if anyone does.

Pierson: First time Ryan went he loved it and we didn’t know until we went as well. Maybe we sacrifice a senior person to send a different person. Hard to know what you are missing.

Murray: How do you capture the atmosphere?

Abraham: We’ve done some site visits to local partners. It’s helpful. Could be an opportunity for junior staff.

Simmons: Do you have everyone on your staff on the list? We try to keep it to a couple people.

Pierson: Kathy has encouraged people before to add staff to NNIP website.

Simmons: I’ll add more staff to the website.

Gradeck: How do we know who is new?

Walker: Do you have basecamp? Some way to communicate?

Pitingolo: No

Gradeck: It’s just another thing. It’s too much. Does anyone know any good examples of onboarding new people?

[crickets]

Gradeck: I know Code for America does something like that. How does that look with networks like ours?

Walker: We do something [at LISC].

Gradeck: We have a buddy system now. Any other ideas about that? What’s the barrier to bringing more people?

Abraham: Cost (time and money).

Pierson: We weren’t always encouraged to go.

Pitingolo: Cost is already low, compared to other conferences. No conference fee and all meals are covered. Not sure what else we can do.

Abraham: It would help if people over a certain tenure go.

Gradeck: Small scholarships, hotel splitting?

Pierson: Maybe target local partners?

Murray: It helps to know as far enough in advance [more than a few months].

Pitingolo: We’ve heard that feedback. We’re working on that.

Gradeck: How are we all paying for this meeting anyway?

Simmons: We’re not government so we can budget it.

Gradeck: We put a “networking” line item into our grants. Maybe we could teach others to use this strategy.

Pitingolo: Would be good to get strategies in writing. On the website.

Gradeck: We could do a survey how do you fund NNIP conference and travel expenses? Talk to the people who have come and used different strategies learn from. [Will add a question to the post-meeting evaluation].

Gradeck: What else can we do? Gift basket? Something corny?

Pierson: Leadership should be intentional pushing it down to staff in the organization. May feel more connected if they don’t feel like they are just doing work all on their own.

Gradeck: How did you get to know people? My own experience was in Baltimore in 2008, there was a group of new people who bonded.

Simmons: Similar situation in Columbus. Talked to other new people. We stuck together. Was nice to get to have dinner with Kathy and Leah.

Murray: Last time I did an Ignite and it was great because it gave everyone else something to talk to me about. Getting new people in front of the room is a good thing. Meeting Urban staff is good. It was nice that Leah remembered my name tag.

Gradeck: We should do battle decks. [lots of interest in this] It would be fun for people to see me making an ass of myself.

Abraham: Having sign up sheets for dinner is a good opportunity.

Murray: I like having lots of small tours.

Gradeck: What kind of tours do you like? Walking? Bussing?

Murray: Variety because you can get something you like.

Pierson: If we do bingo again, it needs to be part of a pub crawl. I liked the game but felt like I missed some content from the tour.

King: What about doing something other than a tour like we did in Oakland?

Gradeck: Eh, it felt like work.

Murray: I like the welcome basket idea. I like snail mail.

Gradeck: Some stickers and a card in an envelope. Might be a nice thing. Get someone’s attention. Tell your director you want to come.

Matson: Next host city sends out something. Coupons for stuff to in the city.

Gradeck: Any last thoughts? Sounds like we have personal note.

Maton: Add a new question on the partner check-in, any new staff?

Gradeck: If you can participate in NNIP Chat that’s a good way to pull them in. NNIP Chat isn’t too much effort.

[end of session]