



Whatcom County
HEALTH
Department



Child and Family Well-Being Task Force

Phase I Report

6/1/2021

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Introduction

The Child and Family Well-Being Task Force was established by Whatcom County Ordinance 2020-079 following the Whatcom County Council approval of the Child and Family Action Plan. The plan is a result of significant community efforts to build broad and deep understanding that a community that supports its youngest children will become a community that is more fully engaged, equitable, and vibrant.

The Task Force is directed to ensure that diverse community partners are informed, collaborated with, and empowered in the implementation of the Child and Family Action Plan. The plan focuses on identifying ways that Whatcom County Government can best meet the needs of all young children and families in Whatcom County, specifically children from prenatal to age 5, with particular attention to low income families and families of color.

The Task Force will consider evidenced-based and promising practices, along with input from diverse families throughout Whatcom County, and make recommendations to the County Council, Executive, Health Board, and other appropriate officials regarding issues related to young child and family well-being. The Task Force is asked to embed guiding principles of equity, with specific attention to racial equity, family engagement and results-based approaches into their work. They are asked to develop recommendations for:

- County infrastructure to promote child and family well-being and a “children and families first” approach for County policy and funding decisions across all departments.
- Shared governmental and community accountability for child and family results.
- Coordination and enhancement of existing county initiatives focused on issues impacting young children and their families.
- New, or enhancement of existing, funding streams to support child and family programs and services that are aligned with desired results.

The ordinance structures the work of the Task Force into three phases and several objectives. The focus of Phase I is to begin the following work:

- Establish Task Force processes and procedures.
- Clarify goals and metrics and establish processes for shared accountability for results.
- Evaluate and recommend an infrastructure model for County adoption.
- Propose scope and approach for County fiscal analysis to identify existing and potential funding streams for child and family programs.

To address these work objectives, the Task Force has divided into the following four Work Groups, each with a central question to answer:

- **Children and Families First:** What innovative government infrastructure is needed to sustain child and family well-being as a priority?
- **Increasing Family Involvement:** What practices will increase involvement of parents and caregivers, especially those with diverse life experiences, in County government?
- **Resources and Funding:** What resources are needed to support programs and services for young children and their families?
- **County-Community Collaboration:** What results and strategies should be shared across government and the community to improve the well-being of young children and their families?

The Task Force met for the first time on March 8, 2021 and meets for 90 minutes every second and fourth Monday of each month from 4:00-5:30 pm via Zoom.

Task Force Membership – Who’s at the table?

Permanent	Appointed
Sterling Chick, Public Health Advisory Board	Debbie Ahl, Mt. Baker Foundation
Sarah Cook, Lummi Nation	Chris Cochran, Bellingham Public Schools
Carol Frazey, County Health Board	Ray Deck, Skookum Kids
Yarrow Greer, Generations Forward Family Council	Escarleth DeLeon, Mental Health Provider
Gregory Hansen, Small Cities Partnership	Jamie Desmul, YMCA
Brian Heinrich, City of Bellingham	Mike Ford, Cornwall Church
Jed Holmes, Whatcom County Executive’s Office	Urvasi Graham, Whatcom Center for Early Learning
Silvia Johnson, Dept. of Children, Youth, & Families	Anne Granberg, YMCA
Monica Koller, Generations Forward Family Council	Alicia Hanning, Agape House
Keith Montoya, Generations Forward Family Council	Melissa Isenhardt, Victim Support Services
Astrid Newell, Whatcom County Health Department	Mara Kelley, PeaceHealth
Beverly Porter, Whatcom Taking Action	Brian Nelson, Latter Day Saints
Sativa Robertson, Nooksack Tribe	Rosalva Santos-Guzman, GRADS
Mary Sewright, School Superintendents	Komal Shah, Lummi Tribal Health Center
Vesla Tonnessen, Whatcom Early Learning Alliance	Jennifer Wright, Blaine Schools

The ordinance calls for 30 Task Force members representing a variety of stakeholders, identities, and perspectives in Whatcom County. Half are permanent members appointed by their designated organization or agency specifically called out in the ordinance. The remaining 15 members are community members who applied directly to the County Council and were appointed to serve either a two- or four-year term. In soliciting applications, every effort was made to reach community members with lived experience with issues facing young children and families, particularly those from under-represented communities and diverse backgrounds. The outreach and application materials were shared in English, Spanish, Russian, and Punjabi. No specific formal educational or employment experience is required to be on the Task Force.

Lived experience is a valued form of expertise. To broaden Task Force perspectives, the outreach team sought applications from community members with at least one of the following experiences:

- Caring for children as a primary caregiver.
- Being a community member from an under-represented racial, ethnic, or geographic community.
- Serving young children and their families as a medical or behavioral health care provider.
- Working within one the following sectors: faith community; community action agency, non-profit housing, or social service agency; private school, home school, higher education, or child care; private business, corporation, or philanthropic organization.

Desired qualities of task force members include:

- Commitment to the well-being of all of Whatcom County's youngest children and their families.
- Commitment to listen to diverse opinions.
- Commitment to share their passion and experience.
- Collaborative.

To encourage community participation in the Task Force, the County is piloting a stipend program. The goal of the pilot is to determine if helping with participation costs will increase the diversity of participants by reducing barriers. Stipends are a way of incentivizing participation and demonstrating that value. Parents and community members that are not getting paid by an agency or organization to participate in the task force are eligible for a stipend of \$40 per 90-minute meeting, up to a maximum of \$599 per member during 2021. At this time, seven Task Force members are receiving stipends.

Other support for community member participation includes scheduling meetings for maximum participation of community members, keeping meetings relatively short, and making additional work done between meetings optional. Please see Appendix A for more information about the stipend program.

A Snapshot of Task Force Membership

The Task Force work focuses on issues that impact the lives of families every day. Each member brings a variety of experiences and community roles to this work. These experiences shape the unique and overlapping ways a person identifies themselves, what they value, and how they approach the work of the Task Force. In an effort to understand the variety of lived experiences of Task Force members, with the hope of improving communication and collaboration between members, many members completed an anonymous survey. Some of the key findings of the survey are below. The full report is attached as Appendix B and includes both graphs and short answer text.

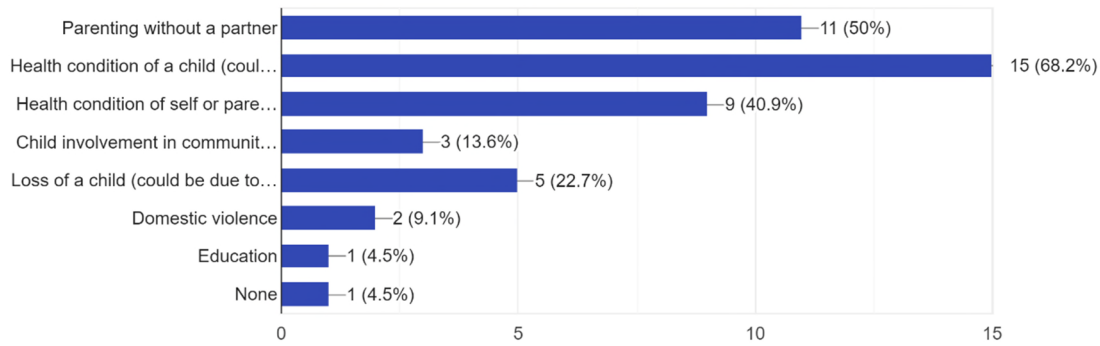
Nearly all Task Force members have parenting/caregiving experience, including children of all ages and needs. Many have children whose age or developmental needs currently require continual or significant supervision. Of the responses received:

- About two-thirds identify as white. Others identified as multiracial, Asian/Pacific Islander, Indigenous, or Latinx.
- Most learned English as their first language, with Spanish and Mixteco as other first languages.
- Most live within the Bellingham School District, with members also living within the Ferndale, Mt. Baker, and Nooksack districts.
- About two-thirds identified their gender as female and sexual orientation as heterosexual.

Additional lived experiences of Task Force members are graphed below and in Appendix B.

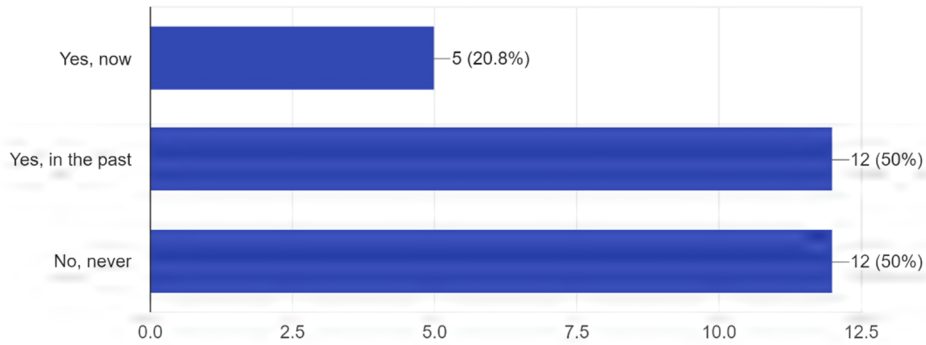
I have experience parenting/caregiving in these situations (check all that apply):

22 responses



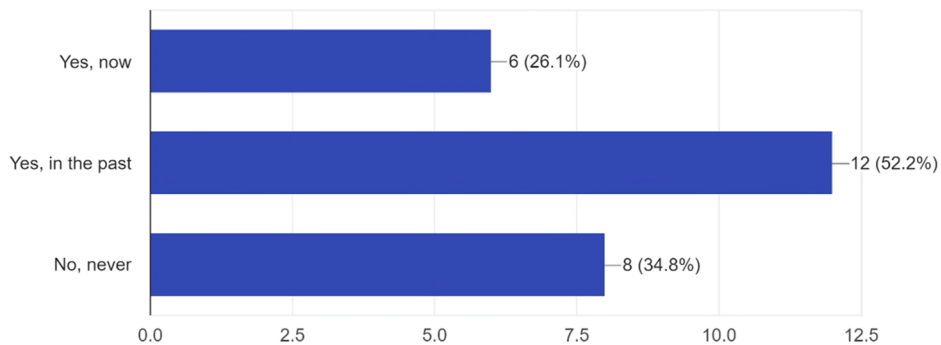
My family has sometimes struggled to get our basic needs met (housing, transportation, food, etc.).

24 responses



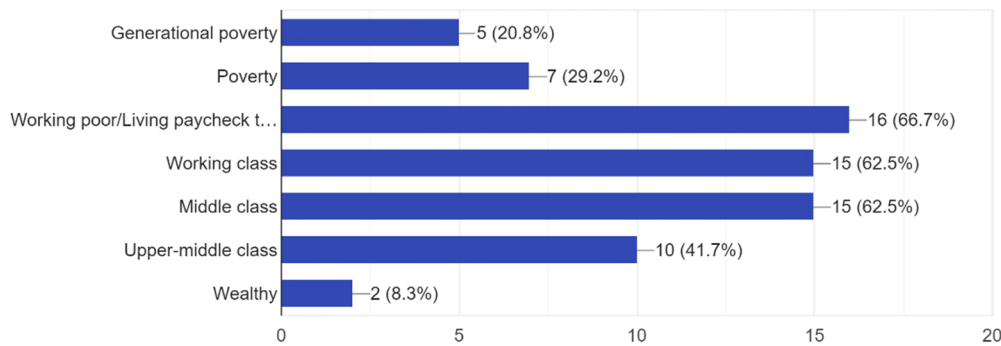
My family has struggled to get services needed by our children.

23 responses



Which income statuses do you have lived experience with? Check all that apply.

24 responses



Progress of Task Force Work

The initial work of the Task Force is to develop processes and procedures to ensure that all of its work is guided by the following three principles:

- Equity, with specific attention to racial equity
- Authentic family engagement
- Results-based approaches

Embedding these principles will require ongoing nurturing, attention, and learning. In order to guide the group in accomplishing this, the County has contracted with Kenesha Lewin of Lewin Education & Consulting to facilitate meetings. Lewin brings a diversity-centered approach to her work and has extensive experience helping organizations develop the self-awareness necessary to becoming anti-racist. Led by Lewin, the Task Force has spent much of the first four meetings working to understand these principles and discussing why and how to apply them. This includes creating a scaffold to build the trusting relationships that will help ensure the success of Task Force actions. Establishing meeting norms and a decision-making process that are accessible, equitable, and family friendly were top priorities. One of Lewin's first steps in building organizational self-reflection necessary for anti-racist action was working with a Nooksack Tribal member and Task Force member on a land acknowledgement that recognizes the colonialism that allowed Whatcom County to come into being. The group has decided to open each meeting with a land acknowledgement (see Appendix C). Each meeting has also included group learning to ground all Task Force members in the [Child and Family Action Plan](#) and the [ordinance establishing the Task Force](#). Only recently, once these foundations have been established, has the Task Force turned to meeting in smaller work groups to focus on the work objectives outlined in the ordinance.

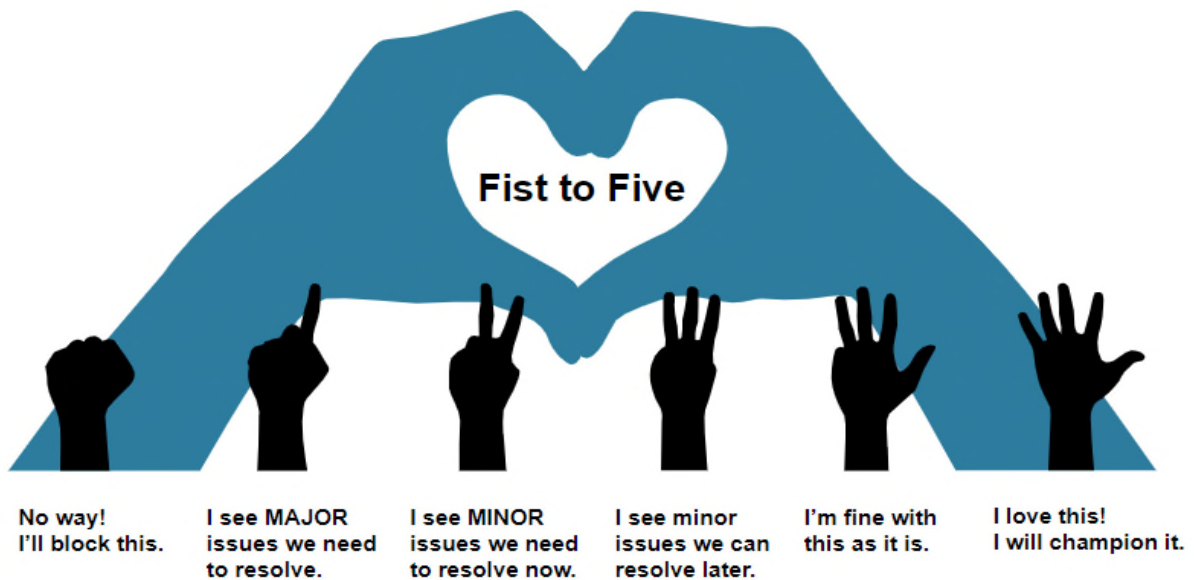
Building Trusting Relationships

Building trusting relationships is a deliverable not consistently called for in government work plans. When it is, it's often given short shrift regarding its importance or need for resources. But it is the foundation from which all activities happen. It is the glue that binds people to care for one another, encouraging them to share different perspectives and work on complex issues toward a common goal such as creating a community where all children thrive. Building good and trusting relationships takes commitment, time, practice and a willingness to have uncomfortable conversations. Although this is a first task, it will also be an ongoing process for the entire Task Force, especially as new members join this work.

Developing community agreements was the first step in not only building trust among Task Force members, but also helping a group of 30 individuals meeting in a virtual room begin to come together as a working team. Facilitator Lewin helped the group identify what each person needs from one another and commit to each other to create a safe, supported, open and trusting environment. The Task Force agreed to the following, with a commitment to revisit and revise as needed:

- Family and self-care come first.
- Be kind and gentle with yourself and others and assume everyone is coming from a positive place.
 - Everyone has the best intentions.
 - Listen with an open mind and heart.
- Be mindful of this space. Step-in and step-out. Step-up and step-back. Offer your truth and insights and listen to others' truths and insights.
- Treat each other with honor and grace. We are all working under difficult circumstances.
- Embrace diversity. Remember that we all come from different backgrounds giving us different perspectives and only when we embrace that diversity can we develop creative solutions to address the child and family well-being needs in Whatcom County.
- What is said here stays here.
- Have fun.

Developing a decision-making process was the second step in building trust and collaboration. Staff support to the Task Force proposed using a consensus-oriented decision-making process versus non-collaborative models that create approval through majority vote (like Robert's Rules) or decisions handed down by a small leadership group. Several members shared their positive experience using Fist to Five, a no pressure consensus building tool for quickly gaining insight about the level of agreement for a proposal and identifying areas of support and resistance.



Lack of Consensus

Consensus

One way to define the Fist to Five scale. Make sure to clarify what 0 to 5 mean for your group.

Image from [LucidMeetings.com](https://lucidmeetings.com)

Task Force members made the following recommendations for using Fist to Five, which will be finalized at the June 14 meeting:

- If any member indicates a level of agreement with two fingers or less, the group will use up to three rounds of Fist to Five, each time providing discussion between rounds. The final round is a straight yes or no, providing enough time to discuss further and still proceed with a majority decision.
- If a certain percent (to be determined) of members respond with two fingers or less, discussion continues but only if the percentage threshold is met.
- Regardless of the number of ones or twos indicated, anytime a fist is indicated discussion continues until no fists are shown.

Understanding the Three Principles Guiding Task Force Work

Before digging into core tasks of the Task Force, the group spent time developing a common understanding of the guiding principles of racial equity, family engagement, and results-based approaches and how it will impact their work. Key takeaways are below.

Equity

- Create an equitable system by meeting each community member where they are, work together to determine needs and solutions, and provide what they need to thrive, not just survive.
- Equity is different from equality. To quote [PolicyLink](#), “Equality gives everyone the right to ride on the bus, in any seat they choose. Equity ensures there are bus lines where people need them so they can get to school or the doctor or work. It means policies and investments that grow good jobs and expand entrepreneurship opportunities for low-income people and people of color. It means policies that build human capabilities by upgrading the education and skill of the nation’s diverse workforce. It means policies that dismantle destructive barriers to economic inclusion and civic participation, and build healthy communities of opportunity for all.”
- Approach the work with humility. Be self-aware of your own perspectives, assumptions, privilege, and bias.
- Build trusting relationships and social capital by addressing power dynamics and truly co-creating solutions with community members.
- Community feedback is not the same as decision-making power nor does it translate into effective action. Authentic community engagement and outreach requires respect and collaboration demonstrated by action.
- Food for thought: [To Be More Than a Statistic: An open letter to city planners and officials](#)

Family Engagement

- The Generations Forward Children’s Collaborative and the Child and Family Action Plan embraces Martin Luther King’s concept of a Beloved Community (from [The King Center](#)):
 - *Dr. King’s Beloved Community is a global vision in which all people can share in the wealth of the earth. In the Beloved Community, poverty, hunger and homelessness will not be tolerated because international standards of human decency will not allow it. Racism and all forms of discrimination, bigotry and prejudice will be replaced by an all-inclusive spirit of sisterhood and brotherhood.”*
 - *The core value of the quest for Dr. King’s Beloved Community was agape love.... which he described as “understanding, redeeming goodwill for all,” an “overflowing*

love which is purely spontaneous, unmotivated, groundless and creative” ...” the love of God operating in the human heart.” He said that “Agape does not begin by discriminating between worthy and unworthy people...It begins by loving others for their sakes” and “makes no distinction between a friend and enemy; it is directed toward both...Agape is love seeking to preserve and create community.

- Prioritizing equity is key to creating a Beloved Community in Whatcom County, by supporting every child and every family as much as you would your own.
- Authentic family involvement in shaping government policies and practices is essential action in building that equity. Families are key agents for implementing change in our community.
- When members were asked what it would look like to live in a community where government centers family voices and needs, they answered:
 - Normalize the different ways to process and be present.
 - Meet family needs where they are at so that they thrive, not just survive.
 - Reduce parent participation barriers by offering stipends, childcare, and meals.
 - Family voices are heard and valued. The community is a safe place to be heard. Government listening leads to valuing family participation and creating policy change.
 - Trust in government and institutions is necessary, achieved through actionable items, responsiveness to feedback, accountability and reporting on actions.
 - Leaders and parents collaborate.
 - Have adequate and appropriate resources available for mental health, social and physical needs, food and financial assistance.
 - Families are empowered.

Results-based Approaches

The Task Force is building on the good work of Healthy Whatcom in bringing the Results-Based Accountability (RBA) approach to the work of the task force. RBA is a process that starts with a goal in mind and then builds out community-driven strategies that are tied to an ongoing accountability cycle at both the population level and the program level. Task force members are participating in the series of RBA workshops hosted by Healthy Whatcom that are focused on early childhood well-being. Their participation will ensure that results-based approaches infuse the work of the task force as well as maintain a strong connection to additional community-based work.

Work Group Reports

Task Force work groups formed in early May 2021 and as of June 1 have met twice. Each work group is focusing on a central question to answer. Initial work products are informed by the Child and Family Action Plan, the ordinance, and member discussion.

Children and Families First	
Members	Keith Montoya, Sterling Chick, Komal Shah, Chris Cochran, Mike Ford, Mara Kelley (Staff Support: Aly Robinson)
Central question	What innovative government infrastructure is needed to sustain child and family well-being as a priority?

Initial Work Products	Review existing offices that support children and families in the county structure, clarify the objectives for creating County government infrastructure specific to child and family well-being, and decide on the pros and cons of different infrastructure models such as a County Office of Child and Family Well-being or a County Children’s Commission.
Summary of Work	The first two meetings of the C&FF work group have included a focus on relationship building between work group members, consideration and discussion of the guiding questions, and understanding of the current structure and focus on children and families in Whatcom County government. The work group has identified factors to consider when reviewing infrastructure models in other places, including the power the model holds, incorporation of minority voices, and the outputs and accomplishments of the model.
Recommendations and/or Next Steps	The next steps include building a shared understanding of the different possible models, reviewing existing models throughout the country, and developing recommendations for implementation in Whatcom County for full Task Force Review. The group will also invite local experts and community leaders to share their research and understanding about different models and considerations for Whatcom County.

County-Community Collaboration	
Members	Escarleth DeLeon, Sativa Robertson, Debbie Ahl, Mary Sewright, Vesla Tonnessen, Beverly Porter, Carol Frazey, Melissa Isenhardt (Staff Support: em Bigongiari)
Central question	What results and strategies should be shared across government and the community to improve the well-being of young children and their families?
Initial Work Products	Explore what results and strategies should be shared across government and community to improve the well-being of young children and their families in Whatcom County, attend the Results Based Accountability (RBA) workshop series hosted by Healthy Whatcom in May through July 2021, and identify specific actions for the County government to support community-identified strategies that come out of the workshop series and make initial recommendations for action.
Summary of Work	So far, the work group has focused on building relationships between members as well as processing the RBA workshop sessions. This includes diving into questions that arise from the workshops and exploring ideas that emerge from workshop content. What has been learned in the workshops so far is an overview of current data for Whatcom County children around kindergarten readiness and other metrics of child well-being across different demographics.
Recommendations and/or Next Steps	Workgroup members are hoping to learn more about how the RBA process has been used in other communities and examples of tangible success stories that came out of using this process.

Increasing Family Involvement	
Members	Alicia Hanning, Jamie Desmul, Urvasi Graham, Yarrow Greer, Monica Koller, Rosie Santos-Guzman, Sarah Cook (Staff support: Allison Williams)
Central question	What practices will increase involvement of parents and caregivers, especially those with diverse life experiences, in County government?
Initial Work Products	Recommend ways to fully integrate parents, caregivers, and stakeholders from under-represented communities (specifically BIPOC families) into county committees and work groups. Things to consider include: application process, meeting times, compensation, expectations, meeting processes, accessibility (language, abilities, technology).
Summary of Work	Work thus far includes building relationships among the group, including learning what motivated each member to join this particular work group. The group provided input about member survey questions. They discussed the wide range of barriers that families face in engaging with government and began to identify what leads to meaningful family engagement.
Recommendations and/or Next Steps	Next steps include learning more about past and current work to shift government culture to create a welcoming, diverse, equitable, and inclusive County government.

Resources and Funding	
Members	Anne Granberg, Astrid Newell, Brian Nelson, Jed Holmes, Jennifer Wright, Ray Deck, Gregory Hansen (Staff Support: Judy Ziels)
Central question	What resources are needed to support programs and services for young children and their families?
Initial Work Products	Defining the purpose and scope of a fiscal mapping of early childhood funding in Whatcom County. Reviewing the fiscal analysis to identify funding gaps and opportunities as they relate to the goals and priorities of the community.
Summary of Work	Learning about what a fiscal map is and how it can be used. Reviewing the Fiscal Mapping Coaching Document produced by the Children’s Funding Project Team. Evaluating the Early Learning Community Building Blocks framework as a tool to support defining the scope of the fiscal map. Reviewing Whatcom County budget and current funding for young children.
Recommendations and/or Next Steps	<ol style="list-style-type: none"> 1. Review Early Learning Community Building Blocks framework. 2. Invite Children’s Funding Project staff in to hear more about the fiscal mapping process and potential outcomes. 3. Consider how to ensure diverse perspectives guide all aspects of the work when this work group is entirely white-presenting. 4. Learn about the use of cash transfers to families with young children as an intervention.

Appendix A

WHATCOM COUNTY
ADMINISTRATIVE SERVICES



HUMAN RESOURCES
County Courthouse
311 Grand Avenue, Suite #107
Bellingham, WA 98225-4038
(360) 778-5300
hr@co.whatcom.wa.us
Karen Sterling Goens
Manager

TO: Satpal Sidhu, County Executive

THROUGH: Tyler Schroeder, Director of Administrative Services/Deputy Executive *TPS*

FROM: Karen S. Goens, Human Resources Manager *Karen*

DATE: January 21, 2021

SUBJECT: Request to Create a Stipend – Child & Family Well-Being Task Force

The Health Department is seeking to pilot a new pay mechanism, or stipend, in 2021 to encourage community participation in the recently formed Child & Family Well-Being Task Force (Ordinance 2020-279). They are proposing \$50 per meeting. Meetings are twice per month. The goal of the pilot program would be to determine if a nominal offset to costs would increase the diversity of participants by reducing barriers. Task Force members who attend as part of a paid position would not be eligible for a stipend. The Health Department estimates 8-10 Task Force members would qualify.

On the face of it, this request appears simple, however there are some important factors to consider.

Volunteer Status

The ordinance directs the new Task Force to:

“Recommend ways to fully integrate parents, caregivers, and stakeholders from underrepresented communities in county committees and workgroups, including compensation for time and childcare.”

We consider members of boards, commissions, and committees at Whatcom County as unpaid “volunteers.” Bona Fide Volunteers are not covered by the Fair Labor Standards Act (FLSA) because they do not fall within the FLSA’s definition of employees. This is important to differentiate so it’s clear that the multitude of legal requirements related to employment do NOT apply, for example, verifying eligibility to work in the U.S., minimum wage, etc. A volunteer is generally defined as an individual who performs service for a public agency for civic, charitable or humanitarian reasons. Moreover, a volunteer performs these services without promise, expectation, or receipt of compensation for services rendered.

Payments to volunteers should be structured to NOT erode their status as volunteers. “Compensation for time” under the new ordinance sounds like employment. Under the FLSA, volunteers *may* be paid reasonable expenses and benefits without losing their status as volunteers, including a nominal fee intended to defray costs. The nominal fee must not be a substitute for compensation and must not be tied to productivity (29 C.F.R. §553.106(e)). To be “nominal,” payments may be fairly characterized as tied to the volunteer’s sacrifice rather than productivity-based compensation. Further, any payment to a volunteer must represent no more than one-fifth of what an agency would have otherwise have paid a full-time worker to perform the same services. \$50 per meeting would meet the one-fifth test. If we are careful about NOT viewing service on an hourly basis and if we keep the amount nominal, we are more likely to stay within the FLSA’s volunteer definition.

Precedent Setting

Whatcom County demonstrates its strong commitment to citizen involvement as policy advisors across the organization. Currently we track Open Government Training Act for **52 groups** and roughly **500 different advisory board members**. Some members serve on multiple groups. Some members serve representing their elected office or paid position with an agency. The majority are stakeholders and citizens.

Creating a stipend may set this as an unfunded expectation for members of other groups.

I found two situations where departments provide nominal fees for board or committee participation covered in their budgets.

1. Board of Equalization

Authority: RCW 84.48.010 & County Code 2.21
Amount: \$75 per meeting
Participants: Three members; two alternates
Budgeted: County Council – Cost Center 1100.6120
Admin: Council pays as extra help; Finance issues 1099 tax forms to IRS
Duration: On-going

2. Floodplain Integrated Planning Process (FLIP) for the Nooksack River

Authority: WCFCZD
Amount: \$375 field trip & workshop #1; \$200 workshop #2 (must be less than \$600)
Participants: By invitation to farmers & landowners to gain agricultural perspective
Budgeted: Grant-funded; charged to 7190 Miscellaneous
Admin: Public Works uses Letter of Agreement; payment below IRS threshold
Duration: Limited to periodic planning processes

Other Considerations

The Health Department has a limited historical practice of allowing “incentives” in certain grant-funded programs to encourage participation. To date, these incentives have been paid by community providers, not by the County directly. The process for payment of incentives was an area carefully scrutinized by the State Auditor during their 2019 examination.

Recommendations

STIPEND SHALL NOT EXCEED \$599/YEAR

- Approve pilot Stipend Program for 2021 only at \$50 per meeting for eligible participants
- The Health Department (HD) will:
 - Avoid language to create any tie to compensation in forms & FAQs
 - Develop procedures to meet audit and IRS reporting requirements for Finance review
 - Collect a Form W-9 from each eligible Stipend Program participant *IF NEEDED.*
 - Submit a report to the County Executive by 12/31/2021 – was goal achieved?
 - Assure any pay-related task force recommendations consider funding source, elements of the FLSA, and fiscal practices as discussed above

Concur Do Not Concur Comments: SEE ABOVE

Satpal Sidhu

Satpal S. Sidhu, County Executive

2/4/21
Date

cc: Judy Ziels, Kathleen Roy, Brad Bennett, Dana Brown-Davis, Paula Harris

Child and Family Well-being Task Force Stipend Fact Sheet

What is a stipend* and why are they being provided to task force members?

County government wants diverse participation in our governmental processes and stipends are one way of incentivizing participation and demonstrating that value. Stipends are being offered to members of this task force as a pilot project to see if it increases participation from diverse members of our community in county government task forces, committees and boards.

Who is eligible?

Parents and community members that are not getting paid by an agency or organization to participate in the task force are eligible for a stipend. The primary purpose of the stipends is to overcome barriers (such as transportation or childcare expenses) that might get in the way of members being able to participate in the task force.

Do I automatically get a stipend if I am eligible?

No. People interested in getting a stipend need to complete a stipend application form and the first page of the [IRS form W-9](#). Stipend applications will be sent to all task force members. Eligible members can submit the application form and W-9 form to Allison Williams at awilliam@whatcomcounty.us. Once a stipend application is received and approved, people will be paid a stipend for each meeting they attend up to a maximum of \$599 each year.

How much are the stipends for?

A \$40 stipend will be provided for each meeting attended by task force members who have been approved to receive it. Attendance will be taken at each task force meeting by support staff.

Is there a maximum amount I can receive each year?

Yes. There will be a maximum paid of \$599 per task force member during 2021.

Will task force members always be able to receive a stipend?

The stipends are only guaranteed for 2021. The County is providing a stipend to determine if it supports participation of more diverse community members within County Government. The stipend pilot project will be evaluated by staff and task force members at the end of 2021 and a recommendation will then be made for how best to use stipends going forward.

How do I fill out a stipend application form and W-9 form and where do I get them?

Stipend application forms will be distributed to all task force members. The stipend application form must include the name of the participant, a mailing address for the participant, and confirmation that the member is not being paid by an agency to participate. You can complete the [W-9 form here](#). Please remember to sign it.

Who do I send my stipend application form to?

All completed stipend application forms should be sent to Allison Williams at awilliam@whatcomcounty.us.

When will I receive my stipend?

Checks will be mailed to you monthly, approximately two weeks after the second monthly meeting.

Do I need to claim a stipend as income?

Typically, stipends do need to be claimed as income. Please consult with your tax preparer to understand how receipt of a stipend might affect your tax and/or benefit situation.

How else is community member participation being supported?

Every effort will be made to schedule meetings that allow for maximum participation of community members. The meetings will be relatively short and no additional work will be asked of members between meetings.

**Stipends are defined as a "nominal fee" to help off-set expenses such as child care and transportation.*

Appendix B

A Snapshot of Child and Family Well-Being Task Force Membership

25 responses

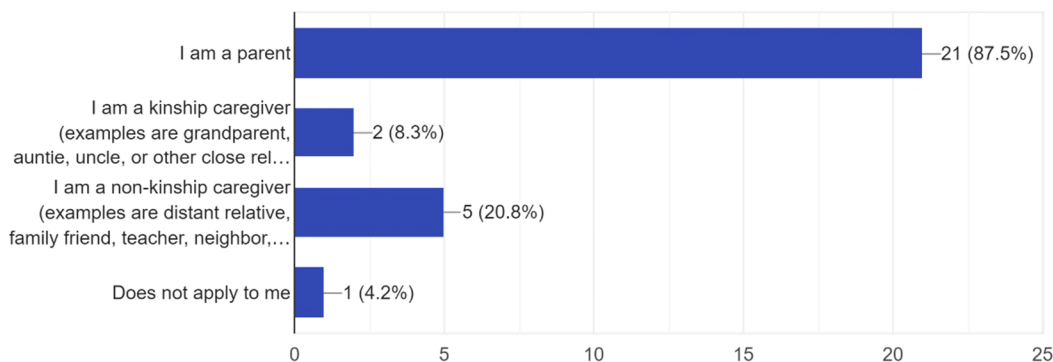
In ordinary times, when we sat next to each other at a table, we would probably have learned a bit more about each other by now. This survey is an effort to understand the variety of lived experiences of task force members with the hope of improving our collaboration.

Our task force work focuses on issues that impact the lives of families every day. Each of us brings a variety of experiences and community roles to this work. These experiences shape the unique and overlapping ways we identify ourselves, what we value, and how we approach our work.

This survey is anonymous and does not track your name, email address, or any identifiable information. The results will be shared with the task force and included in the initial report to the County Council but will remain anonymous.

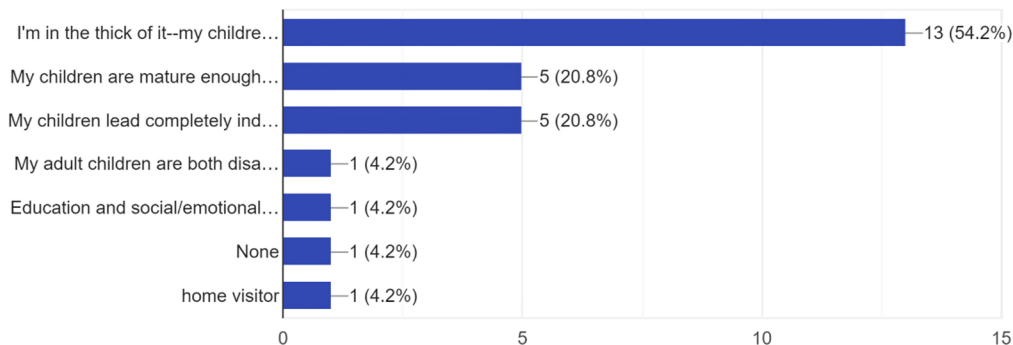
Are you a parent or caregiver of children? Check all that apply.

24 responses



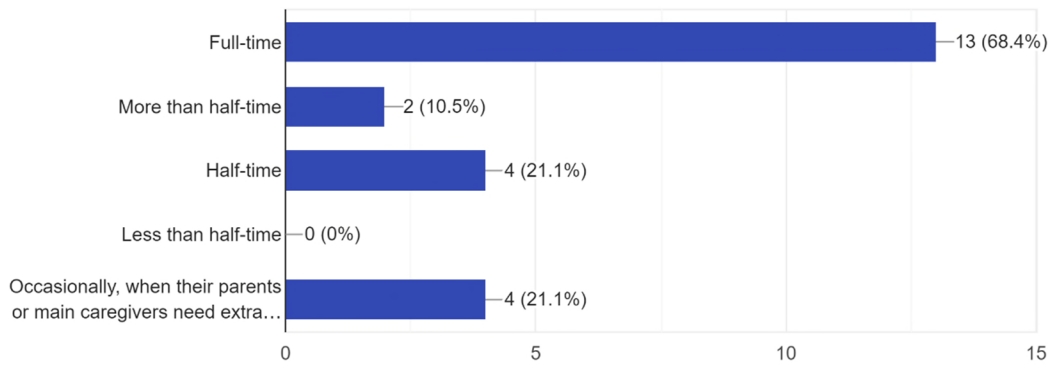
How would you describe your parenting/caregiving duties currently? Check all that apply.

24 responses



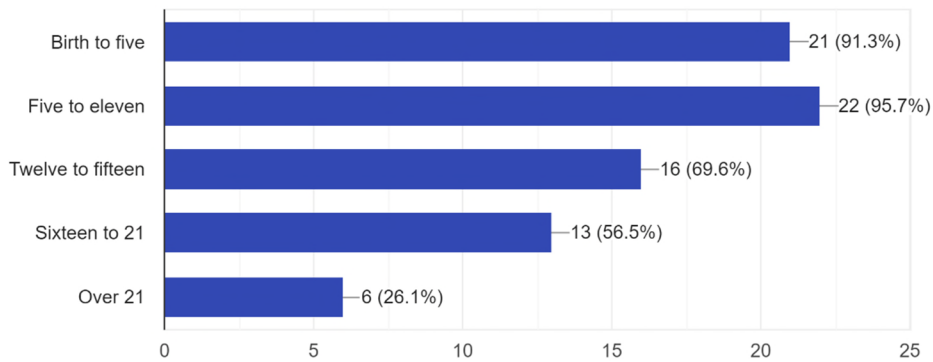
The children I care for are with me:

19 responses



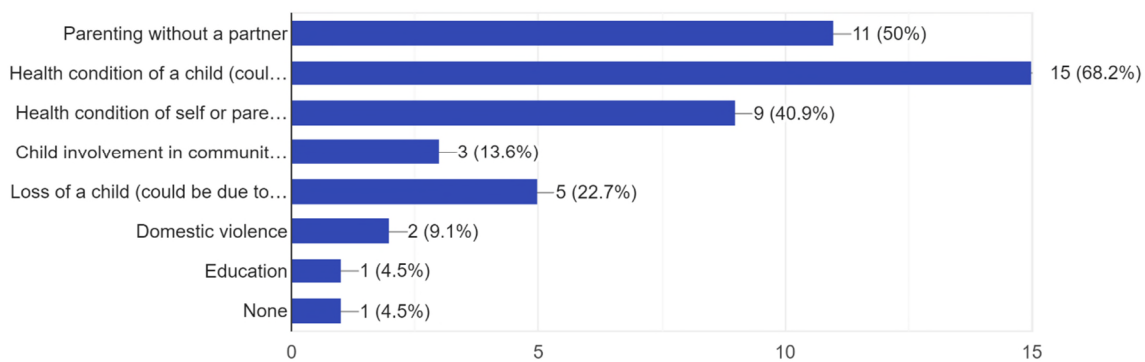
I have parenting/caregiving experience with children of these ages (check all that apply):

23 responses



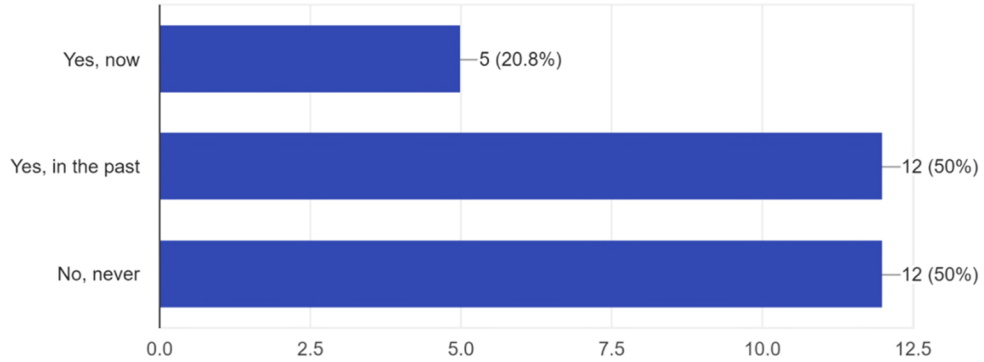
I have experience parenting/caregiving in these situations (check all that apply):

22 responses



My family has sometimes struggled to get our basic needs met (housing, transportation, food, etc.).

24 responses

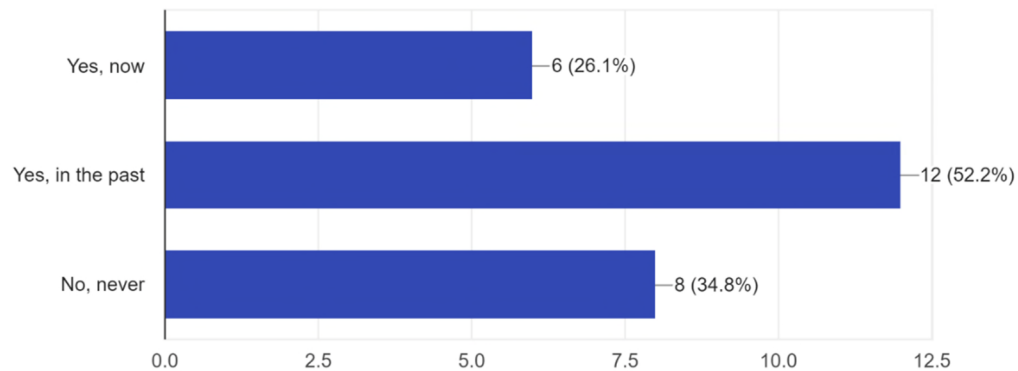


Is there anything you'd like us to know about this experience? 3 responses

- When our children were 2 & 6 yrs. old, my spouse was laid off. I was only able to work sporadically, due to our children's complex needs so I worked cleaning houses, taking jobs that allowed me to bring my children with me. A few of my housekeeping clients were extended family members who paid me with gift cards for groceries. The school was not always able to meet our 6 years old's needs, so both children were with me 1/3 of the time. We made it thru 1 year of no income from my spouse.
- We were able to overcome our challenges through hard work and assistance from our faith community
- I am answering as a representative of Mount Baker School District

My family has struggled to get services needed by our children.

23 responses

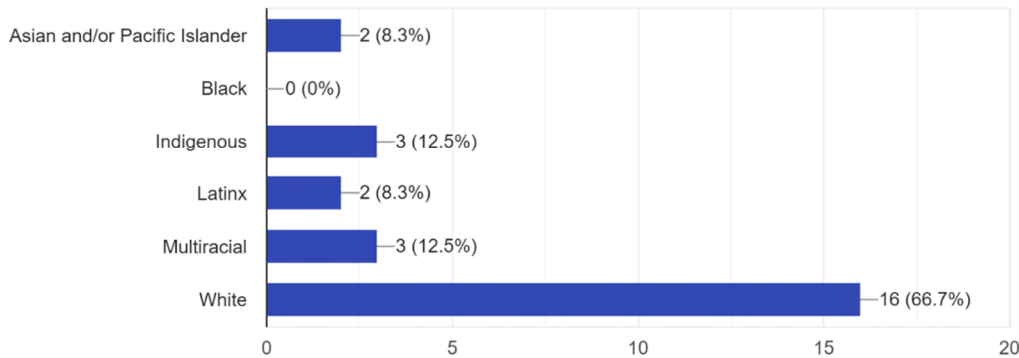


Is there anything you'd like us to know about this experience? 7 responses

- Available, competent mental health counseling in our county is greatly lacking
- I am answering as a representative of Mount Baker School District
- access to mental health providers
- School and health care systems not adequately resourced to address even common child health challenges such as ADHD
- Trying to get mental health care for my child while going through a divorce. Trying to get parenting assistance as a full-time working mother.
- Mental health services for youth have been hard to find
- It has been a struggle to get services when your children have some struggles but "don't struggle enough to qualify for certain services" yet it still impacts their experiences at school.

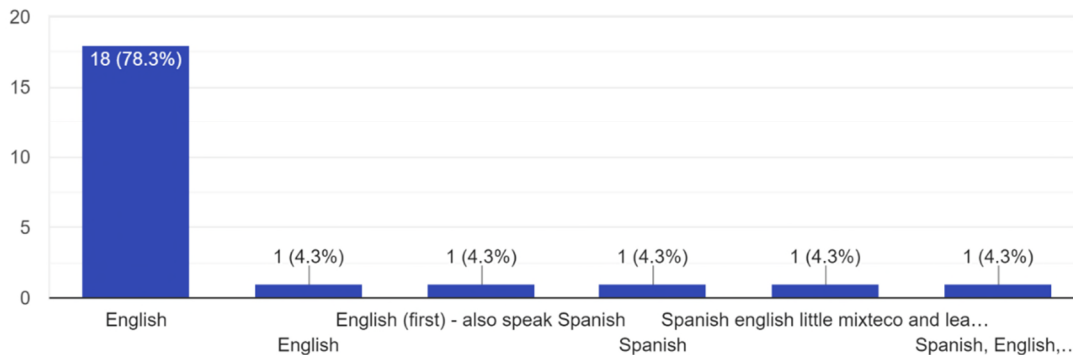
How do you identify in terms of race? Check all that apply.

24 responses



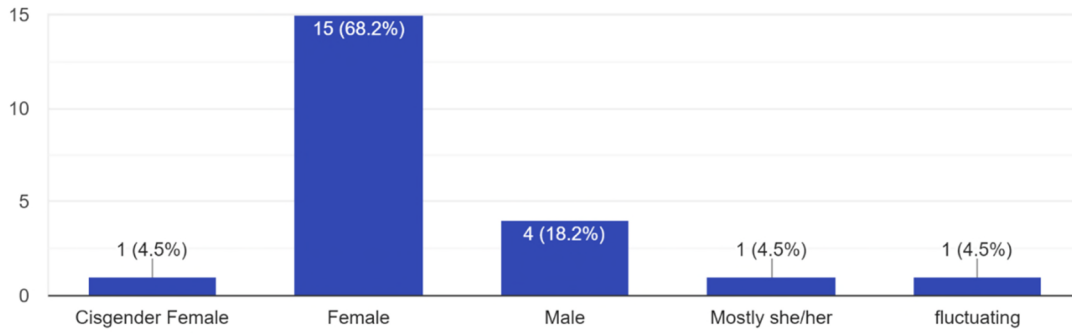
What was the first language you learned? If you speak more than one language, please share those as well.

23 responses



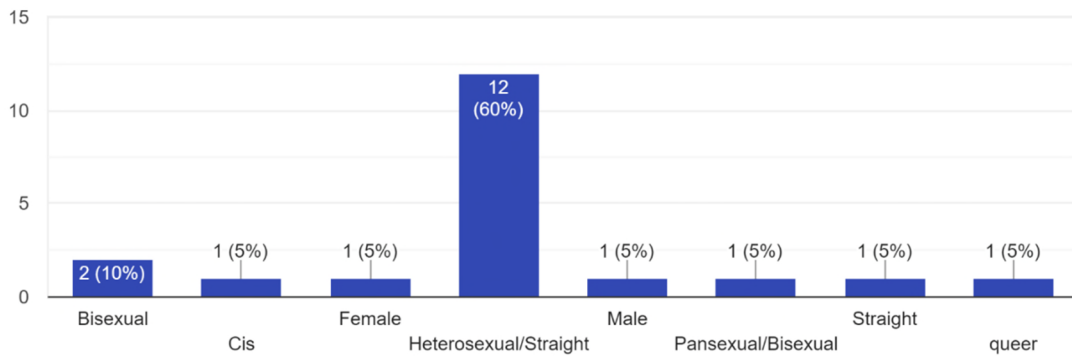
How would you describe your gender identity?

22 responses



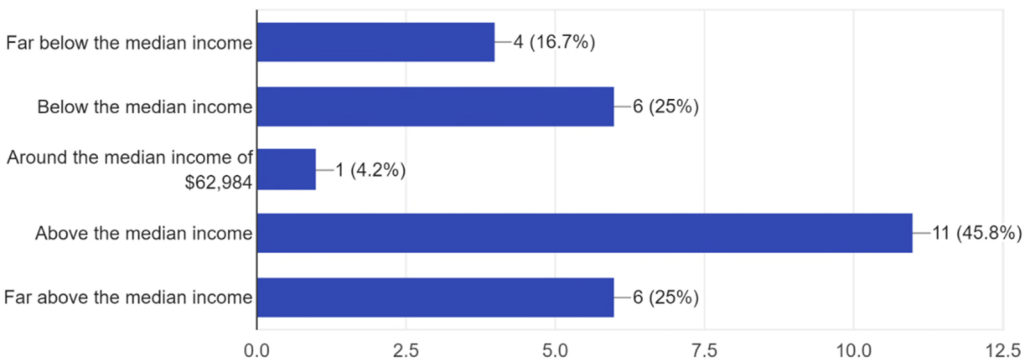
How would you describe your sexual orientation?

20 responses



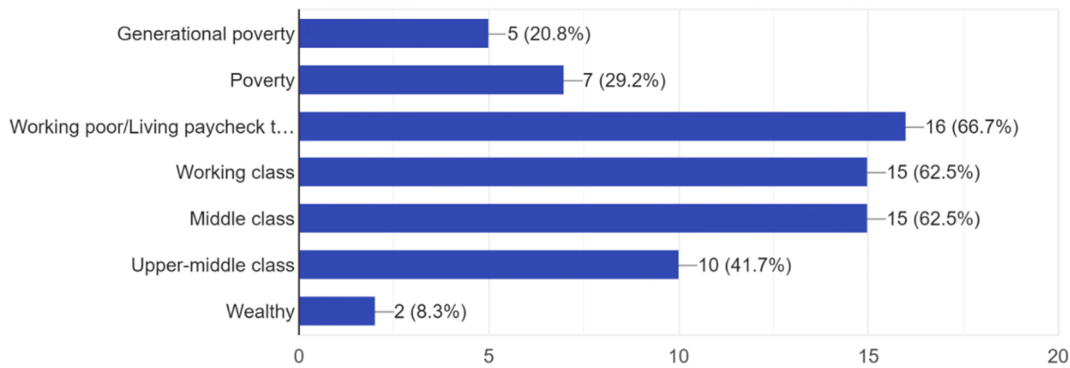
The U.S. Census Bureau calculated the median household income in Whatcom County for 2019 at \$62,984. Where do you identify your current income level?

24 responses



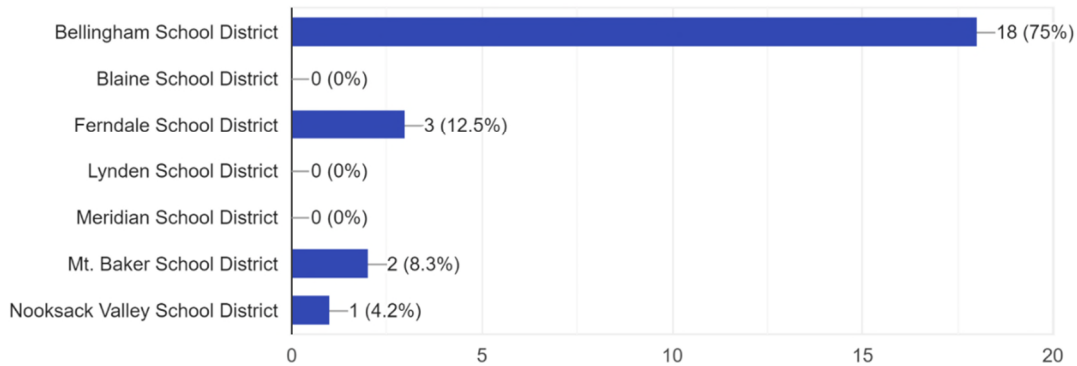
Which income statuses do you have lived experience with? Check all that apply.

24 responses



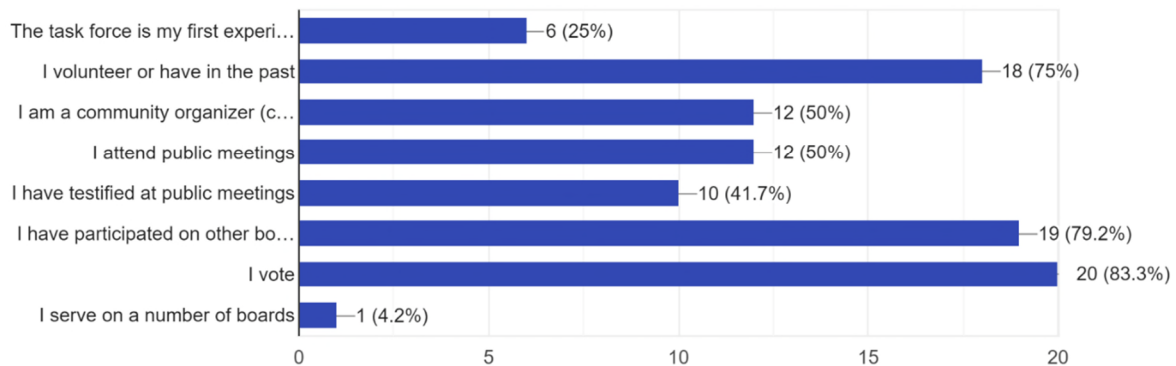
Which school district geographic area do you live in? (Many people identify their community in connection to schools and school districts. Zip cod...ll with the way many of us identify where we live.)

24 responses



How are you involved in community civic life? Check all that apply.

24 responses



What kinds of hobbies or activities bring you joy? 21 responses

- Walking, jogging, reading, and basketball
- Hiking, kayaking, gardening and landscaping, growing our own food, playing classical and folk music with friends,
- Reading, hiking, spending time with friends and family.
- Being outside
- Six adult kids, six grandchildren, gardening, boating, travel, community service
- Baseball, surfing, running, woodworking,
- All outdoor activities, gardening, being with family
- Athletic events, music and the arts, outdoor recreation
- Hiking, running, yoga, boating, reading, spending time with our dogs, traveling, wine tasting
- Hiking, reading, traveling
- Outdoors, hiking, family time, sewing
- Gardening, hiking, skiing, backpacking
- Socializing, reading, building community, bike riding, cooking, eating :), being on the water
- Gardening, kayaking, walking, running, being in nature, being with families and friends
- Hiking, running, gardening, going to the gym
- Time with family, yoga, bike rides
- Gardening, anything on a beach and in the water, reading, adventures with my son, hiking, cooking and eating
- Gardening - Woodworking - Home Improvement - Music
- Gardening, being in nature, sewing, dancing, connecting with good friends
- Hiking, gardening, dancing,
- Jogging, walking, basketball, swimming

Please describe any other identities or lived experiences that you would like to share about yourself or your family. 9 responses

- Coming to the United States as a young adult has required a lot of learning and adjustment.
- Single parent of three children for five years.
- We are members of a faith community. That fact is pretty central to our experience.
- I have worked for about 20 years in my faith community in welfare assistance to the poor and disadvantaged.
- I am concerned about access to food, health care, internet/cell access, and transportation in my community.
- I am a pediatrician who is active in my community and in the local schools.
- I am passionate about supporting children and families build resilience. Parents are their children's best advocate, and we need to enable them to use their advocacy right. Families know how to make better systems. We need to be better listeners to utilize their expertise. My experience as a parent of young children was honored and supported by systems early on, and it has changed my life and shaped my children's. I want every family to have that opportunity.
- I am a graduate student.
- Small business owner.

Thank you! As a reminder, this survey is anonymous and does not track your name, email address, or any identifiable information. It will allow the task force to understand the lived experiences of members represented in our work. The data collected from this survey will be included in the initial report to the County Council but will remain anonymous.

Appendix C

Land Acknowledgement

I would like to begin by acknowledging that we are here today on the ancestral homelands of Indigenous Peoples who have lived in the Salish Sea basin and the North Cascades watershed from time immemorial, in particular, the Lhaq'temish (LOCK-tuh-mish) people who we recognize today to be the Lummi Nation, the Nooksack Tribe, and Semiahmoo.

May we be mindful of the inherent owners of this land, our children, who are our future. Our future stewards of the land and advocates for the generation to come. May that truth guide our work and efforts to improve the well-being of all families and children, native and non-native, living in this beautiful county.

This land acknowledgment is not meant to be a substitute for authentic relationship-building and understanding. It is meant to introduce us to one way we can show respect and honor for the sacrifices of the first people of this land.

Please join me in expressing the deepest respect for our indigenous neighbors, and gratitude for the enduring stewardship of our shared lands and waterways.