



H.I.R.E. Committee

Executive Team Organizing Meeting

April 14, 2009

Kern Regional Center

MINUTES

Present: Aaron Markovits (KRC), Michael Shell (Big Lots!), Norris Ledbetter (ILC), Carol Bowman (KCMH), Denise Crawford (BC – WA III), Gary Cotta (Goodwill).

I: Review of Structure of Executive Team. Recommendation reviewed. No discussion.

II: Executive Team Criteria for Service

A general discussion ensued regarding team committee membership make-up. It was recommended to include individuals who have been involved in the community process of expanding employment options for individuals with disabilities.

III: Prioritize work to be done/committees to be established.

Michael noted that it was very important to develop a method of recruiting more employers. It is important to note that in these financially difficult times employers, especially those in the retail trade, have minimal time to commit to outside meetings. We need a new way to communicate with them. Aaron agreed and stated that cold calls were even tougher in this financial climate. Aaron spoke of his experience utilizing a new method he has researched and has been using in the last month. The crux of the model is the development of a personal relationship with the employer. A discussion of prospects and messaging ensued. It will be important to have everyone speak a “consistent message”. Members identified employers they would commit to contacting: Gary agreed to commit to connecting with Denny’s. He also has a staff person who used to work for ACS and will check with them about a contact. Aaron is committing to connect with Office Depot. Denise will make contact with WalMart and Lotus Radio Group. Michael will connect with Subway, 99 Cent Stores and the Big Lots! On Wilson. Carol will ask Kathy Winans to connect with Dollar Store, PetCo and Mayan Cinema’s. Further discussion centered on developing community and media connections. Denise offered to contact the service clubs and Gary will speak specifically with Rotary. Involvement with United Way could also be beneficial. Michael noted that there has been a “call to service” by our new administration. We need to watch for possible funding resources that could benefit H.I.R.E. Gary has connections with grant writers and he will check to see if they are aware of any upcoming funding possibilities.

IV: Identify committee chairs for key activities

Sub committee list with some chairs identified reviewed. No further discussion.

V: Name of officers of Executive Team – Not discussed.

VI: How often do we need to meet? The committee is recommending monthly to begin with.

VII. Other Comments, Suggestions or concerns – None noted.

VIII. The next meeting will be Wednesday May 13th, 2009 at 10:30 a.m. Place to be determined.