



CCISCO Countywide Leadership Summit

*Reunión de Líderes de CCISCO
al Nivel del Condado*

Friday, January 22-Saturday, January 23, 2010

Walker Creek Ranch
1700 Petaluma Road
Petaluma, CA 94952



2010 Strategic Planning Retreat

*Retiro de Estrategia y Planeación
para el 2010*

OVERVIEW

Thirty CCISCO leaders convened for the first Countywide Leadership Summit of 2010 at Walker Creek Ranch in Petaluma and spent the weekend together to assess, plan, and set goals for the organization over the next year.

The leaders that attended the summit were nominated or chosen for their dedication, contributions, and consistent participation in their LOCs. The group came from West, Central and East Contra Costa representing CCISCO's local organizing committees (LOC) and their collective interests. They shared with each other, worked side by side to develop strategies as well as nominated and elected officers to serve on the CCISCO Board of Directors.

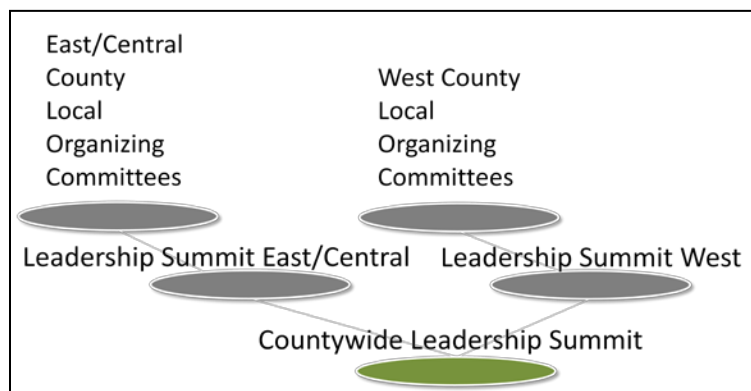


Figure 1-Structure of the Regional and Countywide Leadership Summit

2010 will be pivotal year for Foreclosure, Health Care, Education, Immigrant Integration, Jobs, and Violence Prevention. Within the coming month, CCISCO representatives will be organizing their regional Leadership Summits to sharpen their strategies and present them to the Countywide Leadership Summit in the summer to increase the capacity of existing organizing.

Leaders arrived Friday evening and after having dinner and spending some time talking to each other, they were ready to begin what was to become a very powerful and emotional reflection about love, power, and justice.

The following day, leaders participated in large and small group discussions that allowed them to reflect on their accomplishments in the past year as well as develop strategies to further their local and federated campaigns in 2010.

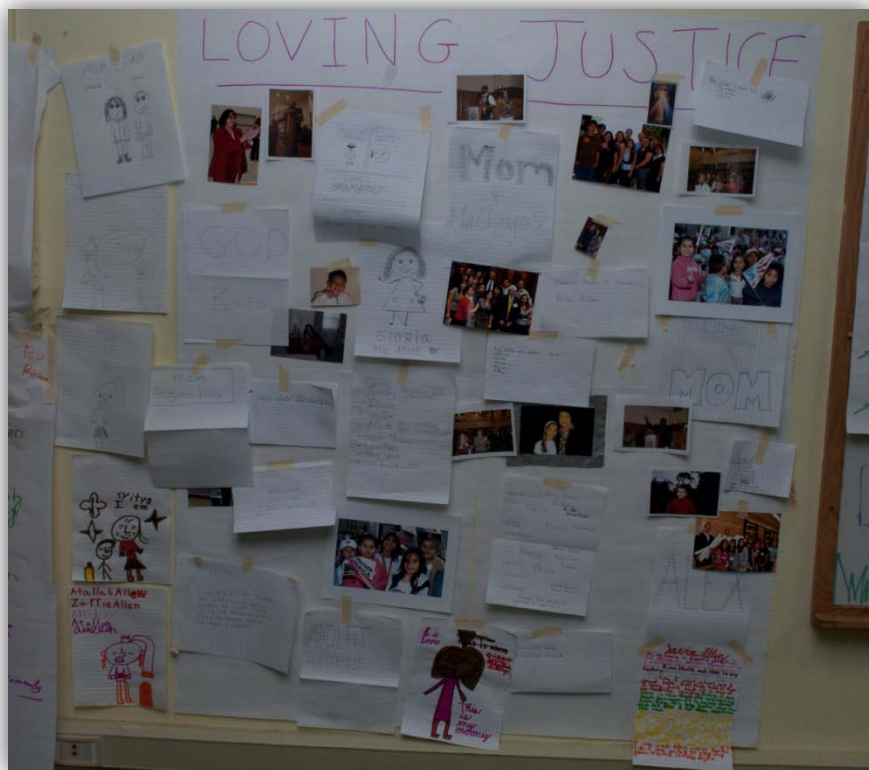
Following is a summary along with regional strategies and timelines presented at the leadership retreat.

SESSION 1

During the first session, leaders sat in four small groups and went around the table asking each other, "Who Do You Love?" in order to start off our leadership retreat on our values and our loving justice. The Leaders then presented a picture or image of the ones they loved and posted them on a "mural" on the wall to symbolize the reason for our work.

" WHAT IS NEEDED IS A REALIZATION THAT POWER WITHOUT LOVE IS RECKLESS AND ABUSIVE, AND THAT LOVE WITHOUT POWER IS SENTIMENTAL AND ANEMIC. POWER AT ITS BEST IS LOVE IMPLEMENTING DEMANDS OF JUSTICE. JUSTICE AT ITS BEST IS POWER CORRECTING EVERYTHING THAT STANDS AGAINST LOVE. "

--Dr. Martin Luther King Jr.



During the presentations, leaders shared stories and anecdotes about people, places, and special things they loved. The mural that was created with images and notes, served as a grounding symbol of the base and reasons for our work.

SESSION 2

The second session began with an introduction that compared an issue campaign to a long bus road trip. Leaders were challenged to imagine that they would be going on a road trip and together, leaders began to develop a plan by figuring out what and who they would need on the bus to make it a successful journey. This analogy helped to frame the local and regional campaign work as well as initiate strategic planning to reach our goals.



During this session, leaders assessed their current realities and broke out into regional groups to discuss their goals and next steps for their campaigns.

Leaders started by sharing their high points for the past year:

- Diversity at during the Voice for the Village Action in Richmond
- The Citizenship Drive in Concord
- The faith that the Recovery Express riders demonstrated when they traveled from Antioch to Washington, DC to demand action on the foreclosure crisis.
- The launching of the Youth/Adult Queen of All Saints LOC
- The diversity and unity that has been highlighted from the foreclosure work
- The vast leadership development that has occurred throughout our county

Leaders also shared the challenges they faced:

- The need to develop our media/outreach
- Low involvement-apathy
- The impact of national politics and budget cuts on our healthcare access work

In the regional groups, leaders used worksheets to set goals and develop strategies for their campaigns. Following is a chart that details the specific timeline for regional and local campaigns:

January-June 2010 Timeline

	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE
INTERNAL ACTIONS	<p>18 East County Clergy Caucus</p> <p>24-25 Countywide Leader Summit Strategic Planning Retreat</p>	<p>1 Staff Planning Retreat</p> <p>16 East County Clergy Caucus</p> <p>18 West County Leader Summit</p> <p>25 East County Leader Summit</p>	<p>16 East County Clergy Caucus</p> <p>18 Divestment presentation to Central and West County Deaneries</p> <p>West County Clergy Caucus</p> <p>Executive Action Team new member orientation</p>	<p>Launch Richmond Mentoring Initiative training</p> <p>Launch Census Outreach Campaign</p>	<p>East County Clergy Caucus</p> <p>West County Clergy Caucus</p> <p>Executive Action Team Meeting</p>	<p>East County Clergy Caucus</p> <p>West County Clergy Caucus</p> <p>EAT approval of FY 10-11 budget</p>
LOCAL ACTIONS	<p>25 Foreclosure briefing to California Attorney General's office</p>	<p>Approval for new clinic expansion for Far East County</p> <p>23 Concord City Council Action on CNWS</p>		<p>Action for Local Hire Policies for eBART expansion (Antioch)</p>	<p>"Voice for the Village" Community Assembly (Richmond)</p> <p>Action for Economic & Educational Opportunity (Concord)</p>	
REGIONAL & FEDERATED ACTIONS	<p>12 National Negotiations with Bank of America (Antioch)</p>	<p>4 Divestment Presentation at Contra Costa Mayor's Conference</p> <p>20 Immigration Reform Town Hall</p> <p>23 Delegation to BoA Special Shareholder mtg (Charlotte)</p>	<p>Supervisory actions on County Budget & Health Access</p> <p>21 National Action for Immigration Reform (Washington DC)</p> <p>24 Statewide Action for Immigration Reform (SF)</p> <p>26-28 Foreclosure Caravan to Calabasas</p>	<p>Supervisory actions on County Budget & Health Access</p> <p>28 Actions at Wells Fargo (SF) and Bank of America (Charlotte) Annual Shareholder Meetings</p>	<p>Launch public actions for divestment campaign</p>	

July-December 2010 Timeline

	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
INTERNAL ACTIONS	EAT meeting New Leadership Institute Mid-Year Staff Assessment & Planning Retreat	East County Clergy Caucus West County Clergy Caucus	East County Clergy Caucus West County Clergy Caucus Launch GOTV initiative and training	East County Clergy Caucus West County Clergy Caucus	East County Clergy Caucus West County Clergy Caucus New Leader Institute	
LOCAL ACTIONS		Launch Mentoring Initiative at Richmond & Kennedy HS Celebrate new clinic expansion for Far East County	Launch outreach and enrollment initiative for Far East County		Formalize green job training sites (Richmond)	
REGIONAL & FEDERATED ACTIONS			Announce divestment total of 100 congregations \$100 million	Precinct walking and phone banks	Secure regional/national lending agreement for \$2 billion Operate poll check in Richmond and targeted precincts county wide	

SESSION 3

The Leaders reflected on the accomplishments of 2009:

- 18 ACTIONS with a total of 4,320 people that attended
- Over 200 media stories that reached an approximate 15 million people across the nation
- \$75 Billion towards foreclosure prevention
- \$1.5 million appropriated by the County Board for community clinics
- 200 new jobs and new citizens

Leaders discussed where CCISCO was as an organization and where they want it to be. They agreed that having a New Leaders Training would be beneficial and would help enrich the organization and LOCs. The training will aim to give new leaders a deeper understanding of CCISCO and how we use the organizing model to empower people to speak, act and engage in the public arena for themselves. It will also help to strengthen the relationship with new leaders and transcend assumptions about CCISCO and organizing.

The Leaders that agreed to help develop the New Leaders Institute were: Anthony Allen, Glenda Roberts, Ken Kelly, Nely Rubio, Rose Elizondo, Gabriela Baños- Galvan, David Lopez, and Violeta Tapia.

Lastly, the new CCISCO Board Members were voted on by the Countywide Leadership Summit to strengthen the organization and its direction as they move forward into 2010. Those elected to serve on the CCISCO Board of Directors are as follows:

- **Domingo Delgadillo-Holy Rosary LOC, Antioch, CA**
- **Berenice Ramos- Holy Rosary LOC, Antioch, CA**
- **Anthony Allen-Iron Triangle Neighborhood Council, Richmond, CA**

EVALUATION:

The retreat culminated with an evaluation of the events of the past two days. There was both a large group verbal evaluation, and an individual evaluation form where leaders were asked to rate the retreat in both logistics and content. A majority of leaders expressed that they thoroughly enjoyed the "Loving Justice" reflection we had done on Friday night because it had helped them build and strengthen relationships with each other. Some leaders also commented that they felt like the retreat had helped them to focus and realize that by working together we can accomplish much more than individually. As one leader put it in his individual evaluation form, leaders left the retreat with a "better understanding of what other LOCs are doing on their issues" and with a "better focus on goals for the next 12 months." Leaders also celebrated their past accomplishments and acknowledged that the amount and quality of work was impressive. "This demonstrated the power and energy which has been developed, nurtured and cultivated to create a tremendous impact in individual hearts, homes and communities. The numerous actions seem well planned and effective," commented another participant in her evaluation. Although there were some opportunities for improvement such as starting on time and adding more diversity, leaders walked away feeling re-energized and empowered.

2010 COUNTYWIDE LEADERSHIP SUMMIT ATTENDEES:

Antioch-Holy Rosary LOC:

Berenice Ramos
Diana Ramos
Domingo Delgadillo
Jaime Silahua
Ken Kelly
Nely Rubio
Raúl De Anda

Brentwood LOC:

Gabriela Baños -Galván
Violeta Tapia

Concord LOC:

Andrea Maldonado
George Medina
Gustavo Vasquez
Maria Wence
Omar Bernal

Oakley LOC:

David A. Lopez

Richmond-Bethlehem Missionary Baptist Church LOC:

Rev. Dr. Alvin Bernstine
Estelle Paysinger
Glenda Roberts

Richmond-Iron Triangle Neighborhood Council:

Anthony Allen

Richmond-St. Mark's Catholic Church LOC:

Bennie Singleton

Invited Guests:

Bryan Montgomery
Rose Elizondo

CCISCO Staff:

Adam Kruggel
Apolonio Morales
Jovana Vasquez
Nancy Marquez
Richard Boyd
Teresa Flores

