



brighter futures • achieving dreams

**Board Meeting Agenda  
Cincinnati Youth Collaborative  
(Main Conference Room)  
Tuesday, January 17, 2017  
8:00-10:00AM**

<b>I.</b>	Welcome:	Toi Jones	8:00-8:25
	<ul style="list-style-type: none"><li>• Approval of September 27, 2016 minutes</li><li>• Mission Moment<ul style="list-style-type: none"><li>○ Evanston Academy Resource Coordinator, Monna Beckford</li><li>○ Mentor, Robert Dennison and mentee Myron Barker, Jr.</li><li>○ Western &amp; Southern Financial Group-Lisa Adams, Systems Manager and Kim Chiodi, Sr. VP Human Resources</li></ul></li><li>• Best wishes to Harold</li></ul>		
<b>II.</b>	Strategic Plan Discussion	Dan/Dave/Maurice/Jane/Steve	8:25-9:15
<b>III.</b>	Committee updates	Chairs/Staff	9:15-9:30
<b>IV.</b>	Dashboard Review	Jane	9:30-9:45
<b>V.</b>	President's Report	Jane	9:45-9:55
<b>VI.</b>	New Business	Dan	9:55- 10:00
<b>VII.</b>	Adjourn		

*Next Board Meeting: March 21, 2017*

Upcoming events:

*CYC empowers vulnerable children and young adults to overcome obstacles and succeed in education, career and life.*

**Board Minutes**  
**Western Hill High School (Library)**  
**Tuesday, September 27, 2016**

- Board Members Present:** Toi Jones, Kenneth Webb, Denise Thomas, Kathy Vuturo, Harold Brown, Jack Geiger, Cady Short-Thompson, Steve Condon, Jeff Wampler, Michelle Hershey, Stephanie Shepherd, Dan Molina and John Fickle
- Board Members Absent:** Jim Price, Judy Fimiani, Mary Ronan, Yvette Simpson, Gail Williams, Stephen Avila, Chuck Ackerman, Ken Cartwright, Tony McDaniel, Ralph Lee, Jeff Crull and Barbara Szucsik
- Staff Present:** Jane Keller, Maurice Huey, Dave Plogmann, Judith Moore Tucker, Victoria Perkins, Kayla Rickels and Karen Connell

**I. Welcome:**

**Toi and Jane**

- Meeting was called to order at 8:15AM
- Principal Jump welcomed the board with an overview of the school, its culture, programs, technology and its partnership with CYC through the JCG program. Principal Jump highlighted JCG's great work with students.
- **Anniversary Recognition-** Judith Moore Tucker, JCG Program Manager, recognized Career Specialist, Victoria Perkins, and her 20<sup>th</sup> year anniversary with the CYC/JCG Program. Victoria received a Judith read the Proclamation from Jobs for American Graduates (JAG), celebrating her 20 years of commitment to youth in Greater Cincinnati.
- **Mission Moment-**Victoria Perkins, JCG Career Specialist, spoke about the challenging path to success for JCG student Chardona Kernall. In spite of Chardona being a single mom with many barriers, she remains focused on achieving her goals post high school. She was very involved in various JCG programs, graduated on time this past spring, worked a summer internship with the Cincinnati Police and is currently attending UC Blue Ash studying criminal justice.
- Welcomed New Board Member- Cady Short-Thompson, UC Blue Ash
- July 19, 2016 minutes approved by board
- Recognition of CYC's 2016 Barbara Siebel Spirit Award Winner-Kayla Rickels, CYC College Access and Success Manager. Jane explained the nomination process and read Kayla's award winning nomination.
- **Conflict of Interest Policy-** The board took 5 minutes to review and sign policies

**II. Strategic Planning Discussion-**

**Toi & Strategic Planning Team**

- Toi spoke about the groundwork of the plan.
  - Jane provided an overview of the process to date- (see handout)
    - Conducted strategic planning sessions with key stakeholders (staff and board)
    - Conducted research to confirm strategic plan direction
    - Held several strategic sessions with strategic planning team to create strategic overview – objectives, goals, strategies and actions.
    - Integrated each breakthrough into a strategic planning template

- Dave discussed Research Review and Key Findings.
  - All research consistently supported strategic focus areas
  - My Tomorrow (CPS) – Elevates the rigor of education with a focus on the whole student. It leverages partnerships and integrates technology to provide personalized learning experiences for all students.
  - JAG/ NCAN/SWORWIB National Data-Importance of removing barriers for college success and job readiness is critical. Students need support post high school through post-secondary partnerships.
  - Youth Gap Analysis-Youth are optimistic, but need encouragement and options to avoid negative situations. Mentoring was highlighted by students to be an important support for themselves to stay on track with their goals.
  - Brian Robson Stakeholder Review- CYC students should start career and college exploration earlier (middle school).
- CYC Strategic Growth Breakthroughs 2017-2019
  - Crystalize CYC identity and impact in the community by building a focused strategic communications platform for execution by FY18
  - Serve more and more youth with high quality programs
  - Maximize all funding segments
  - Grow technology, analytics, talent capabilities and volunteers
- Board continued discussion of Strategic Planning with Q&A by the Strategic Planning Team.
- November board retreat will engage board and staff on in depth review of strategic plan.

### III. Dream Makers Update-

**Dave Plogmann, Denise Thomas and Jack Geiger**

Dave presented a Mexican Resort Vacation Experience Package to the board for pre-bidding.

- To date we have raised 119K of our 140K goal
- Paddle Raise goal is 40K this year with 5 levels.
- Sponsorships are tracking well above goal
- Ticket sales are almost sold out. We have approximately 10 tickets left
- CYC Branded Accessories-CYC signature scarf and tie (flat and bow) are available for preorder.
- Jack highlighted the story about Judge Jones and the significance of the tie
- Denise reminded board of the importance of their attendance

### IV. Dashboard Review:

**All**

Dashboard has been updated by committees for new academic year.

- Items highlighted
  - Goals have been included versus targets
  - Student benchmarks- Maurice explained the landscape and reason for changes
  - College persistence was added as a student outcome
  - Student Chart changes-stacked by programs and grades providing a better understanding of student grade composition in programs
  - Indicators are green indicating progress is on target
  - Dave pointed out the increase in awareness touchpoints tracking, 25% increase so far over last year this time.

### V. President's Report:

**Jane Keller**

- CYC Alumni Network- has been launched and is spearheaded by three former CYC students. Upcoming event with John Pepper to officially launch it.
- FSLA compliance regulation will be implemented on December 1, 2016. CYC now required to provide time reporting and to manage a 40 hours per week for non-exempt employees. Salary requirements for exempt roles increased from \$25,000 to \$47,726. As such, approximately 80-85% of CYC roles are required to be changed to nonexempt. We anticipate budget implications due to changes and a significant impact with past flexibility on managing hours.

- Update on the UW Poverty Collaborative- UW will announce their strategies at the end of October or early November. To date, they have indicated:
  - Their investments will be to organizations that primarily serve families and youth who are at 200% and below of federal poverty levels
  - They intend to manage their investments with agencies who can collaborate and integrate their services within or across the pillars of income, health, and education
  - Multi-generational and place based strategies in neighborhoods of poverty will be important.
- Reminder that the Dream Makers Event is October 13<sup>th</sup>.
- Board Retreat will be held at Crossroads Community Church on Thursday, November 3, 2016
- Partnership with Brian Wells, founder of Crossroads. Brian's has donated 750 copies of his new book, The League and Lantern, for mentors and mentees to help with literacy.

**VI. New Business:**

**Jane**

**The CPS Levy Endorsement** – The board review and discussed the facts about the November 8, 2016 Levy. A motion was made by Jack Geiger to endorse the CPS School Levy- issue 44. Seconded by Dan Molina. Motion was approved by board.

**VII. Adjourn- 10:05AM**

Respectfully submitted,



Jack Geiger,  
CYC Secretary

**CYC's on-time graduation rate is 95%!**

**Cincinnati Youth Collaborative  
Statement of Financial Position  
December 31, 2016**

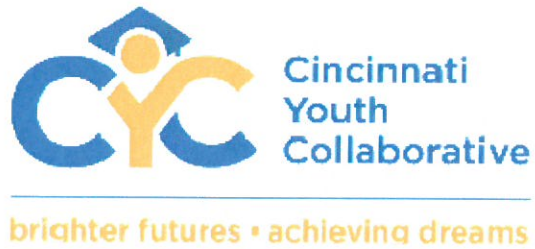
	As of 12/31/2016	As of 6/30/2016	Dec - Jun Change
Cash and cash equivalents	\$ 624,405	288,225	336,180
Investment Account	2,497,016	2,287,957	209,059
Accounts Receivable **	448,515	481,522	(33,007)
Tomorrow Pledges, net of discount	420,172	548,222	(128,050)
Contributed Rent Receivable	189,655	252,415	(62,760)
Property and equipment, net	690	690	-
Prepaid Expenses	42,102	93,069	(50,967)
<b>TOTAL ASSETS</b>	<b>\$ 4,222,555</b>	<b>\$ 3,952,100</b>	<b>\$ 270,455</b>
Accounts Payable	\$ 14,870	37,954	(23,084)
Accrued Vacation	51,915	51,915	-
Accrued Payroll Taxes	4,944	3,420	1,524
Accrued Expenses	6,318	12,080	(5,762)
Fiscal Agent - CPS	40,558	-	40,558
Deferred Revenue	192,178	34,495	157,683
Net Assets	3,911,772	3,812,236	99,536
<b>TOTAL NET ASSETS &amp; LIABILITIES</b>	<b>\$ 4,222,555</b>	<b>\$ 3,952,100</b>	<b>\$ 270,455</b>
<b>** Accounts Receivable:</b>			
Accenture	-	5,000	
Business for Good	90,000	95,000	
Cinti Artsi and Technical Center	5,000	-	
CPS	84,191	4,836	
City of Cincinnati	51,816	15,333	
Community Connectors	6,531	5,775	
Gear Up Grant	36,206	52,804	
Grad Cincinnati	350	-	
Hamilton County - In School	18,941	133,351	
Jobs for Ohio Graduates	-	-	
Pfau Foundation	40,000	80,000	
SWORWIB	-	1,141	
Talent Search grant	33,252	47,145	
Accenture - golf	-	800	
United Way - JCG & Mentoring	76,629	40,118	
US Bank	4,929	-	
Northern Kentucky University	670	220	
Total	<b>\$ 448,515</b>	<b>\$ 481,522</b>	

**Cincinnati Youth Collaborative  
Budget to Actual - Unaudited  
As of December 31, 2016**

	Annual Budget	12/31/2016	Goal = 50.00% of Budget
<b>Income</b>			
4005 Individual	142,000	121,456.03	85.53%
4010 Corporate and Business	34,000	31,125.00	91.54%
4015 Foundations	611,000	255,400.61	41.80%
4020 United Way allocation	77,250	79,629.00	103.08%
4022 Other Organizations	37,300	30,405.79	81.52%
4026 Saturday Hoops	21,550	49,875.00	231.44%
4105 Talent Search	452,772	243,829.50	53.85%
4110 GEAR Up	274,770	111,705.44	40.65%
4120 Workforce Investment Act - WIOA	350,000	168,535.82	48.15%
4125 City of Cincinnati	100,000	40,333.32	40.33%
4150 JOG revenue	80,000	41,000.00	51.25%
4160 Community Connectors	90,000	26,706.18	29.67%
4200 Fee for Service - Schools	372,700	232,806.04	62.46%
4207 Fee for Service - CATC	5,000	5,000.00	100.00%
4505 Dividend, Interest (Securities)	60,548	33,927.98	56.03%
4605 Miscellaneous Revenue	1,000	27,507.00	0.00%
4905 Dreammakers event	140,000	144,885.28	103.49%
4915 Golf outing	56,000	3,000.00	5.36%
4930 Other special event	19,000	3,000.00	15.79%
<b>Total Revenue</b>	<b>2,924,890</b>	<b>1,650,127.99</b>	<b>56.42%</b>
<b>Expenses</b>			
6005 Salary and wages	1,794,350	867,750.72	48.36%
6010 Social security payroll tax	110,613	51,074.73	46.17%
6015 Medicare payroll tax	25,871	12,009.64	46.42%
6020 State unemployment (SUTA)	20,008	5,292.75	26.45%
6025 Workers compensation	11,130	6,204.76	55.75%
6030 Health insurance expense	176,542	75,493.88	42.76%
6035 Dental insurance	8,704	4,494.89	51.64%
6040 Life, STD and AD & D	20,408	10,797.15	52.91%
6045 401 K match	58,321	26,626.08	45.65%
6100 Advertising	4,980	4,835.00	97.09%
6110 Bank fees	14,450	7,614.97	52.70%
6115 Campaign expenses	-	197.85	0.00%
6120 Consulting services	8,750	2,918.41	33.35%
6130 Depreciation	-	-	0.00%
6135 Donor recognition	5,925	1,205.85	20.35%
6140 Dues & subscriptions	17,777	5,964.93	33.55%
6145 Emergency Fund	2,000	607.00	30.35%
6160 Equipment expenses	12,533	7,296.52	58.22%

6172 Liability Insurance	10,500	5,553.48	52.89%
6174 D&O Insurance	6,540	3,259.02	49.83%
6190 Meeting expense	3,880	2,730.54	70.37%
6200 Miscellaneous	4,950	10,434.01	210.79%
6210 Office supplies	6,550	4,740.02	72.37%
6220 Postage	6,224	1,901.34	30.55%
6230 Printing	7,400	3,174.07	42.89%
6240 Professional Development	30,580	29,348.86	95.97%
<i>6250 Professional fees</i>			
6251 Accounting	149,778	87,500.00	58.42%
6252 Legal	2,000	-	0.00%
6253 Payroll processing	3,445	1,875.60	54.44%
6254 Plan administration	7,200	2,567.05	35.65%
6260 Program expenses	355,615	174,034.14	48.94%
6275 Technology	14,625	16,769.58	114.66%
6280 Telephone and data	5,760	2,820.00	48.96%
6285 Temporary personnel	8,000	2,720.00	34.00%
6300 Travel	22,750	6,500.90	28.58%
<i>7000 Special event expenses</i>			
7005 Catering	36,750	23,306.57	63.42%
7012 Entertainment	13,800	16,250.00	117.75%
7015 Equipment rental	3,500	6,060.00	173.14%
7020 Postage & Printing	4,000	3,358.28	83.96%
7030 Occupancy	11,000	3,000.00	27.27%
7035 Supplies	5,000	3,799.99	76.00%
7040 Travel	1,000	23.26	2.33%
7045 Miscellaneous - special events	250	6,707.64	2683.06%
<b>Total expenses</b>	<b>3,013,459</b>	<b>1,508,819.48</b>	<b>50.07%</b>
<b>Net gain/ (loss)</b>	<b>(88,569)</b>	<b>141,308.51</b>	<b>-159.55%</b>
<b>Add(Subtract) back:</b>			
Tomorrow campaign	-	(100.00)	
Net effect of contributed rent	-	(62,760.09)	
Net Artlinks	-	(2,667.55)	
Net Youth Summit	-	257.41	
Net Champions for Urban Youth	-		
Unrealized gain/ (loss)	-	23,497.59	
<b>Net (loss)/ gain before temporarily restricted</b>	<b>(88,569)</b>	<b>99,535.87</b>	
Temp restricted funds	-	95,000.00	
<b>Net (loss) gain after temporarily restricted</b>	<b>(88,569)</b>	<b>194,535.87</b>	
<b>Operational Surplus/ (Loss)</b>	<b>(88,569.00)</b>	<b>236,308.51</b>	

**Note: Ohio College Guides and First Degree program includes \$133,100 of in-kind**



**2017 CYC Board Meeting Schedule**  
(6 meetings)  
*8:00 – 10:00am*

1 <sup>st</sup> Bi-Monthly Meeting <i>CYC Conference Room</i>	January 17, 2017
2 <sup>nd</sup> Bi-Monthly Meeting <i>TBD</i>	March 21, 2017
3 <sup>rd</sup> Bi- Monthly Meeting <i>TBD</i>	May 16, 2017
4 <sup>th</sup> Bi- Monthly Meeting <i>CYC Conference Room</i>	July 18, 2017
5 <sup>th</sup> Bi- Monthly Meeting <i>TBD</i>	September 19, 2017
6 <sup>th</sup> Bi- Monthly Meeting <i>TBD</i>	November 21, 2017



Foundation	Intended Program	Trustees
Cambridge Charitable Foundation	Ensuring Preparedness for Post-High School Success (Includes AmeriCorps)	Daniel P. Randolph - President Mollie T. Stegman - Vice President Marc A. Randolph - Secretary & Treasurer Georgana Taggart - Trustee Joel Goldman - Trustee Keith Bookbinder - Trustee
CHEMED Foundation	Ensuring Economic Opportunity for Disadvantaged Youth	Sandra E. Laney - Director and President David J. Lohbeck - Treasurer Thomas C. Hutton - Director Ken J. McNamara - Secretary
Conway Foundation	Ensuring Economic Opportunity for Disadvantaged Youth	Robert A. Conway Sr. - Treasurer William T. Sena Jr. - Assist Secretary/ Treasurer William J. Keating - Trustee Sean P. Conway - Trustee Judy Wimberg - Trustee Robert Conway Jr. - Trustee Mary Lois Conway Drath - Trustee Mary Ruth Smylunas - Trustee
Davies Foundation	College and Career Mentoring Program	Ashley Davies - President Darley Davies - Vice President Shirley Moran - Secretary
Fleischman Foundation		Noah Fleischmann - President Louisa Fleischmann - Trustee Burd B. Schlessinger - Trustee Blair S. Fleischmann - Trustee and Secretary
Flerlage Foundation Inc		J David Cummings - President and Treasurer Sue Flerlage - Secretary Daniel B. Flerlage - Trustee S Thomas Flerlage - Trustee Rosemary Koch - Trustee John N. Seaman Jr. - Trustee Donna Schiff - Trustee Shawn Young - Trustee
Garber Foundation	Mentoring and College and Career Mentoring	Martin H. Wolf - Trustee
Gardner Foundation	Mentoring and College and Career Mentoring	James J. Gardner - President and Trustee Joan A. Gardner - Vice-President and Trustee Linda G. Mueller - Treasurer and Trustee Lorraine G. Sommer - Vice-Chairman and Trustee Gary D. Johns - Chairman and Trustee

		Maragaret M. Johns - Secretary and Trustee
		Spencer J. Gardner - Trustee
		Thomas J. Mueller - Trustee
		Amy T. Mueller - Trustee
		Eric G. Mueller - Trustee
		Johnathan J. Mueller - Trustee
		Laura K. Mueller - Trustee
		Kyle J. Johns - Trustee
		Blare A. Johns - Trustee
Gallimore Trust (Lila L.)		Daniel O. Berger - Trustee
Gould Foundation	All Mentoring Programs	Susan Beckman - Trustee
		Laura Beckman Sheldon - Trustee
Hauck Foundation	All Mentoring Programs	John W. Hauck - Trustee
		Fifth Third - Trustee
		E. Allen Elliott - Trustee
Heimann Family Foundation		Robert Heimann - President
		Sandra Heiman - President
		Paige DeBuys - Trustee
Helms Charitable Foundation (William G and Mary)		Leonard R Weakley Jr. - Trustee
Homan Foundation		Frank X. Homan - Trustee
		Walter E. Homan - Trustee
		Ronald L. Lusby - Trustee
Impact 100	Equity in Opportunity	Donna Broderick, President
		Clare Zlatic Blankemeyer, Vice President
		Yvonne Thomas, Secretary
		Daniela Neukam, Treasurer
		Marilyn Kinne, Grant Review Coordinator
		Angie Otis, Recruiting Co-Chair
		Jenny Berg, Recruiting Co-Chair
		Mary Beth Young, Communications Chair
		Julie Metzger, Communications Co-Chair
		Becki Meyer, Marketing/PR Chair
		Sharon Mitchell, Membership Liaison Chair
		Kelly Mahan, Membership Key Events Chair
		Kim Carroll, Membership Co-Chair
		Sarah Buckley, Nonprofit Outreach Coordinator
		Teresa Loje, CIRC Chair
		Susan Cranley, Focus Area Chair
		Rhannon Hoeweler, Focus Area Chair
		Clare O'Brien, Focus Area Chair

		Delane Starliper, Focus Area Chair Stephanie Tunison, Focus Area Chair
Jack J. Smith Charitable Trust	Ensuring Economic Opportunity for Disadvantaged Youth	Karen Wachs - Co-Trustee PNC Bank
Jergens Foundation	Ensuring Economic Opportunity for Disadvantaged Youth	Andrew Maccaoidh Jergens - Trustee Consuelo M Harris - Trustee Eric H. Kearney Joyce Jenkins Keeshin Linda Buskens Jenkins Michael B. Hayes Greater Cincinnati Foundation
Julifs Foundation		George C. Julifs - Trustee George Christopher Julifs - Trustee Janet F. Browning - Trustee
Peterloo Foundation	Ensuring Preparedness for Post-High School Success (Includes AmeriCorps)	Matthew Feldman - Executive Director Elizabeth Hoyt - Trustee Blair Lanier - Trustee Irene Goodale - Trustee Matthew Emery - Trustee Paul Sittenfeld - Trustee
Rodenberg	Mentoring Inc. College Mentoring Programs	Albert J Rodenberg Jr. - Trustee Kathy Rodenberg - Trustee Diane Leib - Trustee
Sege Family Foundation (Ladislav and Vilma)		Lewis G. Gatch David W. Ellis III