



brighter futures • achieving dreams

**Board Meeting Agenda
Evanston Academy
(Media Center)
Tuesday, January 19, 2016
8:00-10:00AM**

- | | | |
|-------|--|-----------------|
| I. | Welcome: Kent Wellington | 8:00 - 8:15 |
| | <ul style="list-style-type: none"> • Approval of November 17, 2015 minutes • Mission Moment <ul style="list-style-type: none"> ○ CYC Mentor Coordinator, Eileene Douthard-Harris ○ Mentor, Robert Dennison and mentee Myron Barker, Jr. | |
| II. | College and career mentoring | 8:15 – 9:00 |
| | <ul style="list-style-type: none"> ○ Expansion: Maurice Huey ○ Business Engagement: Joe Jones ○ 7-12 Career Mentoring: Cheri Jordan | |
| III. | Early College and Career Awareness | 9:00 – 9:10 |
| | <ul style="list-style-type: none"> ○ Program Committee Harold Brown/Maurice Huey | |
| IV. | Board engagement | 9:10– 9:25 |
| | <ul style="list-style-type: none"> • Engagement Plans Kent Wellington • Student Events Jane Keller | |
| V. | Dashboard | 9:25 – 9:35 |
| | All | |
| VI. | President’s Report | 9:35 – 9:45 |
| | Jane Keller | |
| VII. | Board Activity | 9:45 – 9:50 |
| | All | |
| VIII. | New Business | Kent Wellington |
| IX. | Adjourn | Kent Wellington |
| X. | Board Picture | |

Board Calendar

National Mentoring Celebration: **January 21, 2016**

CYC Board Event - **Rock it Out: January 28, 2016**

Trivia Night: **February 25, 2016**

JCG Annual Career Development Conference: **April 21, 2016**

CYC 5th Annual Golf Classic: **May 10, 2016**

CYC Tomorrow Campaign Celebration- **TBD**

Dream Makers Celebration 2016- **October 13, 2016**

Giving Tuesday: **December 6, 2016**

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

**Directions from CYC to:
Evanston Academy (PreK-6)
1835 Fairfax Ave.
Cincinnati, Ohio 45207**



1. Start out going east on Oak St toward Burnet Ave.
2. Take the 1st left onto Burnet Ave.
3. Turn right onto E University Ave.
4. E. University Ave becomes Lincoln Ave.
5. Turn left onto Gilbert Ave/US-22 E/OH-3.
6. Turn sharp right onto Woodburn Ave.
7. Take the 1st left onto Fairfax Ave.
8. Destination- 1835 FAIRFAX AVE is on the right.

Ample parking is available on the street in front of school.

Total Travel Estimate and Travel Time from CYC: 2.6 miles - about 6 minutes



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**Board Meeting Minutes
Riverview East Academy (Pre-K-12)
(Media Center/Library)
Tuesday, November 17, 2015
8:00-10:00AM**

Board Members Present: Kent Wellington, Chuck Ackerman, Harold Brown, Barbara Szucsik, Toi Jones, Jack Geiger, Dave Plogmann, Tony McDaniel, Jeff Crull, Kenneth Webb, Jim Price, Jim Sower, Steve Condon, Ralph Lee, Steve Avila and Yvette Simpson

Staff Present: Jane Keller, Maurice Huey, Danielle Gentry Barth, Kiaya White and Karen Connell

I. Welcome

- Kent called the board meeting to order at 8:10 am.
- Approval of November 17, 2015 board minutes
- Jane introduced special guest Lee Rose, Director of Community Investments at Scripps Howard Foundation. The foundation was a significant sponsor of the YCC 2015 Youth Summit 2015.

II. Mission Moment

- Riverview East AmeriCorps Ohio College Guide, Kiaya White, told her story of being advised by a CYC AmeriCorps advisor which inspired/helped her enroll in college. She stated "It's such a full circle moment to be served by and now working for CYC."
- 12th grader Devin Cromwell spoke about the support Kiaya provides. The support ranges from ACT and SAT prep, the college application process, help with test and school work and also emotional support. To date Devin has been accepted to three colleges, Morehead, NKU and Benedict.
- Principal Charlene Myers welcomed and thanked the board for visiting Riverview. She provided an overview of the school, student population and the school's community health center. Principal Myers said Kiaya is amazing and thanked her and CYC for the support.

III. State of Youth in Cincinnati

Councilwoman Yvette Simpson

- Jane, co-chair of the Youth Cincinnati Committee (YCC), provided background on YCC as a voice for the concerns of the youth within the City of Cincinnati. It is to advise the Mayor and City Council on the needs of Cincinnati youth and guide city leaders on decisions relating to youth concerns. One of its objectives is a study on the state of youth in Cincinnati. The study is to review factors impacting our youth including: crime; poverty and homelessness; education, literacy, and college readiness; employment and workforce development; health; and developmental opportunities
- Yvette provided an overview (draft document) of the Youth Gap Analysis Preliminary Survey Results (youth and partners) for over 2000 youth surveyed. The survey highlights youth responses in six areas: poverty/homelessness, education, crime, development opportunities, workforce development and health. Results highlight the most important issues by youth which

will help Cincinnati determine areas of improvement for youth and children. Phase I included research and review of existing local and national data, best practices related to youth outcomes and major local youth initiatives. Phase II includes surveys of youth and partner organizations that serve youth and parents/guardians. A subsequent Phase III will include 40 in-depth profiles on select groups of youth and families.

Highlights are:

- Youth surveys were completed by youth in grades 7-12 across the community statistically valid for grade/age, gender, race, family structure and socio-economic status. CYC students completed 700 plus of the 2000 student surveys.
 - The social-economic status of a youth's neighborhood has an impact on their education in high school.
 - Six factors impact students, education, workplace development, health, crime, development opportunities, poverty/ homelessness.
 - Four top issues for youth are: crime, education, workplace development and development opportunities.
 - Youth indicate that more jobs and educational opportunities, a reduction in the drug problem and increased education and development opportunities are the most important areas.
 - Partner (including CYC) responses to how to help youth – increase systems that support students and their parents, ensure youth of all backgrounds have equal access to education and programs and provide more mentoring and engagement of youth by community.
- Next steps: Complete 500 parent surveys to complete phase 2
 - Phase I to be released soon with Phase 2, survey results, to be released shortly after.

IV. Youth Summit:

David Weaver and Tynisha Worthy

- David presented highlights of 3rd annual YCC Youth Summit 2015, a collaboration of CYC, Cincinnati Police Department, Youth Cincinnati Committee led by Yvette Simpson, and Leadership Cincinnati.
- YCC Youth Summit At a Glance
 - Youth Summit theme – Our voices are not silent, our voices matter.
 - Number of registrants, 424 with 319 attending; 71 schools represented; 67% were from grades 7-9, and additional \$12,500 was raised the last year.
 - Goals of the event- Youth will feel CONNECTED to their peers and their communities; CAPABLE of having the conversation and asking the questions they believe are important; and CONTRIBUTING to initiatives and programs that can create positive change throughout the region. To create an event that is driven by young people, for young people.
 - Goal is to have 500 youth participants.
 - The Leadership Planning Committee were students and adults who inform, guide and executed the summit. Large number of volunteers helped.
 - New this year was the Police and Youth Sit in which focused on youth and police relations. At the end of the session 75% of the youth said they felt their voices had been heard.

V. CYC Tomorrow Campaign/Dream Makers Update:

Danielle Gentry-Barth

- **CYC Tomorrow Campaign has exceed its 2M goal with 150K asks still outstanding.** Believe there is a chance the campaign will end with 2.3M.
 - **Next steps-** Letters will be sent to previous supporters, past board members and others who might want to give a smaller amount to be a part of the campaign.
 - A donor wall will be created
 - Celebratory Event- TBD

- Gift Acceptance and Naming Policy- Stephen Avila, Kenneth Webb and Dave Plogmann are working w/ Danielle to create the policy
- **Dream Makers 2015 Update-** surpassed our attendance, financial and paddle raise goals with positive feedback from attendees. Ralph Lee and Dave Plogmann highlighted the success of the paddle raise versus the prior years.

VI. Dashboard Review:

- Maurice Huey explained the 5 year average of the transition to college, the academic year 2014-2015 and the benchmark stats and percentages. The data will be reviewed and adjusted.
- Jane indicated that the dashboard is on target in all areas.
- Toi Jones asked about number of volunteer tutors placed in CPS and the donor retention percentage. Danielle explained that donor retention will continue to increase as events occur.
- Suggestion to color code indicators – green (on target) or red (off target)

VII. President's Report:

Jane Keller

- Saturday Hoops begins in January – May, every Saturday. Come and join us.
- 2016 Board Engagement Plan to be completed in the month of January.
- Next Board Retreat will be in the fall 2016. Planning begins in early 2016.
- CPS Career Expo at Cintas Center w/ CPS high schools- Aiken, Gamble and Dater and more than 30 businesses. This is one of the outcomes of the Leadership Action Team that Jane co-chaired. Four more business engagements will occur during the academic year.
- Board member social event targeted for late January at Kent's home.


Meeting Adjourned

Respectfully submitted,



Daniel A. Molina,
CYC Secretary

Minutes were reviewed by Jane Keller



Cincinnati Youth Collaborative

MENTORING

College & Career Mentoring Board Update

CYC College & Career Mentoring

- The College Mentoring Initiative is a C&C approach that offers additional support for students about college, students through an mentoring system. The initiative focuses techniques to connect college-bound high school students with mentors throughout their lives in college.
- C&C has also introduced an approach to provide an on-site support for students of under- and under-represented groups. C&C offers a variety of college and career guidance to students through a web-based online conversation approach.

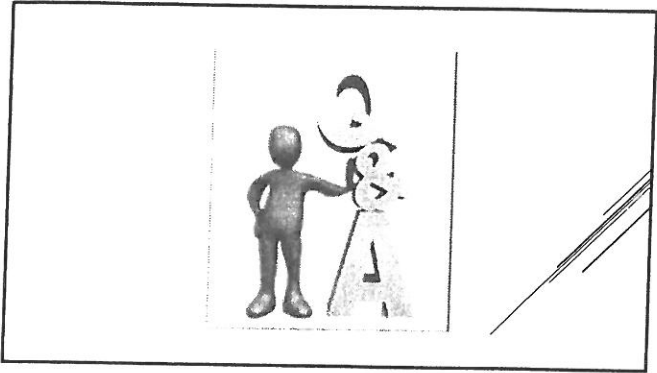
College Mentoring Initiative

- Collaborative partners include Cincinnati Public Schools, the Cincinnati Scholarship Foundation, the University of Cincinnati, Hamilton County Public Schools, and universities.
- C&C is comprised of students selected by Mentorship and admission process. Students are also selected and sent to college campuses where they will have access to these mentoring services. College and career counselors and faculty are also at the college.
- Students are expected to have a minimum of one on-site engagement with their mentors through personal, phone, email, or social media.
- The entire program is to include a total of 100 high-achieving students in 2014, 2015, 2016 and 2017. From 2018, 120 students will be included.

College Mentoring Business Engagement
Joe Jones

College & Career Guidance Enhancements
Cheri Jordan

"COMMUNICATION WORKS FOR THOSE WHO
WORK AT IT."
JOHN POWELL

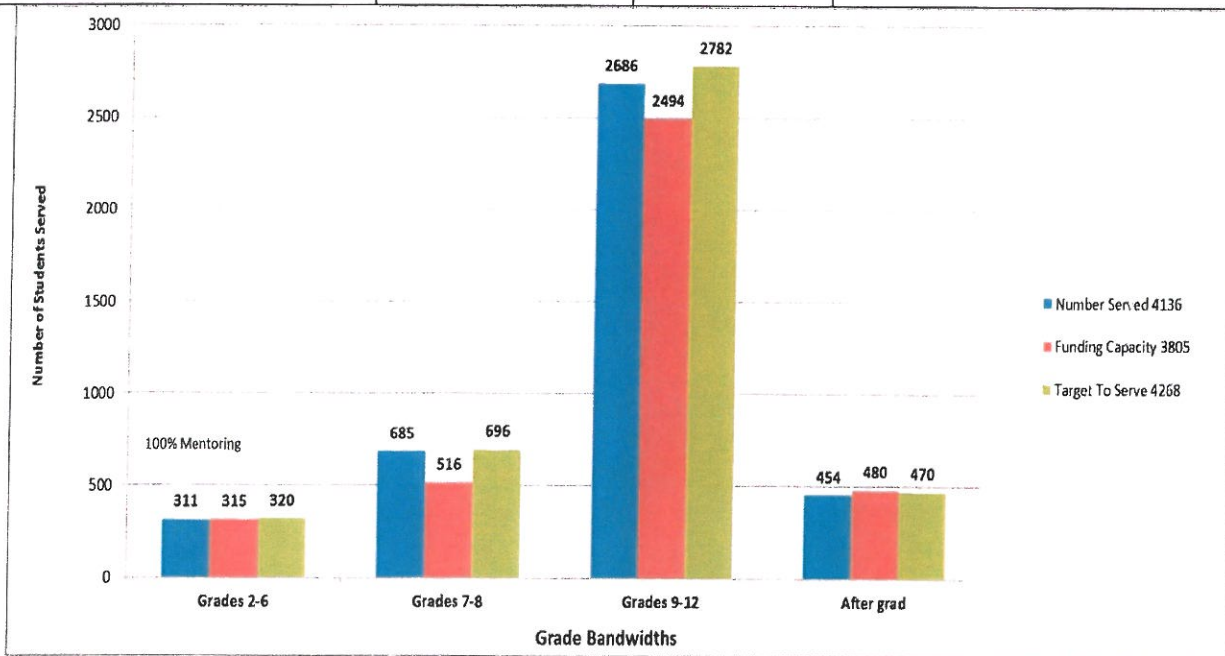




Mission: CYC empowers vulnerable children and young adults to overcome obstacles and succeed in education, career and life

January 19, 2016

	Academic Year 2014-2015	5 Year Average	Benchmark
Promotion	93%	86%	81% (for CPS)
Senior Graduation	95%	96%	81% for Hamilton County
Transition to College	69%	74%**	68% National Center for Education Statistics
Transition Post High School Career/College/Military	83%	85%	77% JAG National



CYC Indicators: For Fiscal Year July 1, 2015 through June 30, 2016			
	Measure	YTD (December 31, 2015)	Target/ Goal
Volunteers	% of volunteers retained >1 year	75%	75 % goal (National is 65%)
	# of mentors and groups	634	625 (125 per coordinator)
	# of tutors placed in CPS*	425	<i>In process of determining with CPS</i>
Budget	Revenue	\$1,602,348	\$2,875,308
	Net surplus/deficit	\$240,653	(\$45,260)
Development	New Donors	218	75
	Retention of donors	39%	55%
	Annual Campaign	\$759,624 (75%)	\$1,014,900
Marketing	Awareness Touchpoints	27,899	50,000

*CYC's tutoring partnership with CPS includes assistance with the onboarding and training of tutors. CPS manages the placement and retention of the tutors.

** Verifiable data from Student Tracker Clearinghouse (compiled for only three (3) years)

Green=On Target

Red= Action

Cincinnati Youth Collaborative
Statement of Financial Position
December 31, 2015

	As of 12/31/2015	As of 6/30/2015	Dec - Jun Change
Cash and cash equivalents	\$ 813,257	438,377	374,880
Investment Account	2,061,096	1,820,799	240,297
Accounts Receivable **	381,519	432,162	(50,643)
Tomorrow Pledges, net of discount	568,859	139,505	429,354
Contributed Rent Receivable	314,512	-	314,512
Property and equipment, net	1,150	1,150	-
Prepaid Expenses	38,737	58,527	(19,790)
TOTAL ASSETS	\$ 4,179,130	\$ 2,890,520	\$ 1,288,610
Accounts Payable	\$ 22,634	39,355	(16,721)
Accrued Vacation	55,296	55,296	-
Accrued Payroll Taxes	8,575	8,843	(268)
Deferred Revenue	298,845	18,251	280,594
Net Assets	3,793,780	2,768,775	1,025,005
TOTAL NET ASSETS & LIABILITIES	\$ 4,179,130	\$ 2,890,520	\$ 1,288,610
** Accounts Receivable:			
Andrew Jergens Foundation	-	20,000	
CPS	65,000	-	
Cincinnati Children's Hospital	10,000	-	
City of Cincinnati	16,666	-	
COBRA	(70)	-	
Community Connectors	3,733	-	
Gear Up Grant	18,500	38,049	
Grad Cincinnati	1,401	934	
Hamilton County - Foster Care	3,505	11,912	
Hamilton County - In School	46,128	131,293	
Jobs for Ohio Graduates	33,500	-	
Kroger	-	5,000	
Pfau Foundation	80,000	125,000	
Talent Search grant	22,416	45,570	
Accenture - golf	-	700	
Commerce Bank - golf	-	1,195	
Skanska - golf	-	1,195	
Cassidy Schiller - golf	-	1,195	
Woodward Trust	-	9,019	
United Way - JCG & Mentoring	80,240	41,100	
Activities Beyond the Classroom	500	-	
Total	\$ 381,519	\$ 432,162	

**Cincinnati Youth Collaborative
Budget to Actual - Unaudited
As of December 31, 2015**

	Annual Budget	12/31/2016	Goal = 50% of Budget
Income			
4005 Individual	161,800	49,655.50	30.69%
4010 Corporate and Business	73,000	1,000.00	1.37%
4015 Foundations	499,900	268,904.77	53.79%
4020 United Way allocation	95,000	80,240.00	84.46%
4022 Other Organizations	22,100	21,935.33	99.25%
4105 Talent Search	399,095	181,676.86	45.52%
4110 GEAR Up	263,000	123,232.00	46.86%
4120 Workforce Investment Act - WIOA	350,000	143,532.26	41.01%
4121 TANF - CTD	37,213	15,518.10	41.70%
4125 City of Cincinnati	100,000	45,422.52	45.42%
4150 JOG revenue	80,000	42,499.98	53.12%
4160 Community Connectors	85,000	15,074.87	17.74%
4200 Fee for Service - Schools	447,700	256,350.00	57.26%
4207 Fee for Service - CATC	20,000	-	0.00%
4220 Fee for Service - Other	-	500.00	100.00%
4505 Dividend, Interest (Securities)	50,500	22,560.45	44.67%
4605 Miscellaneous Revenue	1,000	552.72	0.00%
4905 Dreammakers event	120,000	124,559.26	103.80%
4915 Golf outing	55,000	-	0.00%
4930 Other special event	15,000	4,133.00	27.55%
Total Revenue	2,875,308	1,397,347.62	48.60%
Expenses			
6005 Salary and wages	1,723,039	829,128.94	48.12%
6010 Social security payroll tax	103,652	48,801.48	47.08%
6015 Medicare payroll tax	24,214	11,413.27	47.14%
6020 State unemployment (SUTA)	19,555	2,693.00	13.77%
6025 Workers compensation	12,075	5,698.20	47.19%
6030 Health insurance expense	161,920	72,562.58	44.81%
6035 Dental insurance	8,162	4,529.04	55.49%
6040 Life, STD and AD & D	20,789	9,988.00	48.04%
6045 401 K match	51,513	24,501.29	47.56%
6100 Advertising	5,250	2,425.02	46.19%
6110 Bank fees	14,000	7,645.59	54.61%
6115 Campaign expenses	3,000	96.25	0.00%
6120 Consulting services	106,350	32,230.92	30.31%
6130 Depreciation	-	-	0.00%
6135 Donor recognition	4,000	1,796.11	44.90%
6140 Dues & subscriptions	19,508	6,191.61	31.74%
6145 Emergency Fund	2,000	1,746.60	87.33%
6160 Equipment expenses	12,432	7,142.41	57.45%
6172 Liability Insurance	10,800	5,081.46	47.05%
6174 D&O Insurance	6,450	3,231.00	50.09%
6190 Meeting expense	4,117	1,592.93	38.69%

**Cincinnati Youth Collaborative
Budget to Actual - Unaudited
As of December 31, 2015**

	Annual Budget	12/31/2016	Goal = 50% of Budget
6200 Miscellaneous	4,226	3,520.82	83.31%
6210 Office supplies	7,955	2,695.27	33.88%
6220 Postage	5,497	2,397.52	43.62%
6230 Printing	8,285	1,452.71	17.53%
6240 Professional Development	23,000	13,968.51	60.73%
<i>6250 Professional fees</i>			
6251 Accounting	149,250	86,500.00	57.96%
6253 Payroll processing	3,460	1,442.81	41.70%
6254 Plan administration	3,306	3,365.66	101.80%
6260 Program expenses	291,813	101,646.81	34.83%
6275 Technology	18,250	8,756.47	47.98%
6280 Telephone and data	6,220	2,672.29	42.96%
6285 Temporary personnel	9,100	106.00	1.16%
6300 Travel	20,130	14,730.74	73.18%
<i>7000 Special event expenses</i>			
7005 Catering	22,000	15,914.39	72.34%
7012 Entertainment	8,000	10,500.00	131.25%
7015 Equipment rental	2,000	2,505.00	125.25%
7020 Postage & Printing	3,000	2,494.00	83.13%
7030 Occupancy	14,000	3,385.78	24.18%
7035 Supplies	7,000	2,126.99	30.39%
7040 Travel	1,000	-	0.00%
7045 Miscellaneous - special events	250	3,017.62	1207.05%
Total expenses	2,920,568	1,361,695.09	46.62%
Net gain/ (loss)	(45,260)	35,652.53	-78.77%
Add(Subtract) back:			
Tomorrow campaign	-	734,500.00	
Net effect of contributed rent	-	314,512.24	
Net Artlinks	-	(8,378.49)	
Net Youth Summit	-	13,366.88	
Net Champions for Urban Youth	-	152.43	
Unrealized gain/ (loss)	-	(64,801.14)	
Net (loss)/ gain before temporarily restricted	(45,260)	1,025,004.45	
Temp restricted funds	-	205,000.00	
Net (loss) gain after temporarily restricted	(45,260)	1,230,004.45	
Operational Surplus/ (Loss)	(45,260.00)	240,652.53	

Note: The Project Reach and First Degree program includes \$133,100 of in-kind salaries paid by College Now for the 11 Americorps volunteers.

**CYC Strategic Breakthroughs
January 2014-January 2017**

Updated 01/12/2016

Breakthrough Objective	Owner(s)	Goal	Strategies	Milestone	Key Measures	Timeline	On target Green= celebrate Yellow=watch Red=action
1. Expand reach and strengthen impact of CYC by developing and piloting /testing a standard optimized model than can be adopted to the specific needs of individual schools.	Program committee and CPO, Maurice Huey	Short term: Develop a plan that can be tested and shown to deliver specific outcomes including; graduation rates at least equivalent to current; more effective student enrollment; strong acceptance by students and staff.	a. Implement early career and college awareness	Pilot at Shrader	IAG middle school measures including: 90% middle school to high school transition rate, 80% participants with measured knowledge gain, 80% improvement in self-esteem, 90% of participants with reduction in one or more barriers, 80% improvement in attendance rate	Jan. 2014-June 2015 Completed	
			b. Strengthen CYC's program model linkage with schools	1) Build a clear linkage between suite of programs to school objectives 2) Strengthen school relationship model 3) Create communication toolkit	Development of an optimal model with key success criteria to be developed for each milestone	Nov. 2013-July 2014 Completed	
			c. Equip mentors with new training and tools	1) Educate and train on emotional & social skills	1) Increase or maintain student emotional and social skills.	1) Jan 2014-June 2015 Completed	
			d. Validate mentoring as new volunteer option	1) Explore e-mentoring design 2) Validate option for career and college coaching 3) Determine infrastructure and resources	1) Pilot with Fidelity/BCGC 2) Create career and coach mentoring option 3) Go/no go recommendation to committee/board	1) Jan 2014 2) July 2014 3) September 2014 Completed	June 2014
		Mid Term: Test the plan to validate results and fine tune.	a. Pilot the model	1) Pilot at Withrow 2) Determine pilot expansion to other school(s)	1) Successful pilot determined by key criteria 2) School(s) identified	1) 2014 academic year 2) 2015 academic year Completed	

**CYC Strategic Breakthroughs
January 2014-January 2017**

Updated 01/12/2016

Breakthrough Objective	Owner(s)	Goal	Strategies	Milestone	Key Measures	Timeline	On target Green= celebrate Yellow=watch Red=action
2. Increase CYC reserve fund	Dan, Dave, Danielle & Development Committee	Raise \$200,000 and reach 100% participation in board giving and pledges	Draft BoD role and responsibilities		\$200,000 and 100% board participation	Jan. 2014 Completed	
			Recruit BoD leadership team/endowment committee			Feb. 2014 Completed	
			Solicit BoD for leadership gifts			March 2014-June 2014 Completed	
			Create Campaign Plan	Develop specific policies	\$800,000 in community and board giving and pledges	June 2014 - December 2015 Completed	
				Conduct prospect research			
				Cultivate key prospects			
				Prepare committee for effective solicitations			
				Assign key prospect solicitations to committee and leadership team			
				Solicit lead community gifts			
				Solicit all community gifts			
	Market endowment campaign to general community						
		Reach a TOTAL raised of \$2,000,000 (includes board, community and match)			\$2,000,000 TOTAL raised	January 2014-January 2016 Completed	

**CYC Strategic Breakthroughs
January 2014-January 2017**

Updated 01/12/2016

Breakthrough Objective	Owner(s)	Goal	Strategies	Milestone	Key Measures	Timeline	On target Green= celebrate Yellow=watch Red=action
3. Maximize the experience and effectiveness of all CYC board members.	Tom Lampe, Susan Robinson, Barbara Szucsik, Steve Condon	100% board engagement of CYC board members	Create a board member engagement plan document	Acceptance and approval of board	100% completion of board engagement plan		
			Identify comprehensive list of engagement opportunities			Complete by 3/18, continuous	
			Revise annual pledge document			Complete by 3/18	
			Each board member will create their own unique engagement plan			Complete by 3/18	
			Meaningful gift to CYC's annual campaign			Complete by 1/31	
			Create tools for measurement of board activities	Identify critical measures and create dashboard		Complete by 3/18	
				Confirm IT solution. Develop & Train participants			
			Create accountability plan for board engagement. Who, what, when	Create self evaluation document			
						Complete by 3/18	
			Long term: Identify most impactful board engagement activities for long term mutual benefit and then drive for execution	Annual review by board engagement committee and staff			