

**Board Meeting Agenda
CYC Conference Room
Tuesday, July 21, 2015
8:00-10:00AM**

- | | | |
|--------------|---|--------------|
| I. | Welcome and approval of minutes: Kent Wellington | 8:00 – 8:05 |
| II. | Mission Moment- Check presentation from AT&T, Mark Romito | 8:05 – 8:15 |
| III. | Governance- Board Member and Officer Renewals | 8:15 – 8:45 |
| IV. | FY 16 Budget Approval- Jane Keller | 8:45 – 9:00 |
| V. | Development Update- Danielle Gentry-Barth and Dave Plogmann | 9:00 – 9:20 |
| VI. | Program Update- Maurice Huey and Harold Brown | 9:20 – 9:40 |
| VII. | Dashboard Review –Jane Keller | 9:40 – 9:50 |
| VIII. | President’s Report: Jane Keller | 9:50 – 10:00 |

Board Calendar:

CYC Bleed for A Cause Blood Drive: **July 21, 2015**

Next Board meeting: **September 15, 2015**

Dream Makers Celebration: **October 8, 2015**

JCG Leadership Development Conference: **November**

Giving Tuesday: **December 1, 2015**

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

BLEED for

Save Lives and Support Cincinnati Students

Hoxworth Blood Center is experiencing a **blood shortage**.



They have challenged local non-profits to rally supporters and **Bleed For A Cause!**

Cincinnati Youth Collaborative

empowers students to overcome obstacles and succeed in education, career, and life. **95% of CYC senior students graduate from high school.**

The charity that recruits the most blood donors in the month of July wins

\$10,000

How do YOU Bleed for CYC?

1. Give blood at any Hoxworth center through the month of July.
2. Tell the center your donation is for Cincinnati Youth Collaborative.
3. Sit back and relax: You're saving lives and supporting the Cincinnati students who need us most.



"I am a positive role model for my little sisters, just as I promised myself I would be. I can truly say that CYC helped me

achieve my goals and make my dreams come true."

— Alexis, CYC student and first-generation college student

**Board Meeting Minutes
Cincinnati Youth Collaborative
May 19, 2015
Woodward H.S. (7-12) Media Center
8:00-9:30AM**

Board Members Present: Kent Wellington, Dan Molina, Sandra Degen Harold Brown, Barbara Szucsik, Gail Williams, Chuck Ackerman and Dave Plogmann,

Board Members Absent: Steve Condon, Denise Thomas, Mary Ronan, Judy Fimiani, John Pepper, Ralph Lee, Chris Dirksing, Stephen Avila, Kenneth Webb, Toi Jones, Jeff Crull, Jim Price, John Fickle, Judy Fimiani, Yvette Simpson, Jim Sower, Kent Cartwright and Jeff Wampler

Staff Present: Jane Keller, Maurice Huey, Danielle Gentry Barth, Deborah Lehr and Karen Connell

I. Welcome

- Kent called the board meeting to order at 8:05 am.
- Farewell and thanks to Sandra Degen
- Welcomed new board member Gail Williams, Fifth Third Bank
- Jane welcomed YWCA Rising Star Women: Dr. Rashida Savage-Gentry, CPS Curriculum Director at Walnut Hills H.S., Colleen Tersmette, Attorney w/ Frost Brown Todd, LLC, Shavonne Bush, Cincinnati Metropolitan Housing Authority
- Minutes will be approved at July board meeting

II. Mission Moment

- Deborah Lehr, JCG Career Specialist for 11 years introduced graduating senior, Ravea Thomas, who spoke about his involvement in various activities said his JCG experience made high school much better for him. He plans to attend the University of Cincinnati this fall.
- Recognition was given to the 4th Annual United FORE Youth Golf Outing Chairs and Development Team for a another outstanding golf event

III. National College Access Network Update: Harold Brown

- NCAN, a 20 year network of 400 college access and success organizations, is the national leader for promoting college access and success. CYC has been one of its long tenured organizations.
- Harold, a NCAN board member, attended the Annual NCAN National Board Retreat which featured the upcoming Gallup Education Poll and the conversation about NCAN's Strategic Plan. NCAN will continue to focus on equity of college access and success – 4 year degrees although there are other viable post-secondary options.
- Harold highlighted several findings of the forthcoming Gallop Education Poll including:
 - Americans still value a college education, however, graduation is not enough. Graduates need to be prepared to get a good job and make money. 95% value a post-secondary degree. 16% of Americans strongly agree that college graduates are prepared for workforce,
 - Only 19% of business leaders agree the US's higher education is best in class in world

- Americans over-estimated by 500% that low income students will complete 4 year college degree
- HBCU have a higher college success rate for blacks than other colleges

IV. Chamber/CPS partnership: Engaging Business in CPS High Schools: Doug Adams, SVP, PNC and Laura Mitchell, CPS Deputy Superintendent

Jane introduced the objective of the Leadership Action Program – workforce solutions, both adult and youth. The purpose of the Business Education Connectivity Council (BECC) initiative was focused on youth to assist CPS in making My Tomorrow experiential with the engagement of business. Doug and Laura highlighted these specifics:

- Opens doors for CPS Cincinnati Youth to access employers and professionals to expose them to careers of their interest and to careers that are in demand.
- The focus is workforce exposure and awareness for students starting with CPS.
- Work to date includes building a business advisory committee for CPS of six key sectors, working with the three principals to create an engaging career fair and other activities and engaging more partners for the three pilot schools.
- CPS Crew- Career readiness Education Workshop, three days of fun summer boot camp for students grades 7-11 to ready them for interaction with the business partners and their employees. Highlights of the sessions were provided in the handouts.
- CPS Pro- Proactive Proficient Professional. Builds student plans after graduation- preparation for college, two or 4 years, job or military – to be ready for their future. Students will be prepped and prepared before each interaction with business.
- Crew Skills Alignment will include academic structure and resource links to college and career readiness benchmarks and ACT prep.
- The Career Expo Model is being created with the student in mind. Students have completed a career survey to determine interests and exploration opportunities. Expo will be designed to incorporate the survey results. Students will interact with employers prepared to ask questions and interact professionally that will help them understand careers and pathways to those careers.

Video presentation was viewed

V. Dashboard Review -Jane

- Benchmark changed around promotion – from TBD to 81% which represents CPS districtwide promotion rate. Board asked is the rate should be comparable to the high schools we support.
- Target/ Goal- we are tracking close to our goals.

VI. President's Report:

- Open House June 4, 2015, 5-7pm. Please join us as an opportunity to reach out to our partners, staff and donors to say thank you.
- Norwood Expansion-College Signing Day last week was a huge success- 63 out of 80 committed students enrolled in college vs the same period one year ago had 18 out of 80 enrolled in a post-secondary option
- JCG Program Update- We unexpectedly got a significant cut in funds from our public funder- the Workforce Investment Board of 50%. The program will be reduction from 11 to 9 programs. We will unwind at Finneytown H.S. and Purcell Marian H.S.
- Due to the significant cut (50%) of WIOA funds, two JCG programs have been eliminated – Purcell and Finneytown. Those were eliminated based on student need and the locations that were acceptable by the WIB. Other CYC openings are available for the individuals affected. Notification and conversation with schools have occurred with disappointment expressed by

Purcell because of the long term partnership. Teaming to execute an opportunity to return pending more funding.

- Board Retreat survey had positive feedback. A smaller group of board members will convene to discuss further CYC's focus for its future.
- FY 16 budget is in progress. It will be presented in July for approval
- Barbara Seibel Spirit Award was given to Victoria Regen, TS College Advisor at Withrow. We hope to have Victoria at the July board meeting.
- The first Cincinnati Youth Award was given to a CYC student, Stevontay Davis, Taft H.S. senior. Mayor Cranley will declared a day as Stevontay Davis Day.
- Next board meeting on July 21, 2015 will be the annual meeting with specific focus on governance items.

Meeting Adjourned

Respectfully submitted,

A handwritten signature in black ink that reads "Daniel A. Molina". The signature is written in a cursive style with a large, looped initial "D".

Daniel A. Molina
Secretary
Executive Committee

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

CINCINNATI YOUTH COLLABORATIVE
OFFICERS OF THE BOARD OF DIRECTORS AND EXECUTIVE COMMITTEE
One Year Term

Kent Wellington

Partner
Graydon Head
CHAIR PERSON

Toi C. Jones

President and CEO Solutions Officer
Onyx Sourcing Solutions
CHAIR PERSON ELECT

Daniel A. Molina

Director
Global Enterprise Architecture
Accenture
BOARD SECRETARY

Steve Condon

President and Principal
Truepoint Wealth Counsel
BOARD TREASURER

CINCINNATI YOUTH COLLABORATIVE
DIRECTORS FOR ADDITIONAL TERM
FY 2016-2018

Ken Cartwright

VP Operations
XLC. LLC
Term Expires: FY 2018

Ralph Lee

VP Human Resources
Total Quality Logistics
Term Expires: FY 2018

Jim Sowar
Partner
Deloitte LLP
Term Expires: FY 2018

Jeff Wampler
CEO Agile Pursuits, Procter and Gamble
Term Expires: FY 2018

CINCINNATI YOUTH COLLABORATIVE
RETIRING BOARD DIRECTORS

Chris Dirksing
Managing Director
Brighton Capital Partners, LLC
Term FY17
***Will remain on Finance Committee**

Sandra Degen (Relocated)
Associate Chair of Academic Affairs
Children's Medical Center
Term FY16

CINCINNATI YOUTH COLLABORATIVE
FY 2015-2017 NEW BOARD DIRECTOR

- No new board members set forth
- Prospective Board Members
 - Bill Kent, SVP, Children's Hospital (successor to Sandra Degen)
 - Tony McDaniel, Principal Estimator, Messer (successor to Tom Lampe)

Date: 7/21/2015

Board Engagement Plans

	Calendar Year 2014	Calendar Year 2015	Checked yes on 2015 engagement plan to be involved	
## of board members	25	23		
% plans received	80%	88%		
	Actual			
PERSONAL \$\$ PLEDGE RECEIVED	72%		90%	of pledges received
PARTICIPATED IN CYC EVENT	68%		100%	of pledges received
ENGAGED IN STUDENT EVENT/ACTIVITY	40%		95%	of pledges received
EXTERNAL RELATIONSHIP BUILDING	52%		95%	of pledges received
COMMITTEE INVOLVEMENT	60%		95%	of pledges received
Board Attendance 75% or greater	28%		91%	of pledges received

Board Composition Compared to Board Source (Leader in Board Governance)

	CYC	Board Source
Race/Ethnicity	41% of Color	20% of Color
Age	4%<40, 91% 40-64, 5%>65	17%<40, 68% 40-64, 16%>64
Gender	77% M and 23% F	52% M and 48% F

Date 7/20/2015

Cincinnati Youth Collaborative Board of Directors

Chuck Ackerman, Brokerage Sr. VP
Industrial Services Group
Colliers International
425 Walnut Street, Suite 1200
Cincinnati, Ohio 45202
513-562-2266
[email: chuck.ackerman@colliers.com](mailto:chuck.ackerman@colliers.com)
Term FY16

Ken Cartwright, VP Operations
XLC, LLC
324 West Ninth Street
Cincinnati OH 45202
513-639-8813; Cell: 513-442-9408
kcartwright@xlcservices.com
Term FY15

John Fickle, Senior Vice President
Regional Manager Cincinnati/Dayton/N.K.Y
US Bank, Metro Banking Office
CN-OH-W9AD, 425 Walnut St.
Cincinnati, Ohio 45202
513-632-2433
john.fickle@usbank.com
Asst. Stephanie Harney-513-632-2433
Term FY17

John Pepper, Retired Chairman & CEO
The Procter & Gamble Company
Chiquita Center, 15th Floor
250 East Fifth Street
Cincinnati, Ohio 45202
513-878-2623; Fax: 513-878-2624
[email: jepepjr@aol.com](mailto:jepepjr@aol.com)
Asst. Sue Hermanns- 513-878-2625
Term FY17

Mary Ronan, Superintendent
Cincinnati Public Schools
PO Box 5381
Cincinnati OH 45201
513-363-0050 Fax: 513-363-0055
[email: ronanma@cpsboe.k12.oh.us](mailto:ronanma@cpsboe.k12.oh.us)
Secretary: Joyce Ficher @ 363-0051
Ex Officio

Stephen J. Avila, VP, Omnichannel
Support Services
Macy's Credit and Customer Services
Address: 9111 Duke Blvd. Mason, Ohio 45040
Phone: 513-573-2308; Fax: 513-573-2951
stephen.avila@macys.com
Asst. Stacy Blankenship-513-573-2825
Term FY17

Steve Condon, CFA (Board Treasurer)
President and Principal
Truepoint Wealth Counsel
4901 Hunt Road, Suite 200
Cincinnati, Ohio 45242
513-792-6648; Fax: 513-792-6444
S.Condon@truepointwealth.com
Term FY16

Judy Fimiani, VP Talent Acquisition
Diversity/Optometric Career Services
Luxottica Group
4000 Luxottica Place
Mason, Ohio 45040
513-765-4290; Cell: 513-316-7570
jfimiani@luxotticaretail.com
Asst. Jeanna Nahrup 513-765-6280
Term: FY16

Ralph O. Lee, VP of Human Resources
Total Quality Logistics
4289 Ivy Point Boulevard
Cincinnati OH 45245
513-495-2753; Cell: 513-659-6084
RLee@tql.com; Fax: 513-943-8655
Asst. Michele L. Risola
513-495-6928; Fax: 513.553.8132
Term FY15

David Plogmann
10059 Whitebridge Ct.
Cincinnati, Ohio 45242
Cell: 513-910-6218
david.plogmann@gmail.com
Term FY16

Councilmember **Yvette Simpson**
(Mayor John Cranley's designee)
City of Cincinnati, 801 Plum St.
Cincinnati OH 45202
513-352-3260; Fax: 513-352-5201
[email: yvette.simpson@cincinnati-oh.gov](mailto:yvette.simpson@cincinnati-oh.gov)
Office Manager: Beverly Hardy, 352-5260
Ex Officio

Harold Brown, President, EdWorks,
(A subsidiary of KnowledgeWorks Foundation)
One West Fourth Street, Suite 200
Cincinnati, Ohio 45202
513- 824-6010; Fax: 513-824-6001
[email: brownh@kwfdn.org](mailto:brownh@kwfdn.org)
Asst. Vicki Tallarigo-513-824-6011
Term FY17

Jeff Crull, Director of Mentoring
Crossroads Community Church
City Gospel Mission (Whiz Kids)
3500 Madison Road
Cincinnati, Ohio 45209
513-967-5144
jcrull@CityGospelMission.org
jeffreycrull@gmail.com
Term FY17

Toi C. Jones (Chair Person Elect)
President and CEO Solutions Officer
Onyx Sourcing Solutions
7313 Ridge Meadow Court
West Chester OH 45069
513-515-0692
tcjones@onyxsources.net
Term FY16

Daniel A. Molina, Director (Board Secretary)
Global Enterprise Architecture
Accenture
201 East Fourth Street, Suite 1600
Cincinnati, OH 45202
Cell: +1 513.604.0186; Fax: +1 513.455.3457
daniel.a.molina@accenture.com
Term FY16

Jim Price, CEO and President
Empower MediaMarketing
900 Adams Crossings
Suite 5300
Cincinnati OH 45202
513-719-6203
[email: jim.price@empowermm.com](mailto:jim.price@empowermm.com)
Assist. Annette Robinson 513-719-6203
Term FY17

Jim Sowar, Partner
Deloitte LLP
250 E. 5th St. Suite 1900
Cincinnati OH 45201
513-784-7242 513-984-7242
jsowar@deloitte.com
Asst. Rachelle Lamantia 513-723-3080
Term FY15

Cincinnati Youth Collaborative Board of Directors

Barbara R. Szucsik, Esq., Exec. Counsel
Convergys
201 East Fourth Street
Cincinnati OH 45202
513-784-6402; Fax: 513-723-7734
Barb.szucsik@convergys.com
Asst. Brenda- 513-723-3464
Term FY16

Kenneth L. Webb
Phone: 502-541-9177
oldgold668@yahoo.com
Term FY16

Jane Keller, President/CEO
Cincinnati Youth Collaborative
301 Oak Street, 2nd. Floor
Cincinnati, Ohio 45219
513-363-5210; Fax: 513-363-5260
jkeller@cycyouth.org
Asst. Karen Connell- 513-363-5201
kconnell@cycyouth.org

Kathy Beechem *
973 Hill Street
Cincinnati, Ohio 45202
(513) 621-7132
kbeechem@fuse.net

The Honorable Nathaniel R. Jones *
Blank, Rome LLP
PNC Center
201 E. 5th St., Suite 1700
Cincinnati, OH 45202
513-362-8772; Fax: 513-362-8773
[email: jones-n@blankrome.com](mailto:jones-n@blankrome.com)
Asst. Rebecca Bomkamp- 362-8772

Denise Thomas, Director
Corporate Supplier Diversity
The Kroger Company
1014 Vine Street
Cincinnati OH 45202
513-762-7031; Fax: 513-698-1850
denise.thomas@kroger.com
Asst. Briston Mitchell- 513-762-1582
Term FY15

Kent Wellington (Chair Person)
Partner, Graydon Head and Ritchey
511 Walnut St.
1900 5/3 Center
Cincinnati, OH 45202
513-629-2812; Fax: 513-651-3836
[email: kwellington@graydon.com](mailto:kwellington@graydon.com)
Asst. Debbie Durham- 629-2754
Term FY17

*Emeritus**

Mary Beth Price, Founder *
Empower MediaMarketing
900 Adams Crossings
Suite 5300
Cincinnati OH 45202
513-721-5607; Fax: 513-871-1804
[email: mary.beth.price@empowermm.com](mailto:mary.beth.price@empowermm.com)

Jeff Wampler CEO
Agile Pursuits - a subsidiary of
The Procter and Gamble Company
Two P&G Plaza, East Tower, 16th floor
Cincinnati, Ohio 45202
Phone: 513-983-7381; Fax: 513-945-2827
Wampler.jm@pg.com
Asst. Clara Moore- 513-983-6164
Term FY15

Gail L. Williams, Asst. VP
Enterprise Program Analyst
Fifth Third Bank
38 Fountain Square Plaza, MD 10AT6C
Cincinnati, Ohio 45263
Phone: 513.534.4126
Fax: 513.534-0767
Gail.Williams@53.com
Term FY17

Sister Jean Patrice Harrington*
(CYC Founding Executive Director)
5900 Delhi Rd.
Cincinnati, Ohio 45051
(513)281-7088
jphsc@juno.com

Chad Wick, Former President and CEO *
KnowledgeWorks
One West Fourth St.
Suite 200
Cincinnati, OH 45202
513-929-1101; Fax: 513-929-1123
[email: wicck@kwfdn.org](mailto:wicck@kwfdn.org)
Executive Asst. Patty Casey- 929-1101

Executive Committee

Kent Wellington (Chair)

Partner

Graydon Head and Ritchey

511 Walnut St.

1900 5/3 Center

Cincinnati, OH 45202

513-629-2812; Fax: 513-651-3836

email: kwellington@graydon.com

Toi C. Jones (Chair Person Elect)

Onyx Sourcing Solutions

7313 Ridge Meadow Court

West Chester OH 45069

513-515-0692

tcjones@onyxsource.net

Steve Condon, CFA (Treasurer)

President and Principal

Truepoint Wealth Counsel

4901 Hunt Road, Suite 200

Cincinnati, Ohio

513-792-6648; Fax: 513-792-6444

s.condon@truepointwealth.com

Daniel A. Molina, Director, (Secretary)

Global Enterprise Architecture

Accenture

201 East Fourth Street, Suite 1600

Cincinnati, OH 45202

Cell: +1 513.604.0186; Fax: +1 513.455.3457

daniel.a.molina@accenture.com

Jane Keller, President and CEO

The Cincinnati Youth Collaborative

301 Oak Street

Cincinnati, Ohio 45219

513-363-5210; Fax: 513-363-5260

email: jkeller@cycyouth.org

GOVERNANCE COMMITTEE

Ralph O. Lee

VP of Human Resources
Total Quality Logistics
4289 Ivy Point Boulevard
Cincinnati OH 45245
Phone: 513-831-2600 ext. 2753
Cell: 513-659-6084; **Fax:** 513-943-8655
RLee@tql.com

Dave Plogmann

10059 Whitebridge Ct.
Cincinnati, Ohio 45242
Cell: 513-910-6218
david.plogmann@gmail.com

Kent Wellington

Partner
Graydon, Head and Ritchey
511 Walnut St., 1900 5/3 Center
Cincinnati OH 45202
Phone: 513-629-2812
Fax: 513-651-3836
kwellington@graydon.com

Jane Keller

President & CEO
Cincinnati Youth Collaborative
301 Oak Street
Cincinnati, OH 45219
Phone: 513-363-5210
Fax: 513-363-5260
jkeller@cycyouth.org



brighter futures • achieving dreams

Finance Committee

Steve Condon (Chair)

CFA

President and Principal

Truepoint Wealth Counsel

4901 Hunt Road, Suite 200

Cincinnati, Ohio 45242

513-792-6648; Fax: 513-792-6444

Email: s.condon@truepointwealth.com

Chris Dirksing

Managing Director

Brighton Capital Partners, LLC

255 E. Fifth Street, Suite 2190

Cincinnati, OH 45202

Phone: 513-300-7017

Email: chris@brighton-capital.com

Steve Condon

Michelle Hershey

Director

Deloitte & Touche

250 East Fifth St., Suite 1900

Cincinnati OH 45202

Phone: 513-723-3238

Email: mhershey@deloitte.com

Kent Wellington

Partner

Graydon, Head and Ritchey

511 Walnut St., 1900 5/3 Center

Cincinnati, OH 45202

Phone: 513-629-2812

Fax: 513-651-3836

Email: kwellington@graydon.com

Susan Robinson

2901 Erie Ave.

Cincinnati OH 45208-2318

Phone: 513- 871-0213

Email: sjrobinson@fuse.net

Sue Coburn

Accounting

Coworth Financial Services

513-363-5211

Email: finance@cycyouth.org

Jenny Jostworth

CPA

Coworth Financial Services

Email: jjostworth@coworth.us

Jane Keller

President & CEO

Cincinnati Youth Collaborative

301 Oak Street

Cincinnati, OH 45219

Phone: 513-363-5210

Fax: 513-363-5260

Email: jkeller@cycyouth.org

Development Committee

07/20/2015

Chuck Ackerman, Brokerage Sr. VP
Industrial Services Group
Colliers International
425 Walnut Street, Suite 1200
Cincinnati, Ohio 45202
513-562-2266; Fax: 513
email: chuck.ackerman@colliers.com

Danielle Gentry Barth
Chief Development Officer
Cincinnati Youth Collaborative
301 Oak Street
Cincinnati, Ohio 45219
513-363-5250; Fax: 513-363-5260
dbarth@cycyouth.org

Ken Cartwright, VP Operations
XLC, LLC
324 West Ninth Street
Cincinnati OH 45202
513-639-8813; Cell: 513-442-9408
kcartwright@xlcservices.com

Ralph O. Lee, (Co-Chair)
VP of Human Resources
Total Quality Logistics
4289 Ivy Point Boulevard
Cincinnati OH 45245
513-831-2600 ext. 2753;
Cell: 513-659-6084; Fax: 513-943-8655
RLee@tql.com;
Asst: Michele Risola **513-831-2600**
Ext: 56928; Fax: 513.553.8132
MRisola@tql.com

Daniel A. Molina
Director
Global Enterprise Architecture
Accenture
201 East Fourth Street, Suite 1600
Cincinnati, OH 45202
Cell: +1 513.604.0186
Fax: +1 513.455.3457
Email: daniel.a.molina@accenture.com

David Plogmann (Co-Chair)
10059 Whitebridge Ct.
Cincinnati, Ohio 45242
Cell: 513-910-6218
david.plogmann@gmail.com

Kenneth L. Webb
Phone: 502-541-9177
oldgold668@yahoo.com

Jane Keller,
President and CEO
The Cincinnati Youth Collaborative
301 Oak Street
Cincinnati, Ohio 45219
513-363-5210; Fax: 513-363-5260
email: jkeller@cycyouth.org

MARKETING COMMITTEE

Jeff Wampler (Chair)

Marketing Director
The Procter and Gamble Company
Two Procter & Gamble Plaza
Cincinnati, OH 45202
Phone: 513-983-7381
wampler.jm@pg.com

Kathy Brodhag

Marketing Manager
Ethicon
4545 Creek Rd.
Blue Ash, Ohio 45242
K.brodhag@ITS.JNJ.com

Jake Cain

Marketing Director
Long Tail Media
7256 Iuka Ave.
Cincinnati, OH 45243
Phone: 513-227-7096
Jakecain7@gmail.com

Kate Elliott

Cincinnati Youth Collaborative
301 Oak Street
Cincinnati, OH 45219
Phone: 513-363-5251
Fax: 513-363-5260
kelliott@cycyouth.org

Rachel Gloster

rachelgloster@icloud.com

Meredith Meyer

VP of Strategic Planning and
Chief of Staff
KnowledgeWorks
One West Fourth Street, Suite 300
Cincinnati, OH 45202
meyerm@knowledgeworks.org

Jim Price

CEO and President
Empower MediaMarketing
900 Adams Crossings
Suite 5300
Cincinnati, Ohio 45202
513-719-6203
Jim.price@empowermm.com

Denise Thomas, Director

Corporate Supplier Diversity
The Kroger Company
1014 Vine Street
Cincinnati OH 45202
513-762-7031; Fax: 513-698-1850
denise.thomas@kroger.com

Jane Keller

President & CEO
Cincinnati Youth Collaborative
301 Oak Street
Cincinnati, OH 45219
Phone: 513-363-5210
Fax: 513-363-5260
jkeller@cycyouth.org



brighter futures • achieving dreams

PROGRAM COMMITTEE

Harold Brown (Chair)

President, EdWorks,

***(A subsidiary of KnowledgeWorks
Foundation)***

***One West Fourth Street, Suite 200
Cincinnati, Ohio 45202***

513- 824-6010; Fax: 513-824-6001

email: brownh@kwfdn.org

Ken Cartwright

VP Operations

XLC,LLC

324 West Ninth Street

Cincinnati OH 45202

513-639-8813; Cell: 513-442-9408

kcartwright@xlcservices.com

John Fickle

Senior VP Regional Manager

Cincinnati/Dayton/N.KY

***US Bank, Metro Banking Office
CN-OH-W9AD, 425 Walnut Street***

Cincinnati, OH 45202

Phone: 513-632-2433

john.fickle@usbank.com

Maurice Huey

Chief Program Officer

Cincinnati Youth Collaborative

301 Oak Street

Cincinnati, OH 45219

Phone: 513-363-5240

Fax: 513-363-5260

mhuey@cycyouth.org

Toi C. Jones

President and CEO Solutions Officer

Onyx Sourcing Solutions

7313 Ridge Meadow Court

West Chester OH 45069

513-515-0692

tcjones@onyxsource.net

Brian Robson

Executive Service Corps of Cincinnati

ESCC

briankrobson@gmail.com

Rolonda Smith

Family & Community Engagement

Coordinator

Cincinnati Public Schools (CPS)

2651 Burnet Avenue

Cincinnati, Ohio 45219

Phone: 513-363-0069

Fax: 513-363-0025

SmitRol@cpsboe.k12.oh.us

Jane Keller

President & CEO

Cincinnati Youth Collaborative

301 Oak Street

Cincinnati, OH 45219

Phone: 513-363-5210

Fax: 513-363-5260

jkeller@cycyouth.org

07/20/2015



CYC Volunteer Committee Roster

**Judy Fimiani, VP Talent
Acquisition (Chair)**

6350 Rosemont Lane
Mason, Ohio 45040

513-459-9600; Cell: 513-316-7570

jfimiani@luxotticaretail.com

jfimiani@centurylinkn.net

Lori Holiday

Cincinnati USA Regional Chamber

3 East Fourth Street
Cincinnati, Ohio 45202

513-579-3189 work

513-318-2922 cell

Amy Sand

Education Programs Manager, GE

Aviation

1 Neumann Way, Mail Drop J10

Cincinnati, Ohio 45215

513-802-0244

amy.englert@ge.com

Megan Wolfer

Manager Community Relations,

Fidelity Investments

100 Magellan Way KWID

Covington, KY 41015

megan.wolfer@fmr.com

Ellie Reiser

CYC Mentor

1980 Berkshire Club Drive

Cincinnati, Ohio 45230

Cell 513-226-8736

eresier@comey.com

Monna Beckford

Resource Coordinator

Evanston Academy Elementary

1835 Fairfax Avenue

Cincinnati, Ohio 45207

Monlynn39@yahoo.com

Carrie Caldwell

CYC Girl's Club Mentor

6683 Tradition Trail

Mason, Ohio 45040

513-754-1724; Cell 513-503-1179

Cacal43@fuse.net

Carman Toler

Volunteer Manager

Cincinnati Youth Collaborative

301 Oak street

Cincinnati, Ohio 45219

513-363-5236

ctoler@cycyouth.org

Jane Keller

CEO/President

Cincinnati Youth Collaborative

301 Oak Street

Cincinnati, OH 45219

513-363-5210

jkeller@cycyouth.org

Danielle Barth-Gentry
Chief Development & Marketing
Officer

Cincinnati Youth Collaborative

301 Oak Street

Cincinnati, OH 45219

513-363-5250

dbarth@cycyouth.org

LEADING WITH INTENT

A National Index of Nonprofit Board Practices



BoardSource has been collecting and analyzing trends in nonprofit board practices through its *Nonprofit Governance Index* since 1994. Now reintroduced as **Leading with Intent**, the index is the only national survey to gather information from both chief executives and board chairs on their experiences in the boardroom.

Board report card

	Responsibility	CEO	Chair
<input checked="" type="checkbox"/>	Mission	A-	A-
<input checked="" type="checkbox"/>	Financial Oversight	B+	B+
	Legal/Ethical Oversight	B+	B+
	CEO Support	B	B+
	Strategy	B-	B
	CEO Evaluation	B-	B
	Monitors Performance	B-	B
<input checked="" type="checkbox"/>	Community Relations	C+	C+
	Board Composition	C	C+
	Fundraising	C	C



Boards earn a B- average.

To evaluate board performance, BoardSource asked chief executives and board chairs to grade their boards. Boards earned a 2.65 or B- average — underwhelming results for the top leaders of their organizations and such high-achieving individuals. The findings reveal that boards are generally better at technical tasks, such as financial oversight and compliance, than they are at adaptive work related to strategy and community outreach.

Finding financial stability amidst constant change requires strategic leadership.

Still in the wake of the economic downturn, nonprofits continue to find their funding declining and the demand for their services rising. While most organizations are doing better financially than they were a year ago, some — especially

smaller organizations — remain pinched. The political, economic, regulatory, and demographic forces shaping our society are constantly changing, and so must our organizations if we wish to remain vital and vibrant.



"Although I have long been blessed with an INVOLVED board, it is really only in the last few years that the board has embraced the rigor and 'professionalism' of a STRATEGIC board, and we have grown accordingly."

—CEO of a historical society

Roughly **50%** of survey respondents

- created new staff positions
- launched major initiative or expansion (e.g., program, building)
- expanded operations or added services
- increased contributed revenue

Roughly **20%** dipped into reserves or endowment and/or lost revenues.

Roughly **15%** drastically altered program delivery, froze salaries, or downsized operations.

Financial performance

■ Better than previous year

■ About the same

■ Worse than previous year

46%

40%

14%

Small Organizations – Less than \$1 million operating budget

53%

38%

9%

Medium Organizations – \$1 million to \$9.9 million operating budget

53%

36%

11%

Large Organizations – \$10+ million operating budget



Board members are essential to successful community outreach, advocacy, and fundraising, and they have more work to do. 87% of participating organizations engage in fundraising, and it remains a perennial challenge for nonprofit

boards. 60% of chief executives identified fundraising as the area most in need of board improvement, followed by ambassadorship at 41%. Board members need to raise their collective voices as committed and informed champions for their missions.

22%	Have a formal, written public policy/advocacy agenda
18% to a great extent	Received info/resources on advocacy activities for the organization
27% to some extent	
13% to a great extent	Monitored impact of public policy on mission delivery and resources
24% to some extent	

First Steps for Engaging the Board in Advocacy

In response to shifts in government funding and public policy, savvy nonprofits are broadening the definition of outreach and making advocacy an explicit priority.

- Have a conversation with the board about key public policies that impact the organization's work.
- Incorporate the board's role in advocacy into board job description and expectations.
- Tap board members to help open doors and make the case to decision-makers.

Board fundraising remains a challenge.

The old adage of “give, get, or get off” still resonates. Board members have improved at giving. In 1994, CEOs reported that 60% of their board members gave. In 2014, they reported 85% board giving,

though only 60% of nonprofits had 100% board giving. Getting remains a challenge, perhaps because of unclear expectations and board member discomfort. 76% of board chairs agree (21%

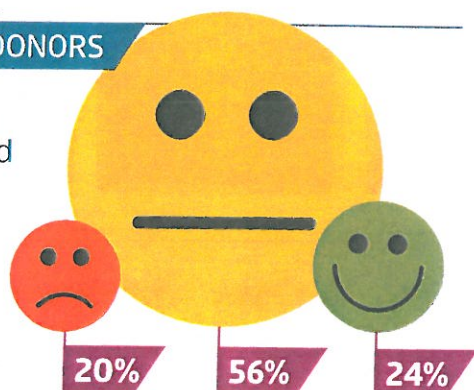
strongly agree and 55% agree) that fundraising expectations related to giving and getting are clearly explained during recruitment.

Board participation in fundraising

 Not Comfortable
  Comfortable
  Very Comfortable

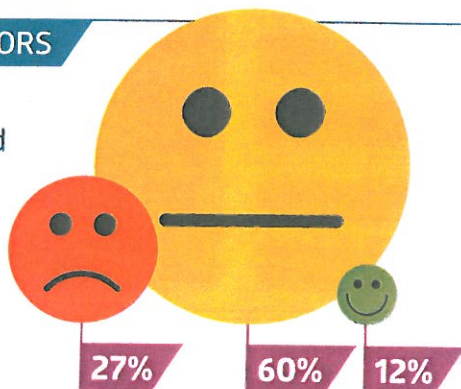
IDENTIFYING DONORS

On average, **42%** of board members provided names for letters and calls.



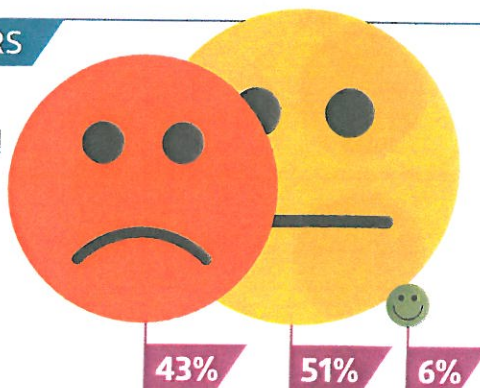
MEETING DONORS

On average, **22%** of board members met with potential donors face-to-face.



ASKING DONORS

On average, **26%** of board members asked or joined others in directly asking for money.



What do you expect from your board members as ambassadors?



“Our board lobbies hard to keep our funding from our city and county government. We have been able to maintain our funding and increase programming during a poor economy.”

—Board chair of an arts organization

Board diversity is not a numbers game. It's the people who count.

Board composition — size and diversity — is changing, slowly. BoardSource research shows that average board size has declined from 19 members in 1994 to 15 members in 2014. As boards shrink, it's even more important to carefully compose the board. Yet, only 73% of chief executives agreed

that they have the *right* board members to effectively oversee and govern their organization.

The nonprofit sector has seen modest progress on increasing racial/ethnic, gender, and age diversity among chief executives and board members. But, distinct

diversity gaps persist. Digging deeper into the numbers, more than 50% of organizations demonstrate *functional* inclusion (formal policies, practices, and processes), but fewer than 50% report a great degree of *social* inclusion (interpersonal dynamics and group culture).

On boards, people of color have increased from **16% in 2010** to **20% in 2014**. But **25%** of boards remain all White.

More than **65%** of small and **75%** of medium organizations have female CEOs, but only **37%** of large organizations have female CEOs.

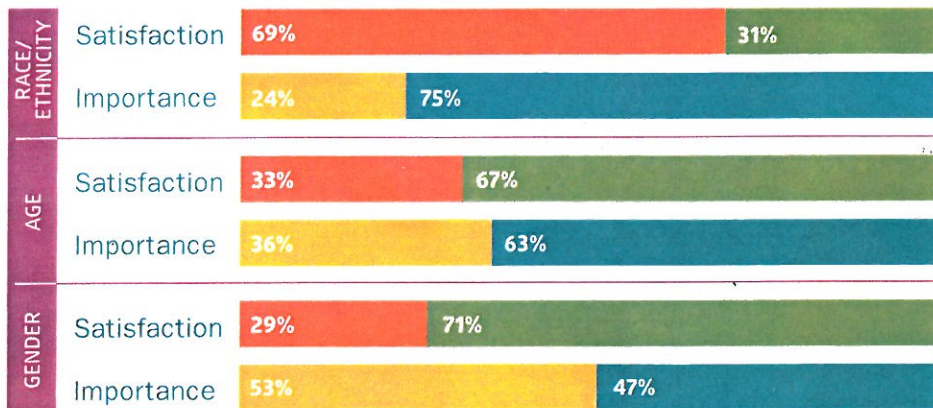
Board members under **40 years** of age have increased from **14% in 2010** to **17% in 2014**.

Satisfaction with diversity is lowest for race/ethnicity yet seen as most important to mission.

How do *you* cultivate an inclusive board?

Diversity satisfaction & importance

■ Dissatisfied ■ Satisfied ■ not important ■ important

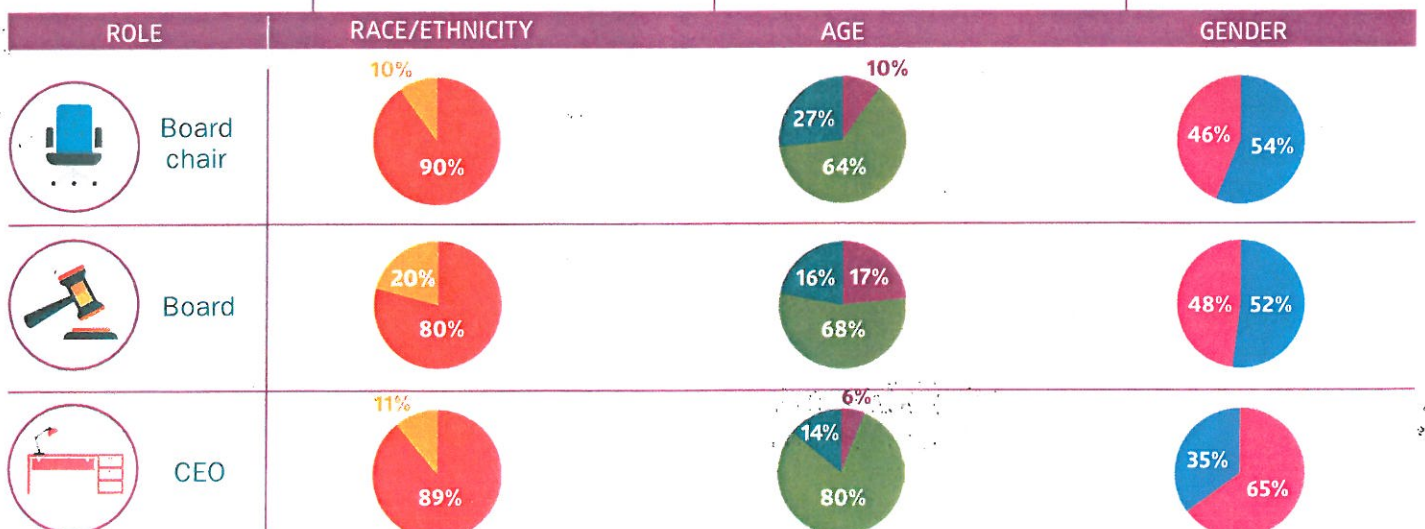


"Several prominent board members continue to hold onto long-held beliefs and expectations that are no longer relevant in today's society."

—CEO of an association

Board composition

■ White ■ People of Color ■ <40 ■ 40-64 ■ 65+ ■ Male ■ Female



Best-in-class boards do their homework on culture and dynamics.

The real secret to board success — leadership culture — is difficult to measure. A productive leadership culture requires having the *right* people on the board, achieving clarity around roles and responsibilities, and educating

and engaging board members. Strengthening the culture requires *leading with intent*: thoughtful planning, determined dedication, and collective commitment from chief executives, board chairs, and board members.

Together, dynamic duos of board chairs and chief executives spent a combined total of four days per month on board work. Chairs spent an average of **14.5 hours** and chief executives spent an average of **17.8 hours** per month on board work.

Role clarity

CEO responses

Board chair responses

69

percent of chairs feel board members are well informed of their governance responsibilities

understanding the board's roles and responsibilities

B-

establishes clear expectations of board service

81

percent of organizations with written board member job descriptions

What extra-credit work can and should your board do to become best-in-class?

Sharing leadership is a delicate balancing act. Understanding, defining, and adhering to the respective roles of the board and chief executive in nonprofit governance is no small feat. And, it looks different depending on where you sit. **65%** of board chairs, compared to **42%** of CEOs, strongly agree that the CEO involves the board in leading the organization.

Board culture

36

percent of CEOs feel that, to a great extent, board members are prepared for meetings

28

percent of board chairs strongly agree that all board members participate in discussions

19

percent of CEOs strongly agree that the majority of board members are engaged

41

percent of CEOs strongly agree that the board openly discusses and challenges their recommendations

Board development

21

percent of board chairs strongly agree that orientation is effective

12

percent of CEOs strongly agree that they have an effective board officer succession process

51

percent of boards have conducted a formal, written board self-assessment in the past three years

Board chair report card

☒ **A**

42%

☒ **B**

33%

☒ **C**

19%

33%

33%

25%

34%

29%

25%

23%

34%

27%

My board chair...

fosters an environment that builds trust.

is able to resolve conflict, build consensus, and reach compromise.

encourages board members to frame and discuss strategic questions.

establishes clear expectations of board service.



Methodology

In 2014, the eighth iteration of BoardSource's national survey of nonprofit board practices was sent to members, clients who recently used our services, and people who visited our website. 850 chief executives and 246 board chairs completed the survey. Of the chief executives, 37% represented small organizations with annual operating budgets less than \$1 million, 49% represented medium organizations with budgets between \$1 million and \$9.9 million, and 14% represented large organizations with budgets of \$10 million or more. Respondents represent a wide spectrum of the nonprofit sector, including public charities, associations, and foundations.

Supported by:

THE WILLIAM AND FLORA
HEWLETT
FOUNDATION



Cincinnati Youth Collaborative			
Statement of Financial Position - PRELIMINARY			
June 30, 2015			
	As of	As of	Jun - Jun
	6/30/2015	6/30/2014	Change
Cash and cash equivalents	\$ 439,179	561,586	(122,407)
Investment Account	1,856,168	1,551,641	304,527
Accounts Receivable **	408,090	263,500	144,590
Tomorrow Pledges, net of discount	140,292	67,642	72,650
Contributed Rent Receivable	-	127,208	(127,208)
Property and equipment, net	1,380	-	1,380
Prepaid Expenses	57,821	46,482	11,339
TOTAL ASSETS	\$ 2,902,929	\$ 2,618,059	\$ 284,870
Accounts Payable	\$ 28,243	15,252	12,991
Accrued Vacation	51,085	51,085	-
Accrued Payroll Taxes	9,311	4,352	4,959
Deferred Revenue	18,251	10,011	8,240
Net Assets	2,796,040	2,537,359	258,681
TOTAL NET ASSETS & LIABILITIES	\$ 2,902,930	\$ 2,618,059	\$ 284,871
** Accounts Receivable:			
Andrew Jergens Foundation	20,000		
Eyemed	-	6,000	
Fifth Third Bank	-	210	
Gear Up Grant	34,295	21,070	
Grad Cincinnati	934	-	
Hamilton County - Foster Care	11,912	30,863	
Hamilton County - In School	119,545	119,915	
Luxottica/ Eyemed	-	9,000	
Messer	-	695	
Purcell Marian	-	2,500	
Pfau Foundation	125,000	-	
Talent Search grant	46,183	31,368	
Melissa McCoy	102	-	
Woodward Trust	9,019	-	
United Way - JCG & Mentoring	41,100	41,879	
Total	\$ 408,090	\$ 263,500	

	Cincinnati Youth Collaborative			
	Budget to Actual - Unaudited - PRELIMINARY			
	As of June 30, 2015			
		Annual		Goal = 100%
		Budget	6/30/2015	of Budget
Income				
4005	Individual	56,000	44,761.15	79.93%
4010	Corporate and Business	55,250	54,264.02	98.22%
4015	Foundations	436,600	403,510.49	92.42%
4020	United Way allocation	83,000	82,950.00	99.94%
4022	Other Organizations	15,000	18,318.37	122.12%
4105	Talent Search	383,514	410,060.16	106.92%
4110	GEAR Up	-	106,020.08	100.00%
4120	Workforce Investment Act - WIA	569,240	546,221.42	95.96%
4121	TANF - CTD	106,201	79,311.07	74.68%
4125	City of Cincinnati	22,835	44,930.16	196.76%
4150	JOG revenue	98,800	85,000.00	86.03%
4200	Fee for Service - Schools	412,700	413,199.99	100.12%
4207	Fee for Service - CATC	21,020	15,740.00	74.88%
4505	Dividend, Interest (Securities)	35,000	32,433.00	92.67%
4605	Miscellaneous Revenue	-	8,960.00	0.00%
4905	Dreammakers event	110,000	107,273.40	97.52%
4915	Golf outing	66,000	48,822.00	73.97%
4930	Other special event	10,000	15,285.00	152.85%
	Total Revenue	2,481,160	2,517,060.31	101.45%
Expenses				
6005	Salary and wages	1,562,681	1,697,795.28	108.65%
6010	Social security payroll tax	97,351	99,992.77	102.71%
6015	Medicare payroll tax	22,767	23,337.97	102.51%
6020	State unemployment (SUTA)	18,807	32,243.36	171.44%
6025	Workers compensation	4,899	12,173.31	248.49%
6030	Health insurance expense	166,728	150,393.67	90.20%
6035	Dental insurance	9,641	9,381.97	97.31%
6040	Life, STD and AD & D	19,478	20,480.93	105.15%
6045	401 K match	57,879	50,797.02	87.76%
6100	Advertising	2,000	2,696.75	134.84%
6110	Bank fees	11,425	12,163.59	106.46%
6115	Campaign expenses	-	2,530.45	0.00%
6120	Consulting services	63,700	61,908.25	97.19%
6135	Donor recognition	4,000	2,771.10	69.28%
6140	Dues & subscriptions	18,705	16,949.35	90.61%
6145	Emergency Fund	2,000	436.50	21.83%
6160	Equipment expenses	9,970	10,384.54	104.16%
6172	Liability Insurance	10,800	10,162.92	94.10%
6174	D&O Insurance	5,950	6,126.00	102.96%
6190	Meeting expense	3,450	3,371.99	97.74%
6200	Miscellaneous	6,359	5,663.05	89.06%
6210	Office supplies	8,001	4,860.78	60.75%
6220	Postage	6,276	6,467.45	103.05%
6230	Printing	8,375	5,013.35	59.86%
6240	Professional Development	14,500	26,491.76	182.70%
6250	Professional fees			
6251	Accounting	143,500	142,500.00	99.30%

	Cincinnati Youth Collaborative			
	Budget to Actual - Unaudited - PRELIMINARY			
	As of June 30, 2015			
		Annual		Goal = 100%
		Budget	6/30/2015	of Budget
6252	Legal	200	100.00	50.00%
6253	Payroll processing	2,480	3,215.57	129.66%
6254	Plan administration	3,305	2,958.14	89.50%
6260	Program expenses	209,149	174,007.31	83.20%
6275	Technology	12,000	13,285.39	110.71%
6280	Telephone and data	12,285	9,872.12	80.36%
6285	Temporary personnel	1,000	6,318.00	631.80%
6300	Travel	25,300	16,476.63	65.13%
6305	Travel - student	16,500	11,467.56	69.50%
7000	<i>Special event expenses</i>			
7005	Catering	21,800	23,804.58	109.20%
7012	Entertainment	8,000	7,539.00	94.24%
7015	Equipment rental	4,000	800.00	20.00%
7020	Postage & Printing	3,000	2,509.68	83.66%
7030	Occupancy	14,000	7,657.43	54.70%
7035	Supplies	7,500	6,058.56	80.78%
7040	Travel	1,000	673.99	67.40%
7045	Miscellaneous - special events	250	116.28	46.51%
7510	Saturday Hoops	10,150	-	0.00%
	Total expenses	2,631,161	2,703,954.35	102.77%
	Net gain/ (loss)	(150,001)	(186,894.04)	124.60%
	Add(Subtract) back:			
	Tomorrow campaign	-	283,337.98	
	Pepper temp restricted for FY 16	-	100,000.00	
	Pfau - temporarily restricted for FY 16 & 17		80,000.00	
	Pfau - temporarily restricted for FY 16 Girls Club		5,000.00	
	GCF - Pepper for FY 16		50,000.00	
	Net effect of contributed rent	-	(127,207.92)	
	Net Artlinks	-	14,458.95	
	Net Youth Summit	-	1,439.17	
	Net Champions for Urban Youth	-	(152.43)	
	Unrealized gain/ (loss)	-	38,699.00	
	Net (loss)/ gain before temporarily restricted	(150,001)	258,680.71	
	Temp restricted funds	150,000	150,000.00	
	Net (loss) gain after temporarily restricted	(1)	408,680.71	
	GCF - Pepper rec'd in FY 14	50,000	50,000.00	
	Net (loss) gain FY 15	49,999	458,680.71	
	Operational Surplus	49,999.00	13,105.96	
	Note: The Project Reach and First Degree program includes \$133,100 of in-kind salaries paid by College Now for the 11 Americorps volunteers.			

	Cincinnati Youth Collaborative			
	Budget			
	June 30, 2016			
		FY16	FY 15	Prelim
		Total	Budget	6/30/2015
Income				
4005	Individual	161,800	156,000	44,761
4010	Corporate and Business	73,000	55,250	54,264
4015	Foundations	499,900	486,600	403,510
4020	United Way	95,000	83,000	82,950
4022	Other Organizations	22,100	15,000	18,318
4105	Talent Search	399,095	383,514	410,060
4110	Gear Up	263,000	-	106,020
4120	Workforce Investment Act - WIC	350,000	569,240	546,221
4121	TANF	37,213	106,201	79,311
4125	City of Cincinnati	100,000	22,835	44,930
4150	JOG	80,000	98,800	85,000
4160	Community Connectors	85,000	-	
4200	Fee for Service - Schools	447,700	412,700	413,200
4207	Fee for Service - CATC	20,000	21,020	15,740
4505	Dividend, Interest (Securities)	50,500	35,000	32,433
4605	Miscellaneous Revenue	1,000	-	8,960
4900	<i>Special Events Income</i>		-	
4905	Dreammakers	120,000	110,000	107,273
4915	Golf outing	55,000	66,000	48,822
4930	Other special event	15,000	10,000	15,285
		2,875,308	2,631,160	2,517,058

Cincinnati Youth Collaborative				
Budget				
June 30, 2016				
		FY16	FY 15	Prelim
		Total	Budget	6/30/2015
Expenses				
6005	Salary and wages	1,671,413	1,562,681	1,697,795
	<i>Bonus + SS and medicare</i>	51,626		
6010	Social security payroll tax	103,652	97,351	99,993
6015	Medicare payroll tax	24,214	22,767	23,338
6020	State unemployment (SUTA)	19,555	18,807	32,243
6025	Workers compensation	12,075	4,899	12,173
6030	Health insurance expense	161,920	166,728	150,394
6035	Dental insurance	8,162	9,641	9,382
6040	Life, STD and AD & D	20,789	19,478	20,481
6045	401 K match	51,513	57,879	50,797
6100	Advertising	5,250	2,000	2,697
6110	Bank fees	14,000	11,425	12,164
6115	Campaign Expenses	3,000	-	2,530
6120	Consulting services	106,350	63,700	61,908
6135	Donor Recognition	4,000	4,000	2,771
6140	Dues & subscriptions	19,508	18,705	16,949
6145	Emergency Fund	2,000	2,000	436
6160	Equipment expenses	12,432	9,970	10,385
6170	<i>Insurance</i>			
6172	Liability Insurance	10,800	10,800	10,163
6174	D&O Insurance	6,450	5,950	6,127
6190	Meeting expense	4,117	3,450	3,372
6200	Miscellaneous	4,226	6,359	5,663
6210	Office supplies	7,955	8,001	4,861
6220	Postage	5,497	6,276	6,467
6230	Printing	8,285	8,375	5,013
6240	Professional Development	23,000	14,500	26,492
6250	<i>Professional fees</i>			
6251	Accounting	149,250	143,500	142,500
6252	Legal	-	200	100
6253	Payroll processing	3,460	2,480	3,216
6254	Plan administration	3,306	3,305	2,958
6275	Technology	18,250	12,000	13,285
6280	Telephone and data	6,220	12,285	9,872
6285	Temporary personnel	9,100	1,000	6,318
6300	Travel	20,130	25,300	16,477
6305	Travel - student	-	16,500	11,468
7000	<i>Special event expenses</i>			
7005	Catering	22,000	21,800	23,805
7012	Entertainment	8,000	8,000	7,539
7015	Equipment rental	2,000	4,000	800
7020	Postage & Printing	3,000	3,000	2,510
7030	Occupancy	14,000	14,000	7,657
7035	Supplies	7,000	7,500	6,058

	Cincinnati Youth Collaborative			
	Budget			
	June 30, 2016			
		FY16	FY 15	Prelim
		Total	Budget	6/30/2015
7040	Travel	1,000	1,000	674
7045	Miscellaneous - special events	250	250	116
7500	Program Expenses	291,813	209,149	174,007
7510	Saturday Hoops	-	10,150	-
		2,920,568	2,631,161	2,703,954
	Program surplus/ (deficit)	(45,260)	(1)	(186,896)
	Temp Restricted at 6/30/15	-		200,000
	Net surplus/ (deficit) after			
	Temp restricted funds	(45,260)	(1)	13,104



Cincinnati
Youth
Collaborative

brighter futures • achieving dreams

Mission

Empowering vulnerable students to overcome obstacles and succeed in education, career and life.

Vision

All children will achieve their full potential.



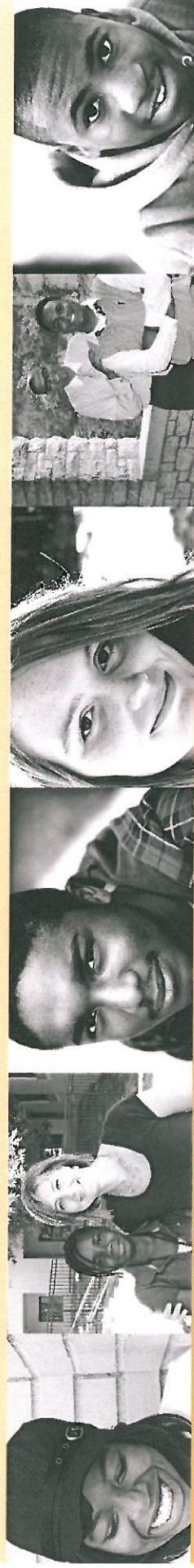
Culture of Philanthropy

CYC's culture of philanthropy = every member of our organization (board, staff, volunteers, donors) can PASSIONATELY and SUCCINCTLY articulate how CYC's **UNIQUE MODEL** is the answer to Cincinnati's childhood poverty crisis.



What is your CYC Elevator Speech?

- Not all elevator speeches are the same. That is ok!
- Your elevator speech should be short, simple and sweet.
- It should be factual, but most importantly, it should be compelling (and maybe emotional).



In FY15, approximately 37% of all revenue came from philanthropy- charitable gifts.

In FY16, approximately 37% of all revenue will come from philanthropy.



Fundraising Summary FY15

Goal- \$981,850	50 new donors	75% retention
Actual- \$903,026/ 92% of Goal*	145 new donors	44% retention

Fundraising over the last 3 FYs

2013	\$794,759
2014	\$861,857
2015	\$983,850 (with entire \$120,000 pledge from Pfau Foundation)*
2016	\$1,014,900 GOAL



brighter futures • achieving dreams



FY14 Giving in USA: \$358.38 BILLION

Breakdown by source:

72% by Individuals
15% by Foundations
8% by Bequests
5% by Corporations



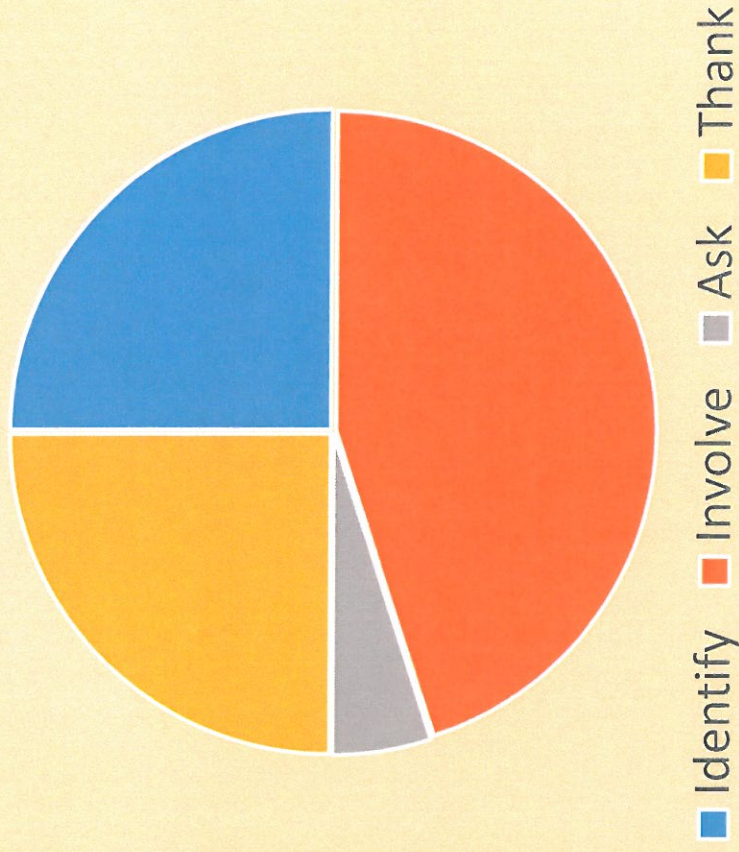
FY15 Giving at CYC: \$903,026

Breakdown by source:

41% by Foundations (13% from Family Foundations)
28% by Individuals *
19% by Corporations
9% by United Way (Foundations)
3% by Other

72% by Individuals
15% by Foundations
8% by Bequests
5% by Corporations

Fundraising Cycle



How Can YOU be a CYC Ambassador?

1. Identify a friend or friends for CYC
2. Thank a donor or volunteer for supporting CYC
3. Attend lunch with a donor
4. Invite guests to Dream Makers
5. Mingle with guests at Dream Makers
6. Follow up with a donor that we've already asked for support
7. Host a quaint "friendraising" event
8. Spread the word about CYC via mail or email
9. Add names to the mailing list

How Can YOU be a CYC Ambassador?

1. Identify a friend or friends for CYC
2. Thank a donor or volunteer for supporting CYC
3. Attend lunch with a donor
4. Invite guests to Dream Makers
5. Mingle with guests at Dream Makers
6. Follow up with a donor that we've already asked for support
7. Host a quaint "friendraising" event
8. Spread the word about CYC via mail or email
9. Add names to the mailing list



**Cincinnati
Youth
Collaborative**

brighter futures • achieving dreams

**Programs Strategic Plan Update
Summer 2015**

Overview

- Update is based on mid-term goals for CYC programs outlined in CYC Strategic Plan
- Based on timeline all strategies and milestones are either completed or on target (Green status)
- Pilot programs and services continue to show promise and deliver positive outcomes

2014-2015 Preliminary CYC Program Outcomes*

Programs Measures, 2014-15	College & Career Success			Job & Career Readiness		
	Talent Search	AmeriCorps Ohio C. G.	Gear Up Norwood**	Jobs for Cincinnati Graduates	Mentoring	First Degree**
Number of Students Served	1354	813	968	717	571	118
Student Grade Promotion	93%	91%	N/A	98%	95%	N/A
Seniors Graduation	96%	96%	N/A	94%	95%	N/A
Students Transitioning to College	76%	76%	N/A	34%	86%	N/A
Students Transitioning to College, Job or Career Training or Military	77%	78%	N/A	89%	90%	N/A
					Totals	Benchmark
					4423	81%
					93%	81%
					95%	81%
					69%	68%
					83%	77%

* Final Data Available After 9/30/15

** Data not collected in 2014-15 School Year

CYC Early College and Career Awareness Plan

OBJECTIVE

Provide early college and career awareness and experiences to middle school students that increase high school transition, college and career readiness and skills to help students keep engaged and connected to school.

APPROACH

JCG Middle School Pilot Program Shroder Paideia High School

2014- 2015 OUTCOMES

- Four of the five academic year performance measures were exceeded
- Follow up services applied to prior year students in 9th grade; all received additional CYC services

NEXT STEPS

- Implement modifications and improvements during 2015-2016 academic year
- Reevaluation of goals
- Use outcome data for recommendation of long term strategy to Programs Committee

2014-2015 JCG Middle School Program Review

- 40 Students Participating (23-7th Graders, 17-8th Graders)
- 17 9th Grade Students receiving follow-up support
- JCG Specialist is a member of My Tomorrow Initiative School Advisory Team
- All participants receive support from other CYC services at Shroder
- Performance to Outcome Goals
 - 100% middle school to high school transition rate (Goal: 90%)
 - 98% grade promotion rate (Goal: 90%)
 - **58%** percent improvement in attendance rate (Goal: 80%)
 - 82% decline in discipline referrals (Goal: 80%)
 - 122 contact hour average per student (Goal: 120 hrs/student)

CYC Mentoring Plan

OBJECTIVE

Equip volunteers with new training and tools that increase stronger relationships and explore e-mentoring opportunities for our volunteers

APPROACH

- Enhance social and emotional competency understanding
- Explore online mentoring platforms for best fit

2014-2015 OUTCOMES

- Expanded use of DESSA assessment tool
- Design and launch of online mentoring platform
- Explored college mentoring as an option

NEXT STEPS

- Work with Mayerson to deliver SEL training for staff
- Embed College and Career mentoring curriculum on online platform
- Partnership with The Business of Good Foundation for web based College Mentoring

24 CHARACTER STRENGTHS

TRANSCENDENCE	APPRECIATION OF BEAUTY & EXCELLENCE <ul style="list-style-type: none">• Awe• Wonder• Admires	GRATITUDE <ul style="list-style-type: none">• Thankful• Feels blessed• Shows appreciation	HOPE <ul style="list-style-type: none">• Positive outlook• Expects the best• Excited about the future	HUMOR <ul style="list-style-type: none">• Playful• Brings smiles to others• Sees the funny side of things	SENSE OF MEANING <ul style="list-style-type: none">• Sense of purpose• Strong beliefs• Searches for meaning
COURAGE	BRAVERY <ul style="list-style-type: none">• Valor• Accepts challenges• Speaks up for what's right		PERSEVERANCE <ul style="list-style-type: none">• Hard worker• Completes tasks• Overcomes barriers	HONESTY <ul style="list-style-type: none">• Truthful• Genuine• Owns up to his/her own behavior	ZEST <ul style="list-style-type: none">• Active• Enthusiased• Energized
JUSTICE	TEAMWORK <ul style="list-style-type: none">• Loyal• Team player• Responsible to group			FAIRNESS <ul style="list-style-type: none">• Cares about what's right• Treats others fairly• Respects others	LEADERSHIP <ul style="list-style-type: none">• Encourages others• Organizes others• Sets good example
HUMANITY	LOVE <ul style="list-style-type: none">• Loving• Compassionate• Relationships are important	SOCIAL INTELLIGENCE <ul style="list-style-type: none">• Strong relationships• Understands others' thoughts & emotions			KINDNESS <ul style="list-style-type: none">• Nice• Caring• Generosity
TEMPERANCE	FORGIVENESS <ul style="list-style-type: none">• Doesn't hold grudges• Gives second chances• Accepts others' faults	HUMILITY <ul style="list-style-type: none">• Humble• Focused on others• Actions speak for themselves	PRUDENCE <ul style="list-style-type: none">• Careful• Practical• Plans ahead		SELF-CONTROL <ul style="list-style-type: none">• Disciplined• Manages feelings and actions
WISDOM	CREATIVITY <ul style="list-style-type: none">• Clever• Inventive• Comes up with unique ideas	CURIOSITY <ul style="list-style-type: none">• Open to new ideas• Explores• Asks questions	JUDGMENT <ul style="list-style-type: none">• Critical thinker• Open-minded• Thinks things through	LOVE OF LEARNING <ul style="list-style-type: none">• Enjoys building knowledge & skills• Looks for new things to learn	PERSPECTIVE <ul style="list-style-type: none">• Wise• Views things from others' point of view• Sees the big picture

©Copyright 2004-2015 VIA Institute on Character. All rights reserved. Used with permission. www.viacharacter.org

CYC School Team Redesign Plan

OBJECTIVE

Use our success, knowledge and experience at Withdraw to help design and test a model program to strengthen and expand CYC services to other schools.

APPROACH

Design and test a customizable school team model that promotes consistency and constancy of service delivery with adaptability to different school environments

2014-2015 OUTCOMES

- Model usage expansion to Shroder and Aiken High Schools
- Stakeholder feedback positive
- Increased number of students in multiple programs/services

NEXT STEPS

- Continue refining model to support My Tomorrow Initiative
- Expand and test model to two additional high schools in 2015-2016 academic year

Students in Multiple CYC Program By School

School	Multiple Programs 2013-2014	Multiple Programs 2014-2015	Increase-Total	Increase- Percentage
Aiken New Tech	18	30	12	66%
Shroder	89	133	44	49%
Withrow University	<u>94</u>	<u>109</u>	<u>15</u>	<u>16%</u>
Total	201	272	71	35%

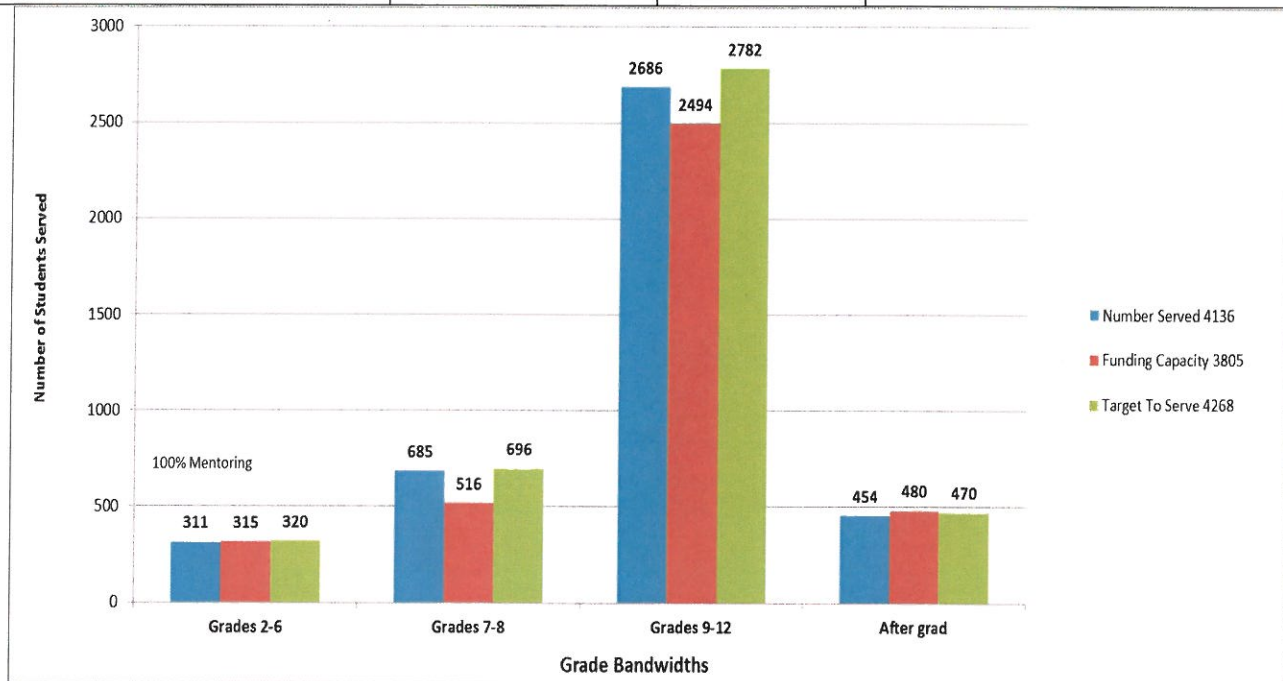
Questions?



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

July 21, 2015

	Academic Year 2013-2014	5 Year Average	Benchmark
Promotion	83%	86%	81%
Senior Graduation	96%	96%	81% for Hamilton County
Transition to College	72%	80%	68% National Center for Education Statistics
Transition Post High School Career/College/Military	88%	85%	77% JAG National



CYC Indicators: For Fiscal Year July 1, 2014 through June 30, 2015			
	Measure	YTD (June 30, 2015)	Target/ Goal
Volunteers	% of volunteers retained >1 year	75%	75 % goal (National is 65%)
	# of mentors and groups	618	625 (125 per coordinator)
	# of tutors placed in CPS*	422	<i>In process of determining with CPS</i>
Budget	Revenue	Est. \$2,517,060	\$2,481,160
	Net surplus/deficit	Est. \$13,106	\$-0-
Development	New Donors	145	50
	Retention of donors	44%	75%
	Annual Campaign	\$903,026 (92%)	\$981,850
Marketing	Awareness Touchpoints	49,719	40,000

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



Calendar of Events

Date	Event	Board Roles	Time
October 8	Dream Makers Celebration <i>Annual Fundraising Event</i>	Champion for CYC Committees	3 hours 5 months, biweekly calls
November 14	Leadership Development Conference <i>Student Event</i>	Presenter, Judge	1-2 hours
December 1	Giving Tuesday <i>Annual Online Fundraising Event</i>	Ambassador thru social media	N/A
2016			
January Sat	Saturday Hoops <i>Basketball and art in OTR, Saturdays thru May</i>	Volunteer	2 hours, morning
21	Thank Your Mentor Day <i>Event honoring outstanding mentors</i>	Emcee Champion for CYC	2 hours, evening 2 hours, evening
February 25	Trivia Night <i>Annual Fundraising Event</i>	Champion for CYC	3 hours, evening
March 4-5	Junior Class Competition <i>Student Event</i>	Judges	2 hours, morning
April 15-17	Global Youth Service Day <i>Community service project TBA</i>	Participant	2 hours
TBD	Senior Class Competition <i>Student Event</i>	Judges	2 hours, morning
TBD	Volunteer Thank-A-Thon <i>All board members are needed to thank our wonderful volunteers</i>	Champion for CYC	2 hours, evening
TBD	Career Development Conference <i>Student team building, luncheon, awards</i>	Panel Speaker Lunch Attendee	3 hours, morning 1.5 hours, noon
May 10	United "FORE" Youth Golf Classic <i>Annual Fundraising Event</i>	Champion for CYC	12 pm -7 pm
June TBD	First Degree Summer Program <i>College transition program for enrolled freshmen</i>	Presenter	1 hour
4	Thank You Open House <i>All board members are needed to thank our wonderful supporters and partners</i>	Champion for CYC	2 hours
TBD	7th-9th Grade Summer Camp <i>Camp exploring colleges and careers</i>	Presenter Job Host Site	1 hour 1-3 hours
July TBD	Outstanding Student Reception <i>Student event</i>	Champion for CYC Panel Speaker	1.5 hours 1.5 hours
21	Blood Drive, Bleed for a Cause Campaign	Blood Donor Ambassador	1 hour ongoing thru July

Ongoing Board opportunities: tutoring, mentoring, in-class guest speakers, project coaches, job shadowing experiences, competition judges, internships, new suggestions welcome!

Empowering vulnerable students to succeed in school and in life.