



brighter futures • achieving dreams

**Board Meeting Agenda
Norwood High School (Library)
Tuesday, March 15, 2016
8:00-10:00AM**

- | | | |
|------|--|-------------|
| I. | Welcome: Kent Wellington, Board Chair | 8:00 - 8:15 |
| | <ul style="list-style-type: none">• Welcome new board member Kathy Vuturo, CCHMC and YWCA Rising Star Tamiko Ware-Mauldin• Approval of January 2016 minutes• Mission Moment<ul style="list-style-type: none">○ Gear-Up Site Director Maureen Heintz○ Student- Senior, Andy Harkins and Gear Up Team | |
| II. | Trauma and Youth: Dr. Robert Shapiro, Mayerson Behavioral Center, CCHMC | 8:15 – 9:00 |
| III. | Volunteer Strategic Plan: Dave Plogmann | 9:00 – 9:30 |
| IV. | Dashboard: Jane Keller | 9:30 – 9:40 |
| V. | President’s Report: Jane Keller | 9:40 – 9:45 |
| VI. | New Business: Kent Wellington | |
| VII. | Adjourn: Kent Wellington | |

Board Calendar

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

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

CYC Tomorrow Campaign Celebration- **June 9, 2016**

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:
Norwood High School
2020 Sherman Ave.
Norwood, Ohio 45212**



1. Start out going **east** on Oak St toward Burnet Ave.
2. Take the 3rd **left** onto Reading Rd/US-42 N.
3. Turn **right** onto Victory Pkwy.
4. Turn **slight left** onto Sherman Ave.

2020 Sherman Ave, Cincinnati, OH 45212-2616, 2020 SHERMAN AVE is on the **left**.

Total Travel Estimate and Travel Time from CYC: 3.6 miles - about 9 minutes

Push the buzzer at the front door and sign in at the main office. A CYC/ GEAR-UP staff member will be in the lobby to direct you to the library. There is ample parking in front of the school on Sherman Avenue. Parking is permitted in the school parking lot behind Walgreens adjacent to the Middle School.



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**Board Minutes
CYC Conference Room
Tuesday, January 19, 2016
8:00-10:00AM**

Board Members Present: Kent Wellington, Stephen Avila, Harold Brown, Barbara Szucsik, Toi Jones, Denise Thomas, David Hupper, Jeff Wampler, Dan Molina, Ken Cartwright, Jack Geiger, Dave Plogmann, Jeff Crull, John Fickle, Kenneth Webb, Jim Sowar and Steve Condon

Board Members Absent: John Pepper, Judy Fimiani, Gail Williams, Mary Ronan, Jim Price, Ralph Lee, Yvette Simpson and Chuck Ackerman

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

I. Welcome and Mission

- Board meeting called to order at 8:10 AM by Chair, Kent Wellington
- January 19, 2015 board minutes approved
- Mission Moment:
 - Kent invited everyone to Saturday Hoops (Jan – May), a CYC partnership, focused on group mentoring that serves youth in the Over-the-Rhine area. It includes basketball, art, double dutch, yoga, weekly speakers and positive role-modeling by 100 plus volunteers working with 70 plus kids every week. The goal is to build relationships with the hope of volunteers becoming 1-1 CYC mentors. Speaker connections are welcomed.

II. College and career mentoring

Maurice Huey, Joe Jones and Cheri Jordan

- Maurice provided an overview about college mentoring expansion with a focus two areas:
 - Provide college mentors for 1st generation students with a web-based platform designed by MentorcliQ. Partners include Business of Good Foundation (financial program support), CPS and its students, CPS Scholarship Foundation (student scholarships) and local colleges with a first launch with UC. Initial launch is 40 students building to 600 plus by year 5. Timeline presented with key milestones with matching and kickoff event in late July or early August. Business of Good's vision is to scale college mentoring in Ohio and then take it nationwide. Recruiting plan for mentors has been drafted for the launch – current mentors, UC mentors and business mentors.

Board discussion:

- Dan M. highlighted the excitement by Accenture when he shared the college announcement and the local office's work with Maurice to present the initiative to their staff. Dan asked the board as fiduciaries to help balance the excitement with the launch for initial success knowing this is a statewide initiative with an eye towards national expansion by BOG.

- Dave P. asked what percent of the students would receive scholarships. Maurice responded that all students will be prioritized to receive scholarships although CSF cannot make guarantees.
 - Dan M. asked about UC's commitment to the initiative and the opportunity for strategic partnership with CYC. UC has a PRIDE scholarship for all CPS students for tuition and books, the GEN 1 house support for 1st generation students and the college mentoring has the potential to build deeper. Jane indicated a follow up meeting with UC is being scheduled to discuss support for the college mentoring initiative with an eye on UC recruiting mentors from alumni and faculty. **Action: Meeting scheduled for March 21 – Jack and Dan invited to attend.**
 - Additional discussion focused on CYC's strategic expansion – geography and penetration – and the intentionality of growth in our next strategic plan.
- Build strategic collaborative initiatives with local colleges that bridge the relationships CYC has with students with the college resources available to them on campus. CYC launched a college advisory board of local colleges in late fall with an upcoming meeting in March.
- Joe spoke about the business engagement component of the college mentoring initiative highlighting:
 - Building deeper relationships w/current companies and beyond.
 - A Call to Action for board members to consider their organizations for engagement and to provide connections to Joe for the appropriate individual for connections.
 - The effort of recruiting will be significant for years beyond the first year. Leveraging the media clips can be part of the toolkit for future recruiting.
 - Board Discussion on messaging:
 - Dan M. suggested that the college mentoring could be described as the last leg of a young person's journey to succeed in career and life success.
 - Steve C. asked about cannibalizing volunteers from other mentoring options for the college mentoring option. Joe indicated that mentoring within corporations is not deep and the college mentoring offers an option to build deeper partnerships with businesses.
 - Kent W. and Jeff W. spoke about the importance of choice provided to businesses as well as doubling down on mentoring for young persons that will build a relationship that can extend beyond high school. It is the importance of the sustained relationships which requires small amounts of time to break the cycle of poverty.
- Cheri reviewed the new college/career curriculum (handout distributed) developed for high school mentoring relationships to be embedded on the web based platform developed last year with Fidelity Investments. The toolkit provides guidance for mentors to help students develop a plan for career and college. Included in the toolkit is activities, competencies and academic complements for high schools. Cheri presented the goal setting activity as an example of one of the advisory components.

III. Early College and Career Awareness

Harold Brown and Maurice Huey

- The program committee supports the down streaming of college/career awareness and exploration into middle school (7&8), however, additional information on alignment of resources

and costs is needed. The committee has requested a more detailed analysis of costs to be done and included in the strategic planning presented at the fall board retreat.

IV. Board Engagement

Kent and Jane

- Kent asked the board to complete their engagement plans. To date 30% are completed. The goal is to have 100% turned in by the end of January. Jane distributed paper copies for individuals who not yet completed a plan. The plan captures a board member's commitment to CYC mission as ambassadors for student engagement in our community, company sponsorship of CYC events and personal financial commitment. **Action: 71% completed as of 3/7/16.**

V. January Dashboard Review

Jane

- All indicators were reported as green, either on target or exceeding target.
- As a reminder, the Transition to College indicator was updated to reflect a 3 year versus 5 year average. The change was made since actual data is now received from a verifiable data base – National Student Tracker – across all programs vs prior data that may have included some self-reporting by students or excluded programs like JCG. While the average has declined it is an accurate representation of college enrollment and exceeds the national average for all students. The enrollment rate for 1st generation and low income students hovers at 58%.

Steve Condon spoke about the 240K net surplus compared to the budget deficit. He said we are still on track to meet the target or break even. He also said the most encouraging thing on the dashboard is the increase in new donors, 218 and asked for an explanation.

Danielle Gentry-Barth replied that the new donor increase is due to several things - Dream Makers attendance, social media increasing awareness including Giving Tuesday, and online donations.

Dan Molina asked if the after grad column bar chart factored in the college mentoring strategy. Jane responded that it does not since we set the targets before the board approved the plan.

Dave Plogmann- commented on the funding capacity and number of students served in the middle grades. Maurice indicated that we have had some efficiencies plus we have had some opportunity with our Ohio College Guides to help in this area.

Jack Geiger asked if the cost per student could be included in on the graph. Jane responded that the graph reflects students by grade band that includes several programs costs. However, we will review how we should represent those costs in the future or at least on the financials.

VI. President's Report

Jane

- Board Rock it Out event is next week, Jan 29 from 6 -8 pm at Kent's house.
- Jane has been invited to lead the Education and Awareness Committee for Children's Hospital's Joining Forces initiative focused on Adverse Child Experiences (ACE). This effort will help identify interventions/help for young kids who have these experiences that cause future negative behaviors. We believe there is a significant number of CYC student who may fall in ACE.
- The new strategic plan process in being developed. Toi Jones is leading the work with presentation at the fall board retreat.
- Reminder- Trivia Night Event, February 25, 2016

VII. New Business

Kent Wellington

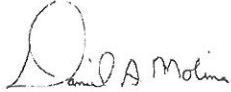
- With mixed emotions Kent announced Danielle Gentry-Barth's departure from CYC. Jane thanked Danielle for her leadership and many accomplishments including exceeding the goal of CYC's first campaign, The Tomorrow Campaign.
- Kent will retire as chair of the board at the end of the fiscal year with Toi Jones succeeding him.

- Kent will help with the formation of the CYC Advisory Board which he and Jim Sower (longest serving CYC board member whose term ends in June) will participate in.

VIII. **Adjourn-** 10:00 AM

IX. Kate Elliott took group pictures of Jane and the board

Respectfully submitted,

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

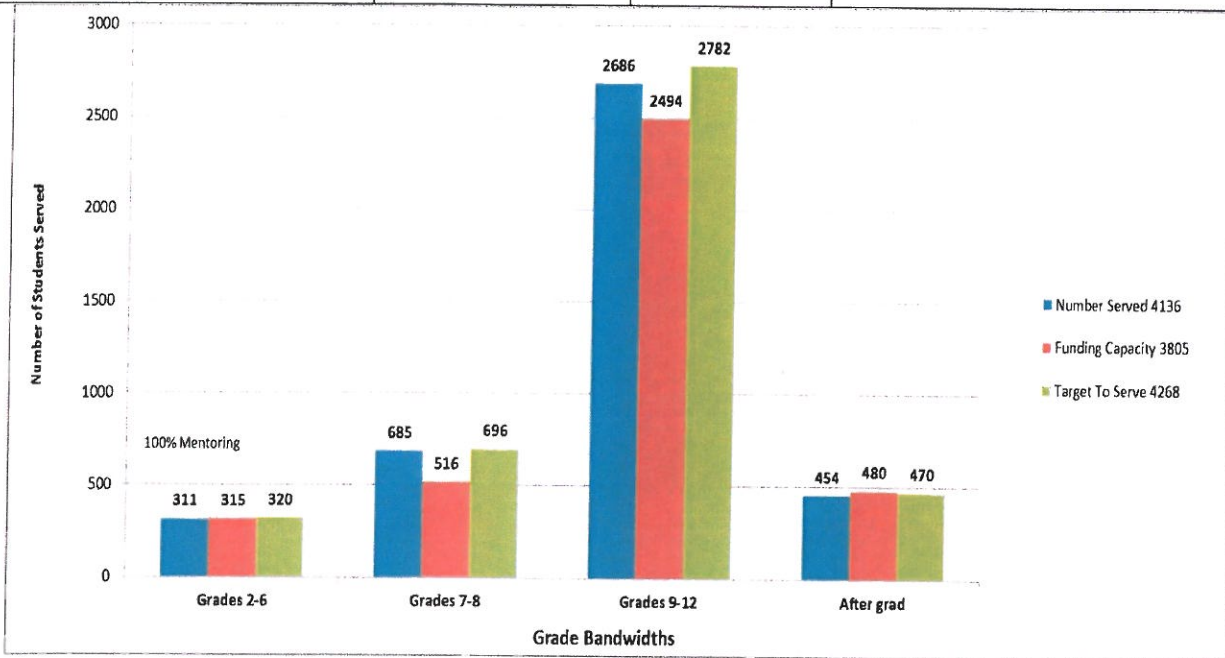
Daniel A. Molina,
CYC Secretary



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

March 15, 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 (February 29, 2016)	Target/ Goal
Volunteers	% of mentors retained >1 year	75%	75 % goal (National is 65%)
	# of mentors and groups	594	625 (125 per coordinator)
Budget	Revenue	\$1,911,684	\$2,875,308
	Net surplus/deficit	\$304,247	(\$45,260)
Development	New Donors	292	75
	Retention of donors	43%	55%
	Annual Campaign	\$847,754 (83%)	\$1,014,900
Marketing	Awareness Touchpoints	37,267	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
February 29, 2016**

	As of 2/29/2016	As of 6/30/2015	Feb - Jun Change
Cash and cash equivalents	\$ 700,210	438,377	261,833
Investment Account	2,099,692	1,820,799	278,893
Accounts Receivable **	355,379	432,162	(76,783)
Tomorrow Pledges, net of discount	561,359	139,505	421,854
Contributed Rent Receivable	293,768	-	293,768
Property and equipment, net	1,150	1,150	-
Prepaid Expenses	44,934	58,527	(13,593)
TOTAL ASSETS	\$ 4,056,492	\$ 2,890,520	\$ 1,165,972

Accounts Payable	\$ 32,815	39,355	(6,540)
Accrued Vacation	55,296	55,296	-
Accrued Payroll Taxes	12,888	8,843	4,045
Deferred Revenue	184,311	18,251	166,060
Net Assets	3,771,182	2,768,775	1,002,407
TOTAL NET ASSETS & LIABILITIES	\$ 4,056,492	\$ 2,890,520	\$ 1,165,972

**** Accounts Receivable:**

Andrew Jergens Foundation	-	20,000
CPS	26,296	-
City of Cincinnati	8,333	-
COBRA	(79)	-
Community Connectors	4,540	-
Gear Up Grant	37,904	38,049
Grad Cincinnati	2,187	934
Hamilton County - Foster Care	-	11,912
Hamilton County - In School	49,178	131,293
Jobs for Ohio Graduates	33,500	-
Kroger	-	5,000
Pfau Foundation	80,000	125,000
Talent Search grant	36,654	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	66,866	41,100
Fifth Third Bank - Dream Makers' 2016	5,000	-
Cincinnati Arts and Technical Center	5,000	-
Total	\$ 355,379	\$ 432,162

Cincinnati Youth Collaborative
Budget to Actual - Unaudited
As of February 29, 2016

	Annual Budget	2/29/2016	Goal = 66.66% of Budget
Income			
4005 Individual	161,800	146,343.67	90.45%
4010 Corporate and Business	73,000	12,237.00	16.76%
4015 Foundations	499,900	378,832.18	75.78%
4020 United Way allocation	95,000	80,240.00	84.46%
4022 Other Organizations	22,100	12,118.28	54.83%
4105 Talent Search	399,095	252,303.71	63.22%
4110 GEAR Up	263,000	161,777.49	61.51%
4120 Workforce Investment Act - WIOA	350,000	192,435.51	54.98%
4121 TANF - CTD	37,213	15,518.10	41.70%
4125 City of Cincinnati	100,000	62,089.20	62.09%
4150 JOG revenue	80,000	56,666.64	70.83%
4160 Community Connectors	85,000	32,948.53	38.76%
4200 Fee for Service - Schools	447,700	324,763.09	72.54%
4207 Fee for Service - CATC	20,000	5,000.00	25.00%
4220 Fee for Service - Other	-	500.00	100.00%
4505 Dividend, Interest (Securities)	50,500	25,241.69	49.98%
4605 Miscellaneous Revenue	1,000	2,638.72	0.00%
4905 Dreammakers event	120,000	126,409.26	105.34%
4915 Golf outing	55,000	7,990.00	14.53%
4930 Other special event	15,000	15,631.00	104.21%
Total Revenue	2,875,308	1,911,684.07	66.49%
Expenses			
6005 Salary and wages	1,723,039	1,100,495.60	63.87%
6010 Social security payroll tax	103,652	64,610.40	62.33%
6015 Medicare payroll tax	24,214	15,110.53	62.40%
6020 State unemployment (SUTA)	19,555	20,025.74	102.41%
6025 Workers compensation	12,075	7,697.89	63.75%
6030 Health insurance expense	161,920	99,069.88	61.18%
6035 Dental insurance	8,162	5,832.21	71.46%
6040 Life, STD and AD & D	20,789	13,105.96	63.04%
6045 401 K match	51,513	31,913.78	61.95%
6100 Advertising	5,250	2,747.12	52.33%
6110 Bank fees	14,000	9,625.96	68.76%
6115 Campaign expenses	3,000	96.25	0.00%
6120 Consulting services	106,350	56,466.61	53.10%
6130 Depreciation	-	-	0.00%
6135 Donor recognition	4,000	1,919.88	48.00%
6140 Dues & subscriptions	19,508	6,965.53	35.71%
6145 Emergency Fund	2,000	1,746.60	87.33%
6160 Equipment expenses	12,432	8,256.99	66.42%
6172 Liability Insurance	10,800	6,775.28	62.73%
6174 D&O Insurance	6,450	4,308.00	66.79%
6190 Meeting expense	4,117	2,356.83	57.25%

**Cincinnati Youth Collaborative
Budget to Actual - Unaudited
As of February 29, 2016**

	Annual Budget	2/29/2016	Goal = 66.66% of Budget
6200 Miscellaneous	4,226	3,959.84	93.70%
6210 Office supplies	7,955	3,153.64	39.64%
6220 Postage	5,497	2,637.50	47.98%
6230 Printing	8,285	2,218.89	26.78%
6240 Professional Development	23,000	13,295.81	57.81%
<i>6250 Professional fees</i>			
6251 Accounting	149,250	107,000.00	71.69%
6253 Payroll processing	3,460	2,115.68	61.15%
6254 Plan administration	3,306	4,839.71	146.39%
6260 Program expenses	291,813	131,662.58	45.12%
6275 Technology	18,250	11,656.31	63.87%
6280 Telephone and data	6,220	3,578.29	57.53%
6285 Temporary personnel	9,100	2,250.00	24.73%
6300 Travel	20,130	20,982.10	104.23%
<i>7000 Special event expenses</i>			
7005 Catering	22,000	19,019.39	86.45%
7012 Entertainment	8,000	10,500.00	131.25%
7015 Equipment rental	2,000	2,805.00	140.25%
7020 Postage & Printing	3,000	2,494.00	83.13%
7030 Occupancy	14,000	3,385.78	24.18%
7035 Supplies	7,000	2,755.15	39.36%
7040 Travel	1,000	-	0.00%
7045 Miscellaneous - special events	250	3,000.00	1200.00%
Total expenses	2,920,568	1,812,436.71	62.06%
Net gain/ (loss)	(45,260)	99,247.36	-219.28%
Add(Subtract) back:			
Tomorrow campaign	-	736,700.00	
Net effect of contributed rent	-	293,767.87	
Net Artlinks	-	(13,741.83)	
Net Youth Summit	-	13,366.88	
Net Champions for Urban Youth	-	152.43	
Unrealized gain/ (loss)	-	(127,085.56)	
Net (loss)/ gain before temporarily restricted	(45,260)	1,002,407.15	
Temp restricted funds	-	205,000.00	
Net (loss) gain after temporarily restricted	(45,260)	1,207,407.15	
Operational Surplus/ (Loss)	(45,260.00)	304,247.36	

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



**Cincinnati
Youth
Collaborative**

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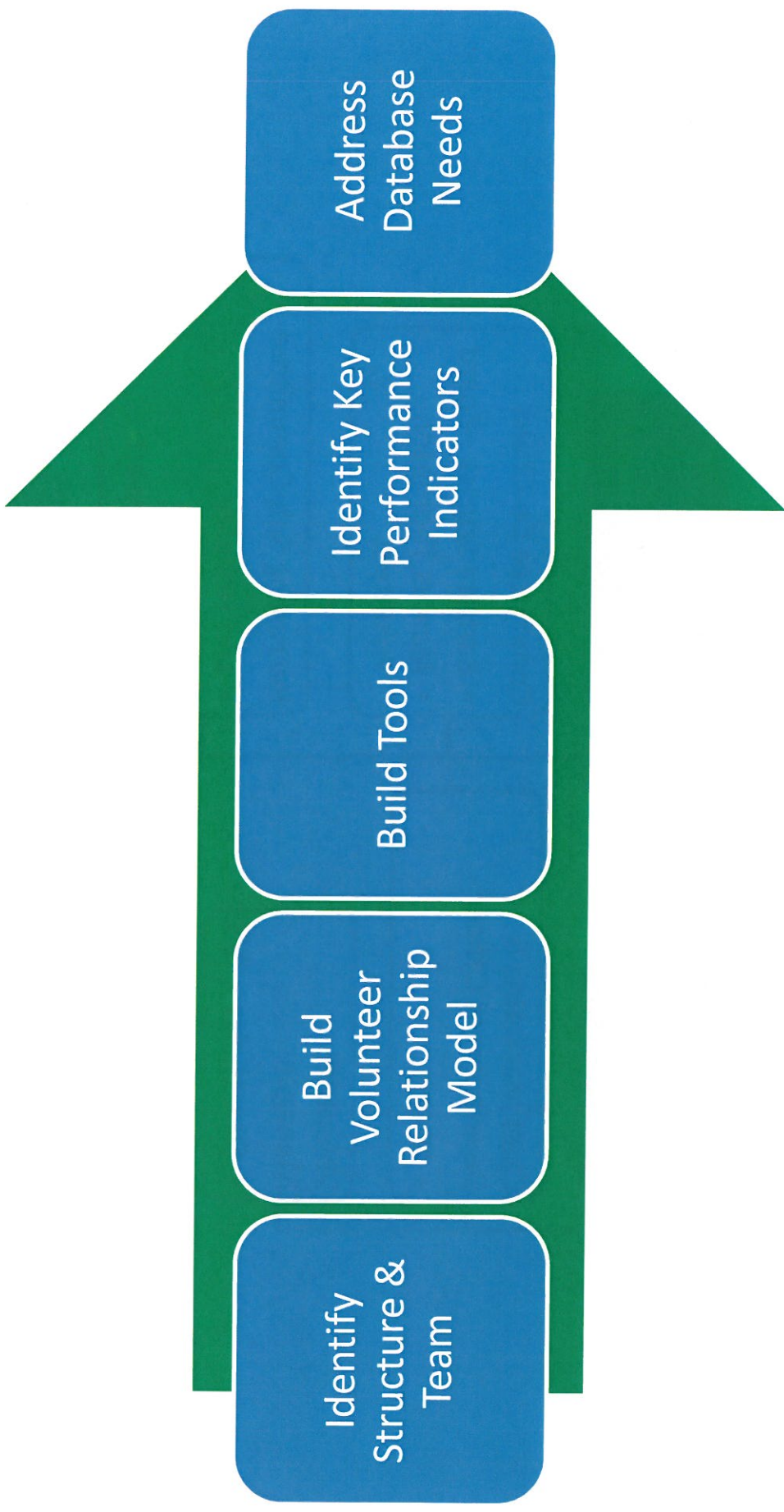
**CYC Volunteer
Strategic Plan**



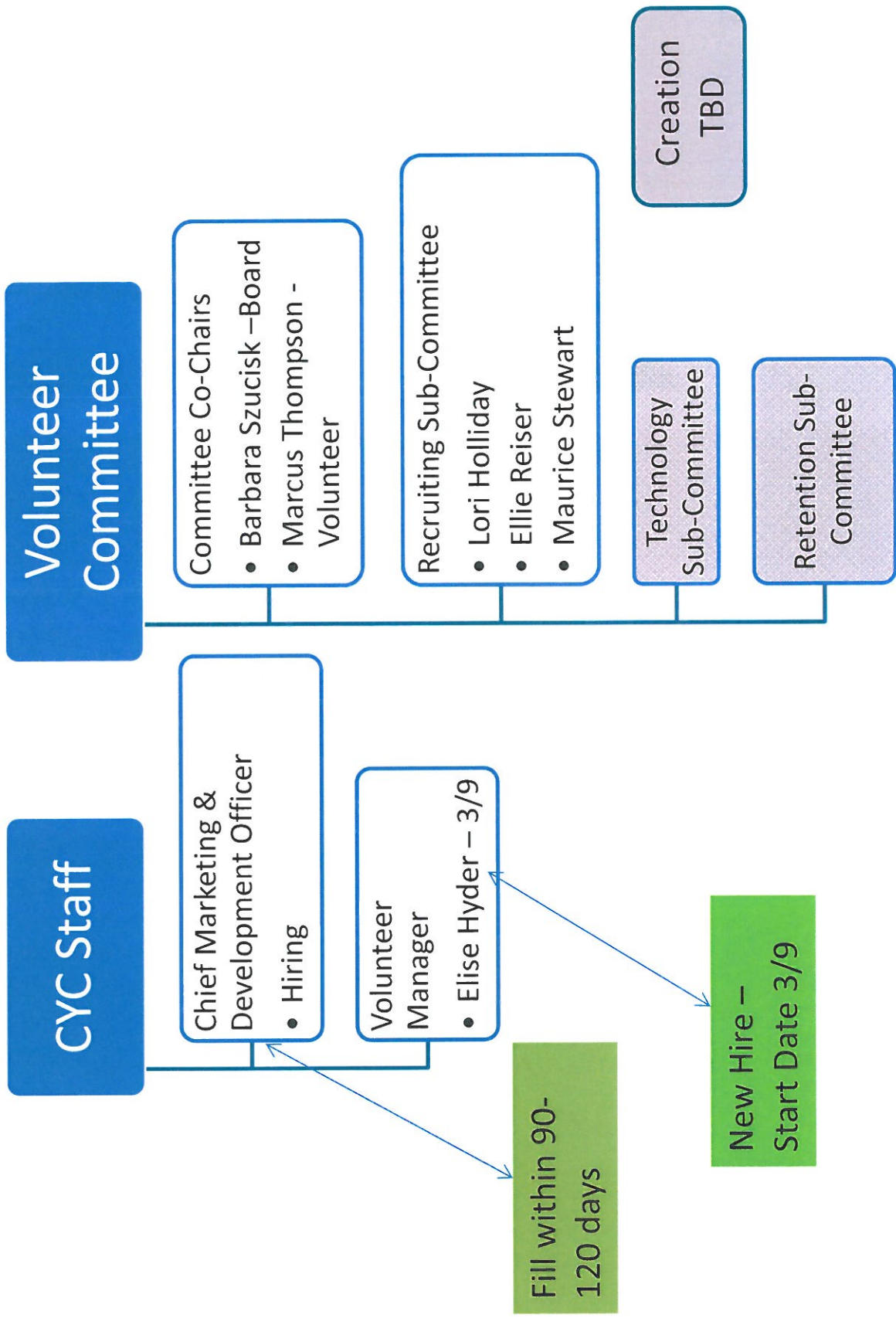
Key Headlines

- CYC has tremendous opportunity to be more intentional about attracting, retaining and leveraging volunteer resources
- Volunteers are not “free”
 - However, investing in volunteers has incredible ROI
 - CYC will eventually need to strategically spend to maximize this opportunity

Volunteer Strategic Plan Process



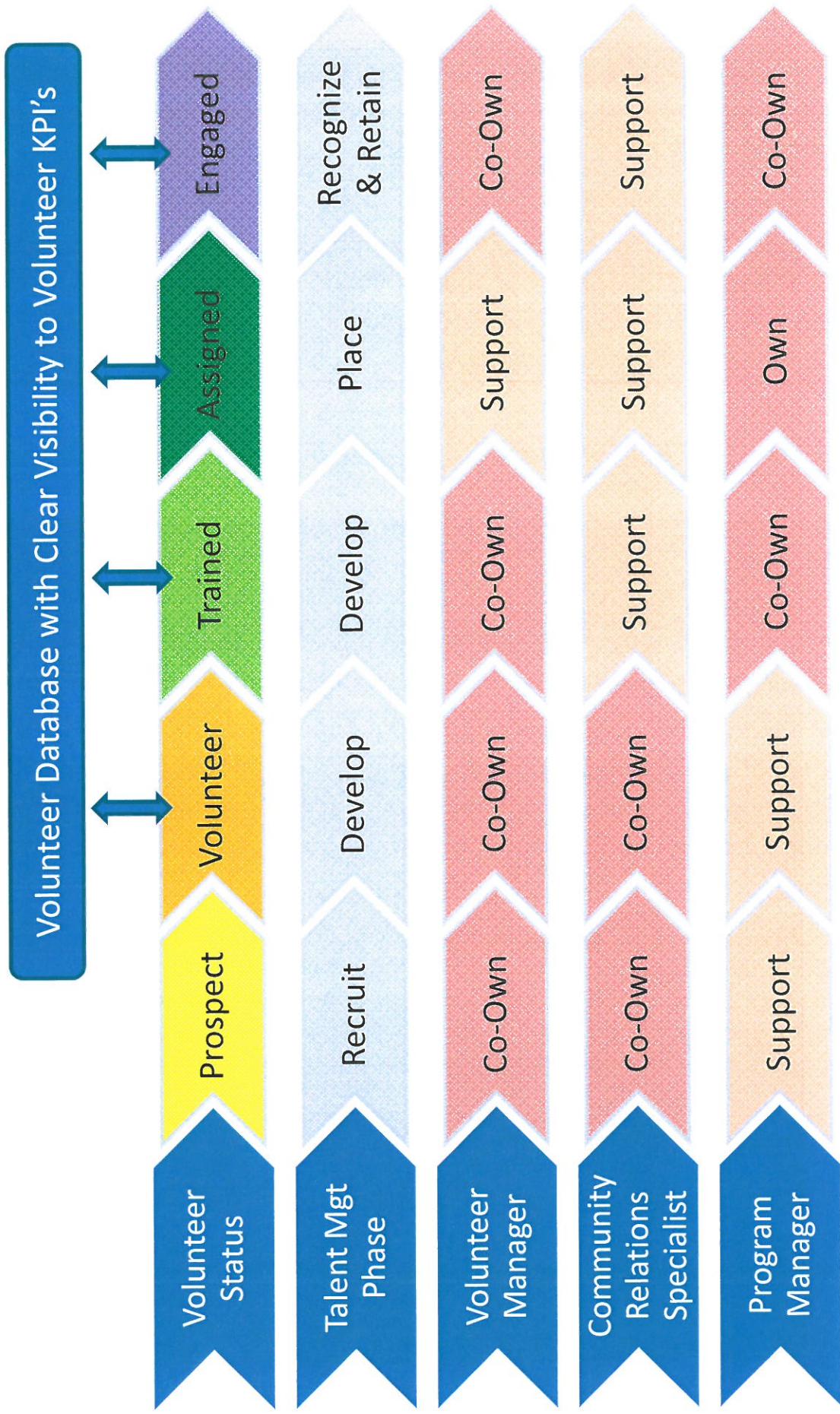
Volunteer Structure



Current Volunteer Committee

- Co-Chairs:
 - Barbara Szucsik, Convergys and CYC Board
 - Marcus Thompson – CYC Mentor
- Committee Members:
 - Amanda Penick – Graydon Head
 - Judy Fimiani – Luxottica
 - Megan Wolfer – Fidelity
 - Lori Holiday – CYC Mentor & Cincy USA Regional Chamber
 - Ellie Reiser – CYCC Mentor & Comey Realty
 - Monna Beckford – CYC Mentor & CPS Resource Coordinator
 - Amy Sand – GE
 - Carrie Caldwell – CYC Girls Club Mentor
 - Maurice Carter – Mentor & UC Student

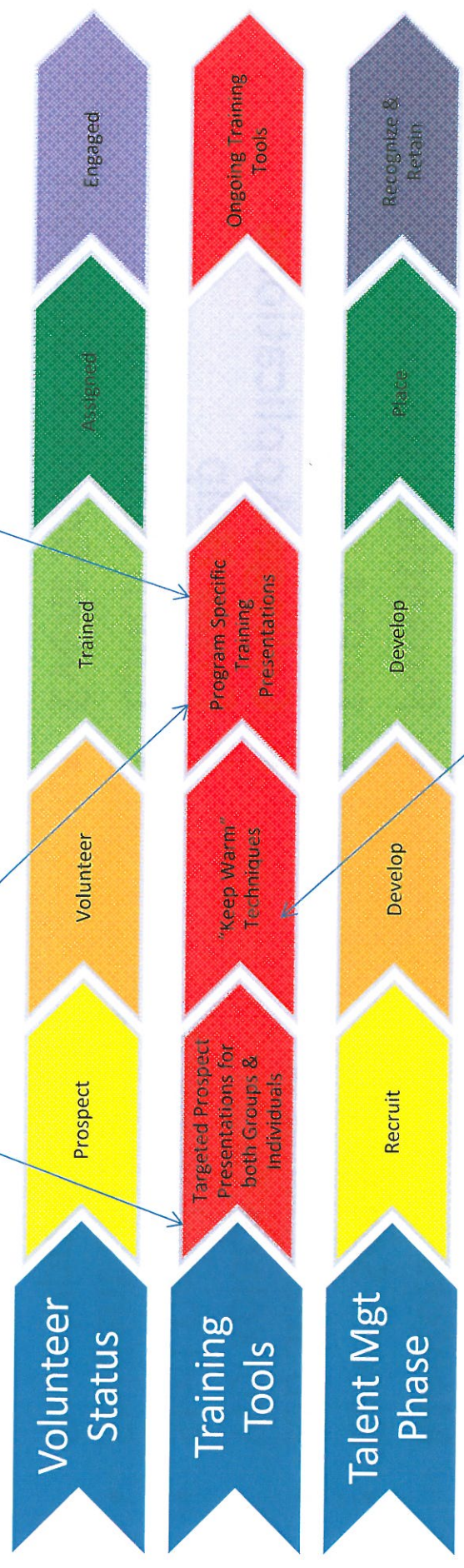
VOLUNTEER RELATIONSHIP MODEL



VOLUNTEER RELATIONSHIP MODEL

Need to build enhanced decks and tools ASAP. Marketing (Kate) to support until outside resources can be identified

MH comment Group vs Individual??



Help from Kate Elliot to develop simple & fast tools to keep waiting volunteers engaged

Volunteer Types

- Mentors
- Volunteer Recruiters for Mentors
- Career Speakers
- Job Shadowing & Workplace Tours
- Staff Development
- Student Leadership Development
- Tutors
- Social Media Literacy
- Graphic Design
- Media Speaker Bureau
- Judges for Competitions
- Financial Literacy
- FAFSA Help
- College Applications Essay Help
- Lunch & Learns
- Event Specific Support
- Committee Member
- Board Member
- Internships

List created through feedback from Staff. Volunteer Opportunity Listing (VOL) has been developed and is being reviewed by staff. Volunteer "Job" Descriptions to follow

Next Steps

- Get new Volunteer Manager up and running
- Recruiting Focus for next Volunteer Committee Meeting
 - Narrow Volunteer Types
 - Presentation Tools
 - Strategic Targets
 - Test & Learns