

Board Meeting Agenda  
Shroder High School  
(Library)  
Tuesday, March 21, 2017  
8:00-10:00AM

- |       |   |            |
|-------|---|------------|
| I.    | Welcome: Toi C. Jones   | 8:00-8:05  |
|       | • Approval of January 17, 2017 minutes  |            |
| II.   | Strategic Plan: review and approve: Toi C. Jones  | 8:05- 8:15 |
| III.  | Planned Giving and Board Giving Update: Dave Plogmann   | 8:15-8:30  |
| IV.   | Mission Moment: JCG Career Specialist Stephanie Parker<br>and Shroder 8 <sup>th</sup> grader Gabrielle Walker | 8:30-8:40  |
| V.    | How we work as ONE: CYC Shroder Program Team:   | 8:40-9:15  |
| VI.   | Committee Updates: Respective Chairs  | 9:15-9:30  |
| VII.  | Poverty Collaborate Update: Jack Geiger/Jane Keller   | 9:30-9:45  |
| VIII. | Dashboard and President's Update: Jane Keller   | 9:45-10:00 |
| IX.   | Adjourn   |            |

**Next Board Meeting: May 16, 2017**

**Upcoming events:**

JCG Annual Career Development Conference: **April 20, 2017** (Sharonville Convention Center)  
CYC 6th Annual Golf Classic: **May 9, 2017** (The Vineyard Golf Course)  
Dream Makers Celebration 2017: **October 12, 2017** (Music Hall)  
Giving Tuesday: **November 28, 2017**

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

**Board Meeting Minutes**  
**CYC Conference Room**  
**Tuesday, January 17, 2017**  
**8:00-10:00AM**

**Board Members Present:** Chuck Ackerman, Stephen Avila, Harold Brown, Steve Condon, Jeff Crull, John Fickle, Jack Geiger, Michelle Hershey, Toi C. Jones, Ralph Lee, Dan Molina, Stephanie Shepherd, Cady Short-Thompson, Barbara Szucsik, Denise Thomas, Kathy Vuturo, Ken Webb, Gail Williams

**Staff Present:** Jane Keller, Maurice Huey, Dave Plogmann, Karen Connell

**I. Welcome and Mission Moment**

- Dan Molina ( on behalf of Toi C. Jones) called the board meeting to order
- Approval of September 27, 2016 board minutes
- National Mentoring Month mission moment: Guests included Western and Southern Mentors at Evanston and Robert Dennison, mentor and Myron Barker, Jr, mentee
- Farewell to Board Member Harold Brown. Ten years as a board member.

**II. Strategic Plan**

**Dan Molina**

- The plan sets the stage for the organization to move forward with an aspirational dream of supporting 10,000 students by 2020.
- Top priority updates by Dave, Maurice and Jane
  - Reviewed the retreat feedback that affirmed plan. Added new ideas or made changes that is in the plan being presented today.
  - Communication messaging and plan is based on a creating clear identity and messaging to heighten CYC awareness and programs in community
    - Outlays are \$30k, \$40k, \$40k respectively over the next three years for media (digital, TV, billboard, prints, etc).
    - By May the key messaging components will be flushed out. Implement in FY18 accompanied by tracking for impact.
  - Programs objective spotlights three priority areas:
    - Expansion of JCG middle program – career and college exploration and awareness that sets up students for transition to high school- that has been at Shroder for 3 years. Cost is relatively low - \$45k supports group of 40 students with follow-ups for a year after exiting the program. Results have met or exceeded program goals. Committee supports the expansion of two school sites with a fee required from the schools. We believe there is net new money available from funders for this program. In fact, a grant for this program is in progress.
    - College mentoring launched in 2016 with board approval based on a 5-year plan with significant growth expectations. Initial cohort of 40 students with expansion to 640 students by year five. Good of Business Foundation provides e college platform and some financial support. Cincinnati Scholarship Foundation (CSF) was identified as a partner for last dollar student scholarships. First year did not panned out as expected. We are meeting with CSF to improve for upcoming seniors. The scholarship has proven as key to retaining students in the program

by like college mentoring programs. We have experienced challenges with retaining students in the program this year. Conservatively, the strategic plan includes \$1k scholarship awards per student. Dan reminded all of the importance that the student gets to the finish line and not stop short; otherwise, the initial efforts of CYC through high school may not end in success in college and career.

- Emergency fund provides small dollars to help students with unexpected costs such as bus tickets to travel to college, band fees, and other incremental fees that are not covered by scholarship or Pell grants. CYC has encumbered funds and we would be looking to increase the annual amount from \$2,500 up to \$5,000.
- Maurice pointed out that both bullet 2 and 3 are important to our Talent Search (TS) grant because of required objectives for post-secondary persistency and 6-year graduation. Without college mentors, the financial incentive and emergency fund, we could negatively affect our results which could put us at risk for not meeting the requirements of the TS grant. Historically, this grant renews every 5 years. Providers who meet the requirements are given experience points that adventitiously positions CYC in front of new proposals.
- Toi thanked the staff for the efforts to create these action steps. It is daunting since we are not in a place to pay for all these services, yet we want to march towards the aspiration of 10,000 students. We need to determine how we (the board) collectively work together to execute the plan using our resources.
- Jane indicated that the other objectives (maximizing funding and grow IT/Talent capabilities) are mostly low cost that we can move forward on with the exception of the database needed for volunteers. **Action steps for March board meeting: Determine what funding strategies such as public, private or reserve fund to cover these priorities. We also have FY18 deficit obstacles to overcome in addition to the dollars needed for the strategic plan. We will present next action steps at the March board meeting and ask board to approve the plan.**

### III. Committee Updates

- Development (Ralph) - Golf outing on May 9th is progressing with confidence that the goal will be met. Trivia Night, Feb 23, is around the corner. We are looking to the board to round up their teams.
- Marketing (Dave for Jeff) – Spending time on work streams that will support the strategic plan.
- Volunteer (Barbara) - Composition is both youthful and experienced with lots of energy and ideas on the use of social media. Need is to recruit mentors and leveraging social media as a vehicle. Additionally, having mentors/mentees at training sessions to share experiences and answer questions. Thank You Mentor event is on January 19 – come and be inspired.
- Program (Cady) – With Harold's resignation, Dean Cady Short Thompson will take on chair role. Two partnership opportunities are the college mentoring initiative with UCBA for students with GPAs of 2.0 or higher and second is UCBA bridge program for CPS and Norwood seniors that helps remediate math deficiencies and get students acclimated to college environment. CYC will help seniors apply to the three-week bridge program that will include some incentives.
- Finance- actual vs budget income statement is on target with 6 months left to help improve projected deficit. Will be working on FY18 and opportunities to fund strategic plan

### IV. Dashboard and President's Report

Jane Keller

- Reminder that student outcomes are annual although progress to date is good. Trending above targeted students served. Last four years have had efficiencies of 5% annually with a growth rate from 3,168 to 5,412 over the last three years. About 1,000 of the student increase is due to the new program at Norwood High School.
  - Jack asked if the students are individual per program, but there may be a cross over with mentored students.



- Steve asked difference between work readiness (JCG) and college and career. The difference is JCG will have higher percentage of students transitioning to careers vs college. The focus is work readiness/career preparation and aligning their interests to the right path – training, certificates or college.
- Jack asked if the 90 W&S mentors are in our program. Maurice wasn't sure, but believes that some of the volunteers are with other school programs, which we collaborate with at the school.
- Dashboard indicators are green.
- President's report – thanks to Gail and Ken who participated in Norwood career day discussions, to Dan for connecting CYC to Ohio Latino Commission and to Steve who has helped worked through portfolio issues. Talent Search seniors have applied to over 140 colleges to date and 86% have applied to at least one college. Saturday Hoops had 100 youth with 100 volunteers. Through SH we have grown 25 1-1 mentors. Board packets include board roster, the calendar of board meetings and foundations with trustees. **Action Step: If you recognize any names associated with the Foundation, please let Dave know.**

#### V. New Business

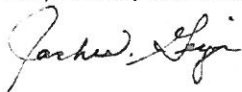
Dan Molina/Jack Geiger

- Board Bios project – Look for a future communication from Dan regarding your bios to assemble a board bio package. Allows board members with deeper profiles of each other.
- Poverty Collaborative stats: family of four requires an income of \$50k to be beyond poverty, 80% of head of houses are women, 72% of jobs in Cincinnati are less than \$50k, 40K units needed for individuals to live.
  - CYC asked by Mayor to participate on poverty collaborate – Jack will represent CYC on the steering committee
  - Objective : Support family through a mentoring model that lifts the family out of poverty
  - The work for CYC is to leverage what we do and connect it to poverty collaborative for a family centered approach
  - CYC Task force (next 3 plus months) will review what we do, who do we touch, who do we interface within family, what agencies we use for partnerships or referrals and how we could help the poverty collaborative meet their goal of mentoring families.
  - Strategically, this could help with increased funding for our program supports
  - UW is looking for agencies to have a family mindset approach. They have not identified what a family mentoring model looks like. CYC would like to help lead the work.
  - Jack believes this effort helps with the crystallization of our message, highlights the handoffs we have or should have, helps shore up our strategic plan and helps provide a family centered approach for CYC and the community.
  - **Action Step: If you are interested in the effort, please contact Jack.**
- Denise Thomas announced her retirement from Kroger since she will not be able to attend the March board meeting. She will be resigning from CYC's board; however, succession plans for her Kroger replacement are in progress.

#### VI. Meeting Adjourned at 10:03 am

Dan Molina

Respectfully submitted,



Jack Geiger,  
CYC Secretary

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



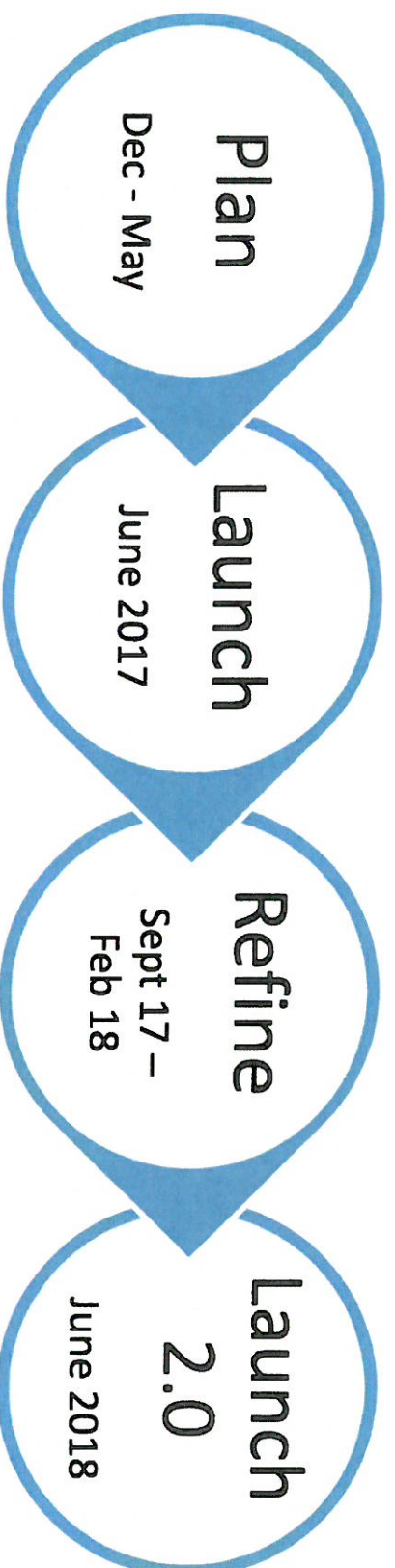


Cincinnati  
Youth  
Collaborative

brighter futures • achieving dreams

Planned Giving

# Planned Giving Timeline



brighter futures • achieving dreams

# Structure

## Gift Acceptance Policy

- Need a clear policy for types of gifts accepted and how they can be used
- Gift Acceptance Policy approved by Dev. Committee

## Types of Planned Gifts Accepted

- Bequests
- Life Insurance
- Stocks
- Other in future phases

## Internal Owner

- Chief Development Officer

## External Expertise

- TBD



# Program

## Program Name

- CYC Tomorrow Fund Legacy Circle

## Program Benefits

- Inclusion in Annual Report
- Receive annual updates via newsletter regarding growth of the group
- Recognition slide at Dream Makers
- Inclusion on CYC Giving Wall
- Voices of Giving Recognition for key gifts with donor approval

# Marketing

Launch – June 2017 with letter to key prospects

- Include intentional focus on uncovering undisclosed current gifts
- John Pepper & Susan & Dan Pfau to co-sign letter

Incorporate Into Existing Materials

- Website, Mailings, Emails, more

Recognition Protocol

- Per donor direction

# Metrics

## How to Measure

- Pledges
- Known Dollars

## Projections

- 5-10 year forecast



## BOARD GIVING RECAP - FISCAL 2016

Ttl Eligible Board Members	23
----------------------------	----

	Total \$\$	Avg. Per Board Member
Total Giving:	\$ 25,486	\$ 1,108.09
Reserve Fund	\$ 13,796	\$ 599.83
Annual Fund	\$ 11,690	\$ 508.26

Annual Fund Gift Distribution	
Range	# of Members
\$1000-\$2000	5
\$350-\$500	6
\$200-\$250	3
\$100-\$160	3
\$0	6

\* DOES NOT INCLUDE ANY UNITED WAY DOLLARS DESIGNATED TO CYC  
OR ANY IN KIND DONATIONS

## **CYC Gift Acceptance Policy**

CYC seeks gifts and future gift commitments that are consistent with its mission. Gifts generally will be accepted from individuals, partners, corporations, organizations or other entities without limitations: unless acceptance of gifts from a source is inconsistent with the organization's beliefs, values, and mission. CYC accepts gifts of cash, ordinary gifts of stock, life insurance policies and bequests. Any gifts outside of these previously mentioned types including, but not limited to, securities, real estate, personal property, charitable remainder trusts, charitable gift annuities and charitable lead trusts, will only be accepted if consistent with the organization's beliefs, values and mission after review and approval by both the Development Committee and the President/CEO.

CYC will not accept gifts from companies whose products may be harmful to those we serve or from supporters whose request for recognition is incompatible with our philosophy. Furthermore, any gift that is incompatible with the mission of CYC, conflicts with CYC's core values, or creates a financial, administrative or programmatic burden will not be accepted.

In processing, all gifts will be coded in the donor database for the constituency source from which the gifts were given (e.g., individual, corporation, foundation, organization, etc.).

Multiyear pledges for major gifts (more than \$5,000) are encouraged, but should not exceed 5 years in duration. Supporters should complete and sign a gift or pledge agreement form detailing the purpose of the gift, payment schedule and how he or she wishes the gift to appear in recognition materials.

Supporters are encouraged to support their areas of interest. CYC priorities includes gifts for unrestricted and restricted purposes. When gifts with restrictions are accepted, these restrictions will be outlined in the supporter's gift or pledge commitment letter and CYC will, to the best of its abilities, respect the restrictions noted.

**All noncash gifts**, other than ordinary gifts of stock, will be reviewed prior to acceptance because of the challenges they create. Bonds, and other securities will be accepted only upon approval of the Development Committee and President/CEO at their sole discretion. CYC will sell all publicly traded securities within 3 months of acceptance. The date of acceptance will be calculated as (1) the date the certificate is personally handed to a representative of CYC or (2) the date and time of transfer if electronically transferred to a CYC account.

**Gifts of real estate** are subject to review and approval by CYC's Development Committee and President/CEO prior to acceptance. The supporter will be responsible for obtaining and paying for an appraisal of the fair market value and environmental audit of the property. Property that carries a mortgage will not be accepted.

**Life insurance** will be accepted if CYC is named as the owner and beneficiary of the policy.

**Gifts of tangible property** must have a use related to CYC's tax-exempt purposes and be consistent with its beliefs, values, and mission. These gifts will be used by or sold for the benefit of the organization. Any gift of property worth more than \$5,000 requires an authorized

appraisal, which will be paid for by the supporter. These gifts are subject to review and approval by the Development Committee and President/CEO.

For non-cash gifts, CYC and the supporter must complete Form 8283. CYC will not appraise the value of the property, but, as set forth in the form and its instructions, who does the appraisal and how it is done varies with the type and value of the donated property.

**For in-Kind Gifts,** CYC accepts those that support its mission, are consistent with its policies and are properly accounted for and acknowledged. Supporters must complete a gift-in-kind form that includes the name of the supporter, a description of the item(s), the retail value of the item(s), and permission to publicly recognize the donation. Once accepted, the donated item(s) become the property of CYC, and CYC retains the right to dispose of a gift-in-kind as it sees fit unless another arrangement has been made with the supporter.



## **Naming Opportunities**

This is an opportunity for a supporter(s) to name something at CYC, whether a program, initiative, scholarship, etc., in honor or memory of someone who the supporter wishes to recognize, in exchange for a gift (or gifts) given to CYC. The gift will be designated based upon the purpose or the guidelines set forth in the structure and language of the agreement. Naming opportunities, including the appropriate gift size, the funding plan and the manner in which the gift will be utilized, must always meet the approval of the CYC Board of Directors.

Pledges and future gifts will be recognized for the full amount when the documentation is signed. In the event the pledge or future gift is canceled the recognition will be removed or shall be reduced to the level of the gift given.

All signage language must be approved by the donor before ordering, but should conform to standards adopted by CYC.

Amounts exceeding \$1,000,000 will be profiled in the annual report, prominently displayed at top level on donor recognition wall, given naming opportunities (including Programs) to be selected, and website recognition.

Amounts exceeding \$500,000 will also be profiled in the annual report, prominently displayed at second level on donor recognition wall, given naming opportunities (excluding Programs) to be selected, and website recognition.

### **Naming Opportunities-**

- Scholarships – Variable amounts
- Programs (Gifts of \$1,000,000 or more) - Naming rights will be secured for 5 years. Terms greater than 5 years will require Board approval. Recognition will include signage on the property and prominent mention in the annual report and on the website. Once the signage is in place, the program will be referred to as the “donor name” + program. (ex. The Schott Foundation Mentoring Program)
- New initiatives – Variable amounts
- Meeting Rooms – Variable amounts
- Plaques – Variable amounts
- Donor Wall – Variable amounts



# Cincinnati Youth Collaborative

---

**brighter futures • achieving dreams**  
**FORM / STORM / NORM / PERFORM**

*The Development of Team Shroder*

***CYC Board Meeting / March 21, 2017***

## **Team Shroder includes:**

- Je'Von Calhoun, College & Career Mentor Coordinator
- Bashia Price, AmeriCorps Ohio College Guide
- Stephanie Born, Talent Search Advisor
- Stephanie Parker, JCG Middle School Career Specialist
- Kayla Ritter Rickels, College & Career Success Manager and Team Shroder Lead



# Our Impact

## Introducing, Stephen Wynn:

- 11<sup>th</sup> Grader at Shroder Paideia High School
- JCG Middle School Program during 2013/14 Academic Year
- AmeriCorps Student since December 2014
- Talent Search Student since December 2012
- Mentoring Student since August 2014

# Scope of CYC Services within Shröder

Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	<1 Year Post Grad	1-6 Years Post Grad
JCG Middle School Program		JCG Follow-up Year					
TRIO Talent Search Program							
AmeriCorps Ohio College Guide Program							
College & Career Mentoring						College Mentoring	



# From humble beginnings....

- Structure began 3 years ago
- Need for Team Shroder framework due to enrollment numbers across programs
  - Improved service and transition opportunities
  - Ability to co-serve the students with multiple needs

## Shroder Program Enrollment - AY 2016/17

JCG Middle School 50

AmeriCorps 165

Talent Search 261

College & Career Mentoring 21

**...into a high-performing team...**

Collective Impact initiatives such as:

- AmeriCorps + JCG MS classroom collaborations
- Talent Search + AmeriCorps college visits
- Mentoring + Talent Search dual programming
- Hosting Shroder Community Month in April



**...through continuous quality improvement.**

- Monthly meetings to discuss caseloads, services gaps, and team needs
- Wrap-around service discussion for at-risk students
- Expansion of programming informed by highlights needs of the school and opportunity gaps in existing programming



# And we're only getting started!

Next academic year will include a rollout of:

- Addition of the 1Girl mentoring program
- Increased parental engagement programming
- Monthly community engagement opportunities
- Strategic afterschool programming for middle school students

and a continuation of the collaborative programming and impact we've established.



# Questions?

- Je'Von Calhoun, College & Career Mentoring
- Bashia Price, AmeriCorps Ohio
- Stephanie Born, Talent Search
- Stephanie Parker, JCG Middle School
- Kayla Ritter Rickels, Team Shroder Lead

**Thank you for all you do as board members;  
you help make Team Shroder's work possible.**

**Cincinnati Youth Collaborative**  
**Statement of Financial Position**  
**February 28, 2017**

	As of 2/28/2017	As of 6/30/2016	Feb - Jun Change
Cash and cash equivalents	\$ 551,185	288,225	262,960
Investment Account	2,607,561	2,287,957	319,604
Accounts Receivable **	407,698	481,522	(73,824)
Tomorrow Pledges, net of discount	416,172	548,222	(132,050)
Contributed Rent Receivable	168,613	252,415	(83,802)
Property and equipment, net	690	690	-
Prepaid Expenses	37,795	93,069	(55,274)
<b>TOTAL ASSETS</b>	<b>\$ 4,189,714</b>	<b>\$ 3,952,100</b>	<b>\$ 237,614</b>
Accounts Payable	\$ 23,118	37,954	(14,836)
Accrued Vacation	51,915	51,915	-
Accrued Payroll Taxes	6,290	3,420	2,870
Accrued Expenses	-	12,080	(12,080)
Fiscal Agent - CPS	55,099	-	55,099
Deferred Revenue	145,978	34,495	111,483
Net Assets	3,907,314	3,812,236	95,078
<b>TOTAL NET ASSETS &amp; LIABILITIES</b>	<b>\$ 4,189,714</b>	<b>\$ 3,952,100</b>	<b>\$ 237,614</b>
<b>** Accounts Receivable:</b>			
Accenture	-	5,000	
Business for Good	85,000	95,000	
Cinti Arts and Technical Center	-	-	
CPS	22,535	4,836	
City of Cincinnati	22,333	15,333	
Community Connectors	4,523	5,775	
Gear Up Grant	41,249	52,804	
Hamilton County - In School	43,995	133,351	
Jobs for Ohio Graduates	13,666	-	
Pfau Foundation	40,000	80,000	
SWORWIB	-	1,141	
Talent Search grant	38,161	47,145	
Accenture - golf	-	800	
United Way - JCG & Mentoring	63,857	40,118	
US Bank	4,929	-	
Pledges for 2017 Event Sponsorships	26,780	-	
Northern Kentucky University	670	220	
<b>Total</b>	<b>\$ 407,698</b>	<b>\$ 481,522</b>	



**Cincinnati Youth Collaborative**  
**Budget to Actual - Unaudited**  
**As of February 28, 2017**

	<b>Annual Budget</b>	<b>2/28/2017</b>	<b>66.67% of Budget</b>
<b>Income</b>			
4005 Individual	142,000	146,273.97	103.01%
4010 Corporate and Business	34,000	13,117.04	38.58%
4015 Foundations	611,000	306,226.96	50.12%
4020 United Way allocation	77,250	79,629.00	103.08%
4022 Other Organizations	37,300	44,231.14	118.58%
4026 Saturday Hoops	21,550	57,375.00	266.24%
4105 Talent Search	452,772	318,517.55	70.35%
4110 GEAR Up	274,770	152,955.67	55.67%
4120 Workforce Investment Act - WIOA	350,000	212,530.93	60.72%
4125 City of Cincinnati	100,000	56,999.98	57.00%
4150 JOG revenue	80,000	54,666.66	68.33%
4160 Community Connectors	90,000	38,647.10	42.94%
4200 Fee for Service - Schools	372,700	263,422.84	70.68%
4207 Fee for Service - CATC	5,000	5,000.00	100.00%
4505 Dividend, Interest (Securities)	60,548	37,078.79	61.24%
4605 Miscellaneous Revenue	1,000	37,414.00	0.00%
4905 Dreammakers event	140,000	156,739.00	111.96%
4915 Golf outing	56,000	31,005.00	55.37%
4930 Other special event	19,000	20,203.00	106.33%
<b>Total Revenue</b>	<b>2,924,890</b>	<b>2,032,033.63</b>	<b>69.47%</b>
<b>Expenses</b>			
6005 Salary and wages	1,794,350	1,157,264.85	64.49%
6010 Social security payroll tax	110,613	67,175.65	60.73%
6015 Medicare payroll tax	25,871	15,710.23	60.73%
6020 State unemployment (SUTA)	20,008	23,598.66	117.95%
6025 Workers compensation	11,130	7,959.50	71.51%
6030 Health insurance expense	176,542	103,132.11	58.42%
6035 Dental insurance	8,704	5,891.62	67.69%
6040 Life, STD and AD & D	20,408	14,794.27	72.49%
6045 401 K match	58,321	36,091.42	61.88%
6100 Advertising	4,980	4,979.53	99.99%
6110 Bank fees	14,450	10,136.85	70.15%
6115 Campaign expenses	-	197.85	0.00%
6120 Consulting services	8,750	3,418.41	39.07%
6130 Depreciation	-	-	0.00%
6135 Donor recognition	5,925	1,205.85	20.35%
6140 Dues & subscriptions	17,777	12,587.65	70.81%
6145 Emergency Fund	2,000	3,604.11	180.21%
6160 Equipment expenses	12,533	11,770.27	93.91%
6172 Liability Insurance	10,500	7,404.64	70.52%
6174 D&O Insurance	6,540	4,345.36	66.44%
6190 Meeting expense	3,880	3,192.76	82.29%
6200 Miscellaneous	4,950	7,553.75	152.60%

**Cincinnati Youth Collaborative**  
**Budget to Actual - Unaudited**  
**As of February 28, 2017**

	<b>Annual Budget</b>	<b>2/28/2017</b>	<b>66.67% of Budget</b>
6210 Office supplies	6,550	5,802.55	88.59%
6220 Postage	6,224	2,304.15	37.02%
6230 Printing	7,400	3,600.72	48.66%
6240 Professional Development	30,580	32,819.84	107.32%
6250 Professional fees			
6251 Accounting	149,778	108,000.00	72.11%
6252 Legal	2,000	-	0.00%
6253 Payroll processing	3,445	2,618.55	76.01%
6254 Plan administration	7,200	3,494.67	48.54%
6260 Program expenses	355,615	215,731.18	60.66%
6275 Technology	14,625	17,537.05	119.91%
6280 Telephone and data	5,760	3,720.00	64.58%
6285 Temporary personnel	8,000	5,098.00	63.73%
6300 Travel	22,750	7,716.82	33.92%
7000 Special event expenses			
7005 Catering	36,750	27,600.57	75.10%
7010 Consulting	-	732.00	100.00%
7012 Entertainment	13,800	16,707.00	121.07%
7015 Equipment rental	3,500	6,060.00	173.14%
7020 Postage & Printing	4,000	3,405.14	85.13%
7030 Occupancy	11,000	3,000.00	27.27%
7035 Supplies	5,000	4,040.56	80.81%
7040 Travel	1,000	23.26	2.33%
7045 Miscellaneous - special events	250	7,335.83	2934.33%
<b>Total expenses</b>	<b>3,013,459</b>	<b>1,979,363.23</b>	<b>65.68%</b>
<b>Net gain/ (loss)</b>	<b>(88,569)</b>	<b>52,670.40</b>	<b>-59.47%</b>
<b>Add(Subtract) back:</b>			
Tomorrow campaign	-	(100.00)	
Net effect of contributed rent	-	(83,802.22)	
Net Artlinks	-	8,620.57	
Net Youth Summit	-	(3,817.59)	
Net Champions for Urban Youth	-	-	
Unrealized gain/ (loss)	-	121,507.14	
<b>Net (loss)/ gain before temporarily restricted</b>	<b>(88,569)</b>	<b>95,078.30</b>	
Temp restricted funds	-	95,000.00	
<b>Net (loss) gain after temporarily restricted</b>	<b>(88,569)</b>	<b>190,078.30</b>	
<b>Operational Surplus/ (Loss)</b>	<b>(88,569.00)</b>	<b>147,670.40</b>	

**Note: Ohio College Guides includes \$121,000 of in-kind salaries paid by College Now for the 10 Americorps volunteers.**

To: CYC Board of Directors  
From: Jack Geiger  
Re: Child Poverty Collaborative (CPC) Steering Committee Update #1

As the CYC Child Poverty Collaborative Steering Committee representative, I wanted to provide you with an update of baselines and activities. The first meeting was held on Feb 1 and the expansion for the newly added members to the steering committee introduced each other. The steering committee will meet 11 times in 2017 in addition to sub-committee meetings and is tasked with bringing input from agency, community and administrative perspectives not previously involved in the project. Information shared thus far included data from efforts completed over the past year. The numbers are compelling and include:

39% of children in Cincinnati lived in families below 100% of Federal Poverty Level, Cincinnati ranked #6 in child poverty as of 2015, 85% of families with children in poverty were headed by single females, 67% of children in single mother households have a mother who is working, Cincinnati children experience high rates of ACEs, there is a 40,000 unit affordable housing gap, Cincinnati rated last, 12<sup>th</sup> of 12 cities our size with jobs in neighborhoods with transit and, there is much more. (reports available [childpovertycollaborative.org](http://childpovertycollaborative.org))

#### The CPC Commitments

1. Catalyze an effort called "One-To-One" which will partner families and coaches to build family capacity to overcome barriers and move to self-sufficiency.
2. Convene an Employer Roundtable of Human Resource Professionals and other executives to share ideas and best practices for how companies can better improve employment opportunities for entry-level employees.
3. Activate community resources to examine ways legislative policies and practices can be changed to empower more people to move from poverty to self-sufficiency.
4. Serve as an important convener in the community.
5. Support a New Direction for the United Way whose primary focus is expanding opportunity for families in poverty.

As John Pepper outlined in a memo to the mayor, the action steps to achieve the goals of moving 5000 families out of poverty in 5 years are dependent upon:

1. Understanding and responding to individual family needs on a neighborhood-by-neighborhood basis, informed and driven by paid coaches who would have continuity in their roles.
2. Taking advantage of existing organizational contacts with families to provide insight on where families need help.
3. Aggregating resources so they can be tapped sufficiently and holistically to address individual needs.

Our services support these points:

1. Understand needs and communicate with community based family coaches to help families – **CYC identifies family needs, interfaces with the service agencies and connects these together now. The paid coaching component is needed in order to be able to scale and manage this function.**
2. Identify existing resources working with families in poverty who provide a broader view of the

family needs: **Through our consistent interaction with youth, CYC is a key resource in the critically important task to identify family needs. CYC is engaged with students throughout their development. Together we have achieved impressive results outlined below which are accomplished by working and coordinating with a variety of community agencies.**

- a. CYC supports over 4,600 youth in grades 2 through post –secondary. Programs supported by 40 plus professional staff located in schools and complemented by 800 volunteers, most are involved in mentoring relationships. Our staff, career and college specialists, can also be viewed as “in school” mentors because of their daily interactions and relationships with students. Because of the trusted relationships with youth, staff and mentors often have extended insights into families through the eyes of the young person.
  - b. Students we support finish over the line (high school graduation) and with real life plans for life success after high school.
    - Key results: 96% promotion rate, 95% of seniors graduate on time  
69% transition to college, 88% of students (one-year post high school) are successful in their post high school plan
  - c. Two programs - mentoring and Jobs for Cincinnati (work and career readiness) – are well suited to provide “windows of insight” to family needs because they are designed to build trusted relationships with youth, who often live in single head of households and below the 200% federal poverty level. Both programs follow the student after high school.
3. **Organize and aggregate resources for access by paid coach: CYC can serve as a key youth contact/aggregator for the community coach to provide insight on where families need help.**
- a. **CYC programs support schools with high need student populations.**
  - b. **CYC programs reach our youth on a daily basis**
  - c. **CYC programs have long tenured relationships with school staff and work collaboratively with other organizations to support student needs.**
  - d. **CYC programs have on line platforms that capture student/family information**

I look forward to forwarding these points and to working with CYC Board Members to present our unique position of strength and leadership in bringing implementable solutions through collaboration. As we all know in order to expand, we will need additional funding. If our mission and capabilities are communicated, understood and leveraged, CYC will be in a leadership role in this effort. More to follow.



## Jane Keller

---

**From:** Jane Keller  
**Sent:** Wednesday, February 22, 2017 11:57 PM  
**To:** Kayla Rickels; Antione Spriggs (aspriggs@cycyouth.org); Judith Moore  
**Cc:** Maurice Huey; David Plogmann  
**Subject:** Studio C and CYC  
**Attachments:** SKM\_C654e17022209190.pdf

All

In January, the mayor's office reached out to CYC to talk about the poverty collaborative and the services we provide to youth. As part of that conversation, the Mayor asked CYC to participate in the poverty steering committee to help create an action plan to lift families from poverty. Jack Geiger, CYC board, will be involved with the poverty collaborative steering committee. Additionally, the UW is helping to facilitate the work and is aligning its efforts with agencies to support the work.

Each year the UW underwrites the cost of its agencies to explore ideas and opportunities about its services. This year the UW is looking to agencies like CYC to help explore more family- centered approaches to poverty alleviation and reduction. The idea generation occurs with a small team facilitated by studio C (which is part of Design Impact). I am excited to have your leadership to help us think about how our practices may be improved or strengthen with families.

We believe because of the relationships staff (and mentors) have with students that we have a lens into family through our students that might help families connect to supports they need. Additionally, our ideas can help explore how we could leverage family centered approaches with our services. With that in mind, we applied for studio C. All applicants participate in 3 sessions. After week 3, studio C will check in with the teams to determine if their idea is in a position to move forward for the remaining nine weeks.

It is a significant time commitment if selected for the entire 12 weeks. Attached provides the timeline for selection and the schedule thereafter. Your names were submitted with mine. We are tentatively scheduled for the first three sessions (March 16, 23, and 30) for the afternoon session from 3-5pm. The initial teams are small – I am not sure if or how teams grow thereafter.

In advance of the 1st studio C session, I am scheduling a short meeting to talk further as a team. The application was an on line form – pretty simple – that I will share with you. There is also a webinar presentation on family practice approaches that we are to watch prior to the March 16th meeting. I will forward the link to you.

Looking forward to our experience. If you have any questions in the meantime, stop by or give me a shout.

Jane

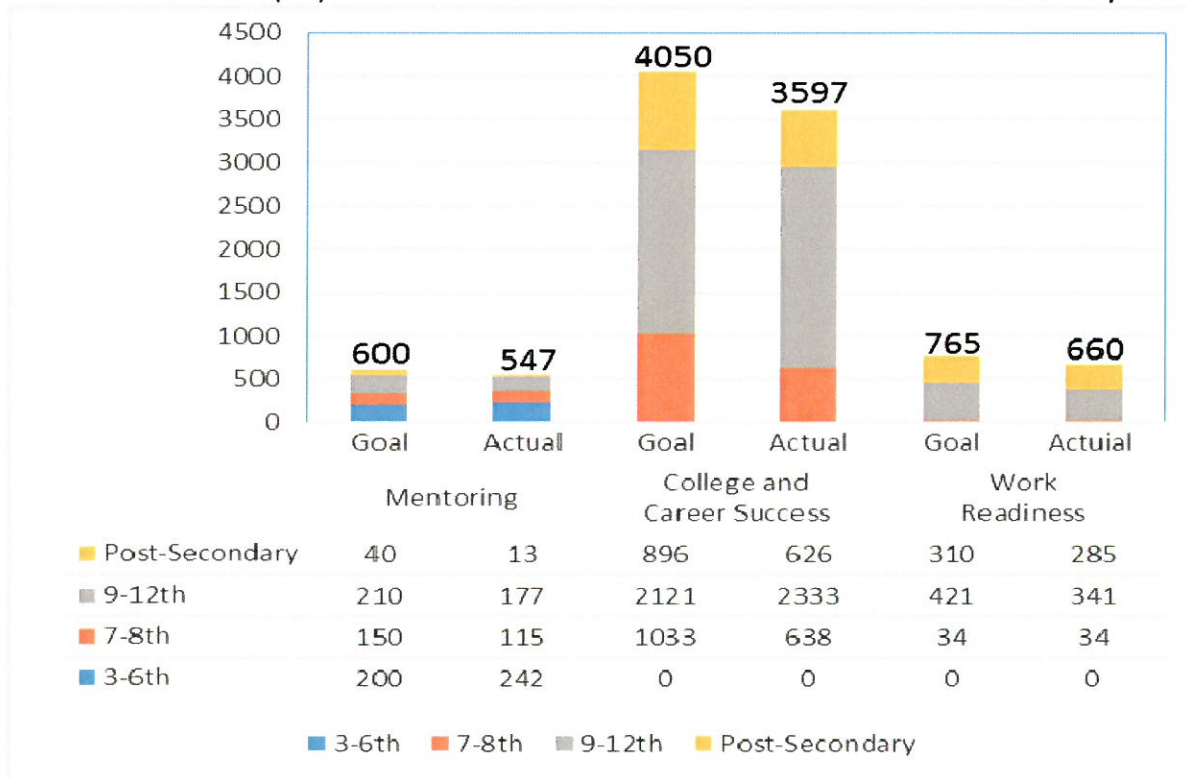
**Mission: CYC empowers vulnerable children and young adults to overcome obstacles and succeed in education, career and life**

March 21, 2017

	Academic Year 2015-2016	Academic Year Goal 2017	Benchmark
Student Grade Promotion	93%	90%	*CPS (87%) & *NCS (89%)
Senior Graduation	96%	95%	*CPS (71%) & *NCS (89%)
College Enrollment	69%	65%	NCAN (53%)
College Persistence	NA	80%	NCAN (76%)
Positive Outcomes (Enrolled, Enlisted or Employed)	83%	85%	JAG (77%)

\*Cincinnati Public Schools (CPS)

\*Norwood City Schools (NCS)



CYC Indicators: For Fiscal Year July 1, 2016 through June 30, 2017			
	Measure	YTD (Feb. 28, 2017)	Goal
Volunteers	% of mentors retained >1 year	63%	75 % goal (National is 65%)
	# of mentors and groups	683	675
Budget	Revenue	\$2,032,034	\$2,924,890
	Net surplus/deficit	\$147,670	(\$88,569)
Development	New Donors	194	375
	Retention of donors	35%	55%
	Annual Campaign	\$892,425 (80%)	\$1,116,550
Marketing	Awareness Touchpoints	44,182	62,335

Green=On Target

Yellow=Watch-Out

Red= Alert



# leadership | 2020

## TURNING TODAY'S GREAT EMPLOYEES INTO TOMORROW'S GREAT LEADERS

### LEADERSHIP TRAINING THAT WORKS!

Leadership 2020, based on the renown best seller *The Leadership Challenge*, equips future leaders with tools they need for success. This exclusive program combines evidence-based practices, stimulating discussion, rich feedback, practical exercises and personal challenges that fuel the development of great leaders.

### WHY IS IT SO EFFECTIVE?

#### PROVEN:

Thoroughly researched and proven to drive results based on thousands of case studies and decades of real world application.

#### PRACTICAL:

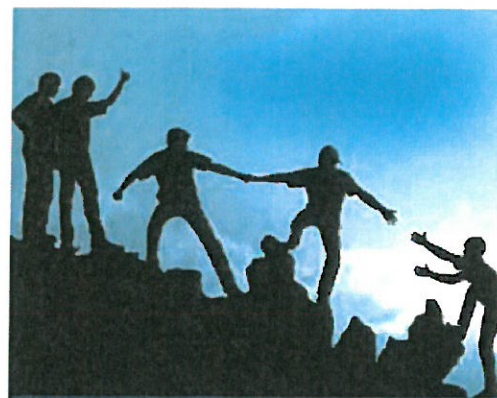
Immediately actionable through rich personal feedback from the most widely used leadership inventory in the world, the Leadership Practices Inventory®.

#### RETAINED:

New habits last longer due to unique combination of knowledge, practice and emotional connection.

*"A simple model provides a framework that's easy to relate to with clear behaviors that enable action."*

*– Dave Palm, SVP Operations, 84.51°*



### PROGRAM DETAILS

**WHEN:** May 24–26, 2017

**PLACE:** Camp Joy  
Clarksville, Ohio

#### PROGRAM INCLUDES:

- 2 1/2 day The Leadership Challenge Workshop experience.
- 3 follow-up sessions
- Membership in a Leadership Circle

#### TUITION:

\$2950 per person; includes lodging, food, 360° feedback, all program materials, and experiential activities. (Call for applicable discounts)

#### PRESENTED BY:

International Leadership Associates,  
[www.i-lead.com](http://www.i-lead.com)

Venture Out! Team and Leadership Center, [www.ventureoutatjoy.com](http://www.ventureoutatjoy.com)

#### ABOUT THE VENUE:

Camp Joy is located on 317 wooded acres 45 minutes north of Cincinnati. Venture Out! Team and Leadership Center hosts residential executive education programs designed to immerse and challenge participants in a unique nature setting.

#### TO REGISTER ONLINE:

(or for more information, go to):

[www.i-lead.com/leadership2020](http://www.i-lead.com/leadership2020)  
or call: 513-755-7112

Join for as low as

**\$19<sup>99</sup>**/YR.

LEARN MORE ([HTTP://OFFERS.CINCINNATI.COM/SPECIALOFFER?GPS-SOURCE=BENBMA&UTM\\_MEDIUM=NANOBAR&UTM\\_SOURCE=BOUNCE-EXCHANGE&UTM\\_CAMPAIGN=NANOBAR](http://offers.cincinnati.com/specialoffer?GPS-SOURCE=BENBMA&UTM_MEDIUM=NANOBAR&UTM_SOURCE=BOUNCE-EXCHANGE&UTM_CAMPAIGN=NANOBAR))

## Kasich: Ohio shaking 'Rust Belt' image through education

John R. Kasich 11:51 a.m. ET Feb. 13, 2017



(Photo: AP/Carolyn Kester)

*Republican John Kasich is serving his second term as Ohio governor.*

Once disparaged as a "Rust Belt" state, Ohio and its economy have broken away from that long-outdated image as we are fast becoming home to the "Knowledge Belt" of the 21st century. Ohioans no longer need to move to some other state in order to pursue cutting-edge, high-paying careers in such fields as cloud computing, data analytics, artificial intelligence and advanced manufacturing. Those jobs are here.

As we continue to diversify Ohio's economy with the jobs and industries of tomorrow, as we've done by attracting companies like Amazon to our state, what are the keys to making further progress?

I am convinced that it's all about education and workforce training. These are the keys to unlocking the future and they are essential elements in today's economy to ensuring people don't fall behind when technology forces profound changes for industries and their workforce needs in our state.

To make that work, Ohio must continue to transform what had become archaic education and workforce training systems into those systems that better prepare workers to be more competitive in today's global marketplace. That's why I challenged my Executive Workforce Board of business leaders to recommend new ways to keep up with the fast pace of change.

These leaders recommended that Ohio create stronger connections between educators and businesses to help guide students toward the in-demand jobs in their region. It's great advice, and we are putting the board's recommendations into motion as part of the state budget, including placing three non-voting business leaders on each school board, providing high school credit for career exploration, and making sure that more schools provide credit for internships and work experience. We're also looking to take better advantage of our strong system of local libraries by making them hubs for adult learners to take online courses and gain new skills.

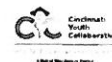
**Buy Photo**



DePaul Cristo Rey High School is preparing its students by offering work experience at every grade level, Ohio Gov. John Kasich writes. Shown, senior Maggie McDonald participates in an after-school offered by La Soupe. (Photo: The Enquirer/Liz Dufour)







## CINCINNATI YOUTH COLLABORATIVE

**Who We Are:** More than thirty years ago, as Cincinnati was facing exceedingly high dropout rates, concerned business, community and school leaders, championed by then Procter & Gamble CEO John Pepper, pioneered the idea of collaboration between the business community and public schools. They created a game-changing model for intervention and founded Cincinnati Youth Collaborative.

CYC has created a pathway to success for 175,000 disadvantaged students in our community. CYC is uniquely, one of the longest-standing strategic relationships with Cincinnati Public Schools district-wide, with access to school academic data and a strong collaborator with United Way of Greater Cincinnati, City of Cincinnati, Southwest Ohio Region Workforce Investment Board and the Strive Partnership.

**What We Do:** CYC makes a significant difference in the lives of vulnerable youth in 2nd grade through college by providing a range of services designed to keep kids in school, prepared for college and career, and on the pathway to success.

With community volunteers and businesses, CYC strives for dropout prevention by offering mentoring, college readiness and success, and career preparation. CYC is a partner with Cincinnati Public Schools, Winton Woods, North College Hill, and Norwood City Schools and is also the only local organization to offer a full range of youth development services both within and outside of schools.

**Why We're Important:** CYC empowers vulnerable children and young adults to overcome obstacles and succeed in education, career, and life. 96% of CYC seniors graduated on time from high school and 89% of CYC seniors successfully transferred to job, college, or military in the 2015-2016 school year.

Students preparing for the workforce are taught critical core competencies including constructing a resume, completing a job interview, demonstrating time management, identifying career interests and exhibiting personal accountability. Additionally, students enrolling in college have the knowledge and skills to persist and graduate.

**How We Serve the Community:** CYC was founded on the mission of empowering vulnerable youth to overcome

obstacles and succeed in education, career, and life along with the passion of community leaders who believed that every child and young adult deserves a bright future. Today, this passion is alive in more than 1,000 individual volunteers and over 59 companies who create a support system for our city's youth.

Our programs directly impact the lives of students, who go on to become productive members of Cincinnati. CYC alumni are attending local colleges and universities, working in local businesses, and volunteering in the community.

### How You Can Help:

**One-to-One Mentoring** - Matches an adult mentor with a student in grades 2-12. This is a one-year commitment with an average of one hour weekly contact with a student.

**College Mentoring** - Matches an adult mentor with an incoming college freshman to provide academic and personal support and encourage a successful first year.

**Group Mentoring** - A team of mentors shares the responsibility of meeting with a group of students after school on a regular basis.

**Worksite Mentoring** - Partners with local businesses to find the most appropriate way to give back to students.

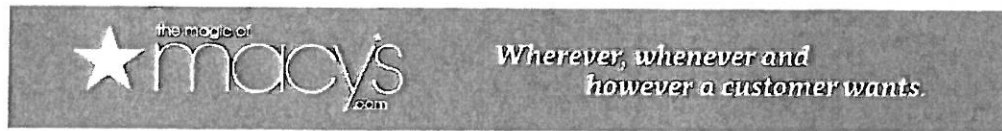
**Make a Gift** - Invest in a student's future by making a donation to CYC at [cycyouth.zjoinme.org/MakeAGift](http://cycyouth.zjoinme.org/MakeAGift)

Cincinnati Youth Collaborative  
301 Oak St., Cincinnati, OH 45219  
(513) 363-5200  
[www.cycyouth.org](http://www.cycyouth.org)  
[facebook.com/cycyouth](https://facebook.com/cycyouth)  
[twitter.com/cycyouth](https://twitter.com/cycyouth)

CYC President and CEO: Jane Keller  
Email: [jkeller@cycyouth.org](mailto:jkeller@cycyouth.org)

Chief Development, Marketing & Strategy Officer: Dave Pligmann  
Email: [dpligmann@cycyouth.org](mailto:dpligmann@cycyouth.org)

Board Chair: Tui Clarke Jones

[HOME](#) [FEATURES](#) [NEWS](#) [FOCUS](#) [NEIGHBORHOODS](#) [SERIES](#) [EVENTS](#) [CONTACT US](#) [SUBSCRIBE](#)

## For Good

### Studio C announces new class, focuses projects on poverty reduction via family-centered approaches

TUESDAY, MARCH 14, 2017



A group of nonprofits discuss their projects during last year's Studio C program.



SHARE



CINCINNATI, DIVERSITY,  
HEALTH + WELLNESS,  
INSPIRING INNOVATION,  
MOVE TO CINCINNATI,  
NON-PROFIT,  
NORTHERN KENTUCKY,  
QUALITY OF LIFE,  
REGIONALISM, TALENT

Studio C, a free project incubator for nonprofits, is now underway as 17 teams are in week one of the program. The 12-week curriculum is aimed at reducing poverty via family-centered approaches.

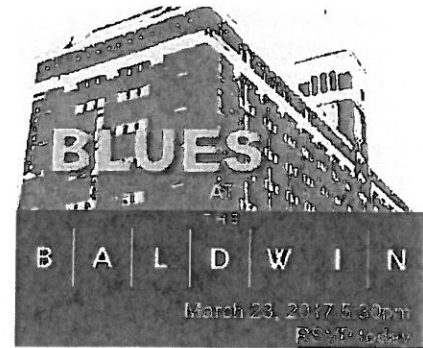
The topic for this week's session is Project Framing.

While most of the chosen nonprofits have some idea as to what they want to accomplish throughout the course of the program, the first three weeks are really about "defining that purpose," says Design Impact's Sarah Corlett, a co-facilitator for the program.

"We're throwing a lot of new ways of thinking at them," she says.

After the initial three weeks spent thinking about systems and people, getting a feel for the time commitment Studio C requires (27 hours of Studio C sessions and about 20 hours of outside work on their projects) and the feasibility for the implementation of a new project within each respective nonprofit, informal interviews will be conducted and the playing field will be narrowed yet again.

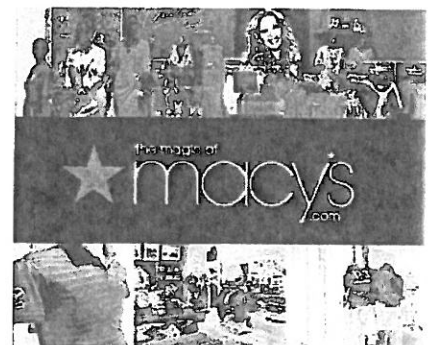
"We have to restrict it to eight teams," Corlett says. "We really focus on impact, and after three weeks — they'll know."



GIVE US YOUR EMAIL AND WE WILL GIVE YOU OUR WEEKLY ONLINE MAGAZINE.

## Related Content

- Shroder Paideia High School students raise money to help peers experiencing homelessness
- Shroder Paideia High School students organized a bake sale and raised \$650, which they donated to UpSpring to help fund programs like Summer 360.
- Freakonomics co-author Stephen Dubner brings signature take on financial literacy to UC
- Local startup makes list of top up-and-coming startups in the world
- Cincinnati one of the best cities for vintage homebuyers
- Newport Aquarium in running for nation's 10 best
- AMA Cincinnati speaker series to feature experts from LaRosa's, Graydon and LPK



The current listing of chosen teams is as follows:

- [Catholic Charities Southwestern Ohio](#)
- [Central Clinic Behavioral Health](#)
- [Children Inc.](#)
- [Churches Active in Northside](#)
- [Cincinnati Urban Promise](#)
- [Cincinnati Works](#)
- [Cincinnati Youth Collaborative](#)
- [Community Matters](#)
- [First Ladies of Cincinnati](#)
- [Freestore Foodbank](#)
- [Greater Cincinnati Behavior Health Services](#)
- [Greater Cincinnati Microenterprise Initiative](#)
- [NKCAC Head Start](#)
- [Northern Kentucky Community Action Agency](#)
- [Salvation Army Greater Cincinnati and Northern Kentucky](#)
- [Starfire](#)
- [Women Helping Women](#)

"We had more of a focus this year, which I think will be good in that they're working toward a common goal," Corlett says.

Seven of the 17 nonprofit teams are Studio C "repeats," as they have found new and successful approaches to move their ideas forward and implement change in past sessions.

"They have new challenges and new things they want to work on," Corlett says.

"They're back because they found it so helpful."

*Look for more on Studio C teams to see how they're progressing in coming issues.*

#### SHARE



[CINCINNATI, DIVERSITY,](#)  
[HEALTH + WELLNESS,](#)  
[INSPIRING INNOVATION,](#)  
[MOVE TO CINCINNATI,](#)  
[NON-PROFIT,](#)  
[NORTHERN KENTUCKY,](#)  
[QUALITY OF LIFE,](#)  
[REGIONALISM, TALENT](#)

0 Comments

Sort by Oldest



Add a comment...

Facebook Comments Plugin

GIVE US YOUR EMAIL AND WE WILL GIVE YOU OUR WEEKLY ONLINE MAGAZINE.