

Board Meeting  
Shroder H.S. (Library)  
Friday, September 12, 2014, 8:00-9:30AM  
AGENDA

- I. Welcome new board members and approval of minutes: Kent Wellington 8:00 – 8:05
- II. Mission Moment 8:05 – 8:15
  - Stephanie Parker, JCG Career Specialist and 8<sup>th</sup> grade student Stephen Wynn
  - Principal Larry Williams
- III. Strategic Plan Update 8:15 – 9:05
  - Program: Harold, Maurice, Adria and Judith
  - Board Engagement Plan: Barbara Szucsik
  - Sustainability Campaign: Danielle, Dan and Dave
- IV. Dashboard Review & President’s Report: Jane 9:05 – 9:15
- V. New Business: Approval of Treasurer 9:15 – 9:20
- VI. Board pictures 9:20 – 9:30

**Next Board meeting:** November 18, 8am at Roberts Paideia. Laura Mitchell, Asst Superintendent, will present CPS’s new initiative, My Tomorrow. The initiative is rooted in the district’s 2020 Vision that, in six years, a full 100 percent of CPS 7th graders will graduate ready to pursue their chosen career paths.

Important Date:  
**11<sup>th</sup> Annual Dream Makers Celebration, Music Hall**  
Thursday, October 2, 2014

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



brighter futures • achieving dreams

**Board Meeting**  
**Cincinnati Youth Collaborative**  
**July 15, 2014 –CYC Main Conference Room**  
**8:00-9:30AM**

Minutes

**Board Members Present:** Kent Wellington, Dan Molina, Toi Jones, Susan Robinson, Barbara Szucsik, Harold Brown, Judy Fimiani, Steve Condon, Dave Plogmann, Jim Price, Ken Cartwright, Kenneth Webb, Chuck Ackerman, Sandra Degen and Cathy Myers

**Board Members Absent:** John Pepper, Mary Ronan, Jim Sogar, Adrienne Trimble, Amy Spiller, and Denise Thomas

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

**Guests:** Dan and Susan Pfau

- I. Welcome and approval of minutes
- Kent called board meeting to order at 8:10
  - May 20, 2014 minutes approved
  - Welcomed new board member Jim Price

- II. Election of New and Renewing Board Officers: **Kent Wellington**
- Officers: Toi Jones - Vice Chair Elect, Dan Molina- Board Secretary, Chris Dirksing – Treasurer, Kent Wellington - Chair

Motion made by Kent to approve FY15 Officers, seconded by Dan Molina and approved by board.

- Directors elected for additional (new) terms
    - Harold Brown, Chris Dirksing and Kent Wellington
- Motion was made by Kent to approve New Terms, seconded and approved by board
- Retiring Board Directors:
    - Kim Combs, Cathy Myers, Rick Oliver, Susan Robinson and Adrienne Trimble
    - Susan will continue as a member of the finance committee.

- III. FY14 Year End Statements
- Jane gave an overview of the financial statements, balance sheet and income statement
  - Net Assets show a strong position with an increase of \$337K signifying a stronger financial foundation
  - Ended the year with an operational surplus of \$73K vs. a budgeted loss of (\$69K). A significant effort by the CYC team to control expenses throughout the year.

Review of 2015 Budget

- Forecasted income is up by \$100k from last year which excludes any income from the Sustainability Campaign. While CYC has several gov't RFP's in progress none have been included in the budget.
- Expenses- it is a tight budget which will require close control of expenses by all.
- Projecting a balanced budget for the year.

Motion was made by Kent to approve the 2015 Budget, Harold seconded, approved by board.

#### IV. Marketing and Development Review

##### Danielle Gentry-Barth

- Highlighted the CYC Blood Drive “Bleed for CYC” and the purpose for CYC’s participation and goal. Board members are encouraged to bleed for CYC.

##### 2014 Year in Review

- New website has seen increased usage. Branding is complete with slight changes to logo for FY 15 and removes the banner United with Jobs for Cincinnati Graduates for external communication. However, each program will use the CYC logo with its program name attached for program material.
- A baseline is now established for FY 15 dashboard indicators.
- A new donor software was implemented that provides an array of features to enhance donor giving.
- Danielle shared an inspiring letter written by an outstanding student nominee that spoke to the significant impact and support that her JCG specialist provided to her. The other programs received inspiring letters as well.
- She spoke about the poverty rate in Cincinnati, 2<sup>nd</sup> in the nation and the impact that it has on the dropout rate which is close to 25,000 in Ohio. She reminded us that CYC’s mission is as important today as its beginning – reduce the number of high school dropouts. And the added component is to ensure successful transition of students to post high school option – career, college and military.
- The collaboration between BCGC, Fidelity and CYC launched an E-Mentoring Program that will continue to grow in the upcoming academic year. This is a great example of the continued creativity needed to adapt to changing landscapes.
- Danielle presented the 5 Core Values for approval. The inclusive effort from staff to board created a set of values with definitions that are unique to CYC’s culture. These values will be embedded in performance reviews, hiring, recognition and surveys to support and reinforce their importance to our culture.

- Empowerment, Integrity, Accountability, Community and Passion

Motion was made by Kent to approve the CYC Core Values seconded by Cathy Meyers and approved by board.

- Sustainability Campaign update:

Dan spoke about the importance of the campaign and its phases. How do we increase capacity to help the children that we have been talking about?

- Legacy-we are leaving something behind that matters
- We are just inches away from the finish line for the board phase
- Our actions are on target to accomplish the campaign’s purpose – we are green
- Accelerate- we are at first base and almost ready to go to the community
- Crossing the finish line won’t be too far off in the distance

Danielle announced that Kent Wellington and Jim Sower are the Campaign Co-chairs and we have Pete Strange, Messer as part of the leadership campaign team.

#### V. Mission Moment:

Jane introduced the Pfau with a brief background of their community contributions and their advocacy of CYC. Their efforts are considered the Hallmark of Excellence for children in our community. Susan and Dan gave a brief overview of their backgrounds, talked about how and why they got started in helping the Cincinnati community and shared their story of passion for CYC.

##### Susan and Dan Pfau

#### VI. Dashboard & President’s Report

The dashboard indicators were reviewed and discussed. Key items included in the President’s report were:

##### Jane Keller

- Across CYC programs 830 seniors graduated this year

- The Kasich Administration community connector legislation was approved with \$10 million dollars earmarked for the effort. CYC has been providing advisory counsel to the Governor's office for the RFP.
- CYC has been invited to partner with UC and the Ohio Board of Regents for their new GEARUP grants. Awards will occur in late September.
- CYC implemented a Performance Base Merit system this year tied to goals and measures. Individual bonuses were tied to performance.
- CYC had 100% participation in their UW campaign and reached their financial goal. Kudos to Karen Connell, campaign coordinator, for making the campaign a success.
- CPS big initiative, My Tomorrow, was just rolled out. Its objective is that every student will be career and college ready when the graduate. CYC is working closing to help the district with its implementation and we have a jump start with our 2014 pilot of early career/college awareness and exploration in the middle grades.
- Volunteer Committee has been reconstituted with a new charter and roster. Judy Fimiani will chair with a launch targeted for late September/early October.
- To strategically strengthen our infrastructure we have elevated the Volunteer Manager role to work across all programs versus just mentoring and we have hired a part-time Community Outreach Specialist to help nurture and grow business connections with CYC, schools and students.
- We also have 2 prospective board members (US Bank and Macys) that we hope to have approved before the September board meeting.


- Adjourned-9:40am

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



**Shroder High School**  
A Grades 7-12 College Preparatory School  
5030 Duck Creek Road  
Cincinnati, Ohio 45227  
Phone: (513) 363-6500 Fax: (513) 363-6970

[click here for](#)



## Driving Directions to Shroder High School:

**5030 Duck Creek Road, Cincinnati, Ohio 45227**

### **From 71 South**

71 S Take Red Bank Road Exit. Turn right on Duck Creek Rd. Turn right into school drive way.

### **From 71 North**

Take Ridge Road South Exit. Turn left unto Duck Creek Rd. (Stay in right hand turning lane). Turn left into school drive way.

Cincinnati Youth Collaborative				
Statement of Financial Position				
July 31, 2014				
	As of	As of	As of	Jul - Jun
	7/31/2014	6/30/2014	6/30/2014	Change
Cash and cash equivalents	\$ 632,135	561,586	561,586	70,549
Investment Account	1,532,706	1,551,641	1,551,641	(18,935)
Accounts Receivable **	338,891	263,500	263,500	75,391
Sustainability Pledges, net of discount	72,642	55,331	55,331	17,311
Contributed Rent Receivable	116,614	127,208	127,208	(10,594)
Property and equipment, net	-	-	-	-
Prepaid Expenses	46,301	46,482	46,482	(181)
<b>TOTAL ASSETS</b>	<b>\$ 2,739,289</b>	<b>\$ 2,605,748</b>	<b>\$ 2,605,748</b>	<b>\$ 133,541</b>
Accounts Payable	\$ 37,861	14,053	14,053	23,808
Accrued Vacation	51,085	51,085	51,085	-
Accrued Payroll Taxes	1,328	4,553	4,553	(3,225)
Deferred Revenue	200,611	10,011	10,011	190,600
Net Assets	2,448,404	2,526,046	2,526,046	(77,642)
<b>TOTAL NET ASSETS &amp; LIABILITIES</b>	<b>\$ 2,739,289</b>	<b>\$ 2,605,748</b>	<b>\$ 2,605,748</b>	<b>\$ 133,541</b>
<b>** Accounts Receivable:</b>				
Cincinnati Public Schools	166,300	-	-	
Eyemed	6,000	6,000	6,000	
Fifth Third Bank	-	210	210	
Finneytown High School	10,500	-	-	
Gear Up Grant	-	21,070	21,070	
Hamilton County - Foster Care	8,875	30,863	30,863	
Hamilton County - In School	44,688	119,915	119,915	
Luxottical/Eyemed	9,000	9,000	9,000	
Messer	695	695	695	
Midwest Pay Link	1,165	-	-	
Purcell Marian	15,000	2,500	2,500	
Talent Search grant	26,769	31,368	31,368	
United Way - JCG & Mentoring	34,900	41,879	41,879	
Winton Woods High School	15,000			
<b>Total</b>	<b>\$ 338,891</b>	<b>\$ 263,500</b>	<b>\$ 263,500</b>	

Cincinnati Youth Collaborative			
Budget to Actual - Unaudited			
As of July 31, 2014			
		Annual	Goal =8.33%
		Budget	7/31/2014
Income			of Budget
4005 Individual		56,000	4,528.78 8.09%
4010 Corporate and Business		55,250	11,364.02 20.57%
4015 Foundations		436,600	27,000.00 6.18%
4020 United Way allocation		83,000	- 0.00%
4022 Other Organizations		15,000	900.00 6.00%
4105 Talent Search		383,514	26,769.41 6.98%
4120 Workforce Investment Act - WIA		569,240	44,688.17 7.85%
4121 TANF - CTD		106,201	8,874.75 8.36%
4125 City of Cincinnati		22,835	3,016.00 13.21%
4150 JOG revenue		98,800	- 0.00%
4200 Fee for Service - Schools		412,700	28,183.33 6.83%
4207 Fee for Service - CATC		21,020	- 0.00%
4505 Dividend, Interest (Securities)		35,000	1,543.78 4.41%
4605 Miscellaneous Revenue		-	- 0.00%
4905 Dreammakers event		110,000	- 0.00%
4915 Golf outing		66,000	- 0.00%
4930 Other special event		10,000	- 0.00%
	<b>Total Revenue</b>	<b>2,481,160</b>	<b>156,868.24 6.32%</b>
	<b>Expenses</b>		
6005 Salary and wages		1,562,681	126,466.82 8.09%
6010 Social security payroll tax		97,351	7,367.82 7.57%
6015 Medicare payroll tax		22,767	1,723.14 7.57%
6020 State unemployment (SUTA)		18,807	962.31 5.12%
6025 Workers compensation		4,899	222.57 4.54%
6030 Health insurance expense		166,728	11,521.18 6.91%
6035 Dental insurance		9,641	638.98 6.63%
6040 Life, STD and AD & D		19,478	1,386.42 7.12%
6045 401 K match		57,879	3,823.30 6.61%
6100 Advertising		2,000	- 0.00%
6110 Bank fees		11,425	784.77 6.87%
6115 Campaign expenses		-	- 0.00%
6120 Consulting services		63,700	1,670.50 2.62%
6135 Donor recognition		4,000	- 0.00%
6140 Dues & subscriptions		18,705	2,199.70 11.76%
6145 Emergency Fund		2,000	- 0.00%
6160 Equipment expenses		9,970	553.32 5.55%
6172 Liability Insurance		10,800	846.91 7.84%
6174 D&O Insurance		5,950	510.50 8.58%
6190 Meeting expense		3,450	325.06 9.42%
6200 Miscellaneous		6,359	70.00 1.10%
6210 Office supplies		8,001	446.41 5.58%
6220 Postage		6,276	319.99 5.10%
6230 Printing		8,375	563.58 6.73%
6240 Professional Development		14,500	9,478.00 65.37%
6250 Professional fees			
6251 Accounting		143,500	24,550.00 17.11%
6252 Legal		200	- 0.00%

Cincinnati Youth Collaborative			
Budget to Actual - Unaudited			
As of July 31, 2014			
	Annual Budget	7/31/2014	Goal =8.33% of Budget
6253 Payroll processing	2,480	222.52	8.97%
6254 Plan administration	3,305	121.43	3.67%
6260 Program expenses	209,149	13,113.84	6.27%
6275 Technology	12,000	3,290.86	27.42%
6280 Telephone and data	12,285	1,036.06	8.43%
6285 Temporary personnel	1,000	-	0.00%
6300 Travel	25,300	2,370.18	9.37%
6305 Travel - student	16,500	-	0.00%
7000 Special event expenses			
7005 Catering	21,800	-	0.00%
7012 Entertainment	8,000	-	0.00%
7015 Equipment rental	4,000	-	0.00%
7020 Postage & Printing	3,000	451.70	15.06%
7030 Occupancy	14,000	-	0.00%
7035 Supplies	7,500	98.02	1.31%
7040 Travel	1,000	-	0.00%
7045 Miscellaneous - special events	250	-	0.00%
7510 Saturday Hoops	10,150	-	0.00%
<b>Total expenses</b>	<b>2,631,161</b>	<b>217,135.89</b>	<b>8.25%</b>
<b>Net gain/ (loss)</b>	<b>(150,001)</b>	<b>(60,267.65)</b>	<b>40.18%</b>
<b>Add(Subtract) back:</b>			
Sustainability campaign	-	5,000.00	
Net effect of contributed rent	-	(10,594.24)	
Net Artlinks	-	(3,065.71)	
Unrealized gain/ (loss)	-	(20,028.09)	
<b>Net (loss)/ gain before temporarily restricted</b>	<b>(150,001)</b>	<b>(88,955.69)</b>	
Temp restricted funds	150,000	150,000.00	
<b>Net (loss) gain after temporarily restricted</b>	<b>(1)</b>	<b>61,044.31</b>	
GCF - Pepper rec'd in FY 14	50,000	50,000.00	
<b>Net (loss) gain FY 15</b>	<b>49,999</b>	<b>111,044.31</b>	
<b>Note: The Project Reach and First Degree program includes \$133,100 of in-kind salaries paid by College Now for the 11 Americorps volunteers.</b>			

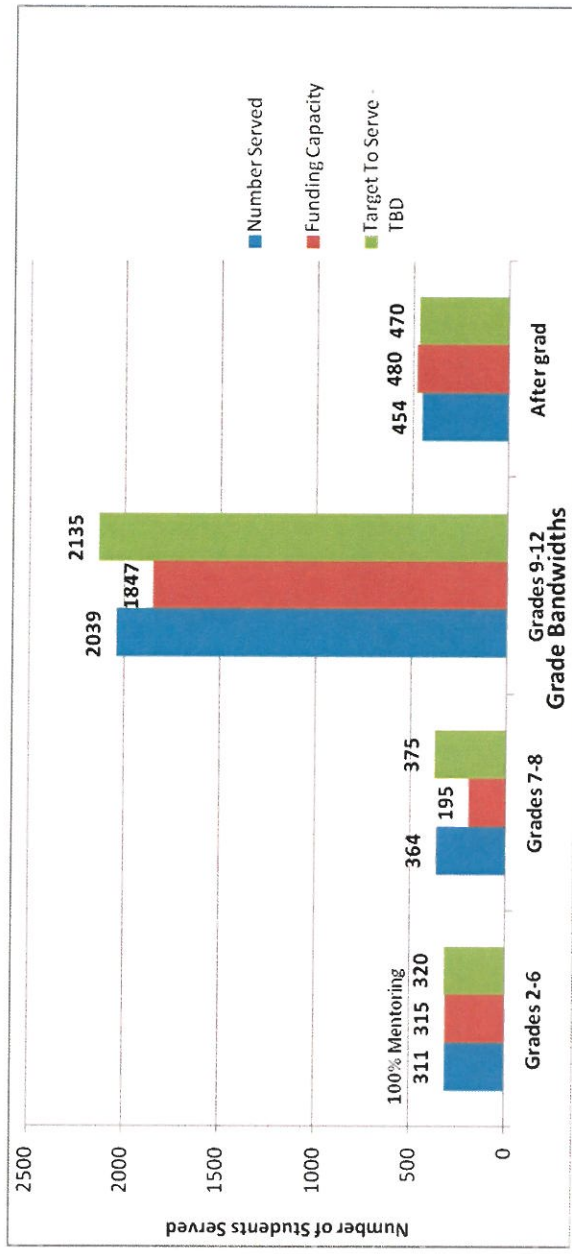




**CYC empowers vulnerable children and young adults to overcome obstacles and succeed in education, career and life**

September 12, 2014

	Academic Year 2012-2013	5 Year Average	Benchmark
Promotion	80%	86%	TBD
Senior Graduation	93%	96%	81% for Hamilton County
Transition to College	70% <sup>4</sup>	80%	68% National Center for Education Statistics
Transition Post High School Career/College/Military	86% <sup>4</sup>	85%	77% JAG National



CYC Indicators: For Fiscal Year July 1, 2014 through June 30, 2015			
	Measure	YTD (Aug. 31)	Target/ Goal
Volunteers	% of volunteers retained >1 year	77%	75 % goal (National is 65%)
	# of mentors and groups	617	625 (125 per coordinator)
	# of tutors placed in CPS	454	TBD
Budget	Revenue	Est. \$521,761	\$2,481,160
	<b>Net surplus/deficit</b>	Est. <b>\$111,776</b>	\$-0-
Development	New Donors <sup>1</sup>	12	50
	Retention of donors <sup>2</sup>	6%	75%
Marketing	Annual Campaign	\$374,711 (38%)	\$981,850
	Awareness Touchpoints	6,158	40,000

1. New donors - as a baseline year, all donors will be labeled "new" despite past giving records. This ensures the most accuracy with new donor database and merged organization

2. Retention - all donors will be considered retained once a repeat gift has been made.

4. First year using National Student Clearinghouse Data for college access and mentoring programs. JCG uses student info and is the only program at this time that collects military and job information.

## Strategic Plan Update - Programs

### Overview

- Update is based on short term goals for the first year of the strategic plan
- Based on timeline all strategies and milestones are on target (Green status)
- Work has been staff driven through manager leadership
- Early outcomes for pilot programs and services are good and show more promise moving forward



## 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

### PRELIMINARY OUTCOMES

- Program launched January 2014
- All performance measures either on track or exceeded at close of academic year

### NEXT STEPS

- Implement modifications and improvements during 2014-15 academic year
- Use outcome data for recommendation of long term strategy to Programs Committee

### STAKEHOLDER FEEDBACK

*"We are excited to have the middle school program back again this year and have noticed how participating in it has affected some of our students. I wish we could have all of our 7<sup>th</sup> and 8<sup>th</sup> grade students participate"*

- Dr. Audley Smith, Counselor, Shroder High School

## CYC Early College and Career Awareness Plan

### JCG Middle School Pilot Program Outcome Goals

90% of students transition from middle to high school

90% of students promoted to the next grade

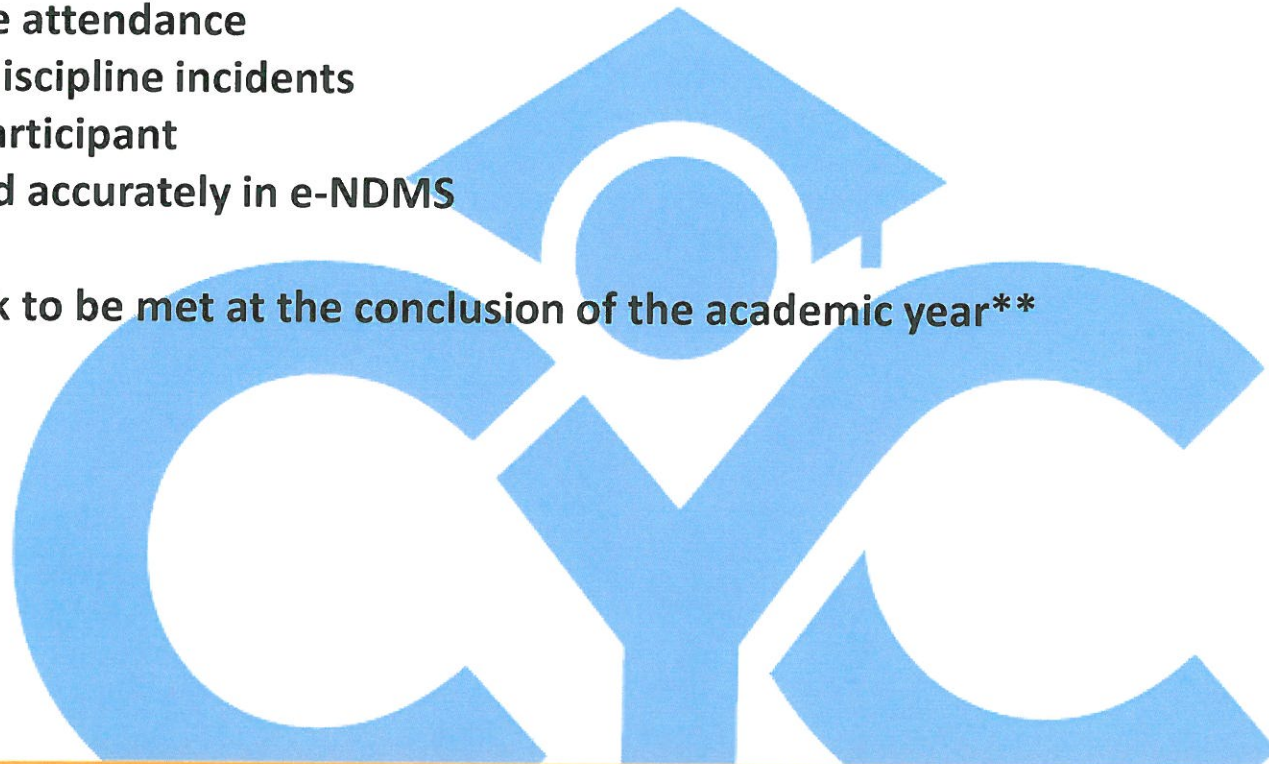
80% of students improve attendance

80% decline in student discipline incidents

120 contact hours per participant

100% of students tracked accurately in e-NDMS

**\*\*All goals were on track to be met at the conclusion of the academic year\*\***



## 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 e-mentoring platforms for best fit

### PRELIMINARY OUTCOMES

- DESSA tool pilot
- E-Pen Pal program (Fidelity/Boys & Girls Clubs)
- Research of e-mentoring platforms

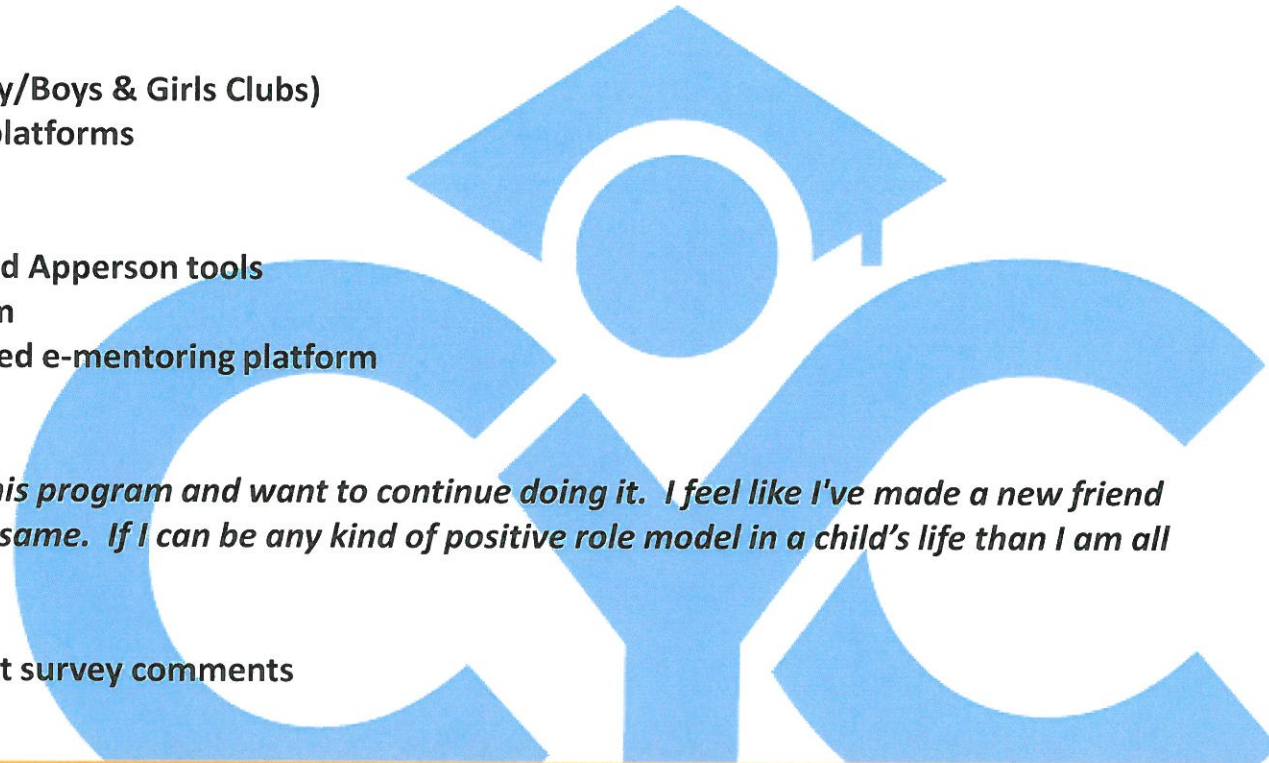
### NEXT STEPS

- Expand usage of DESSA and Apperson tools
- Improve E-Pen Pal program
- Common Impact customized e-mentoring platform

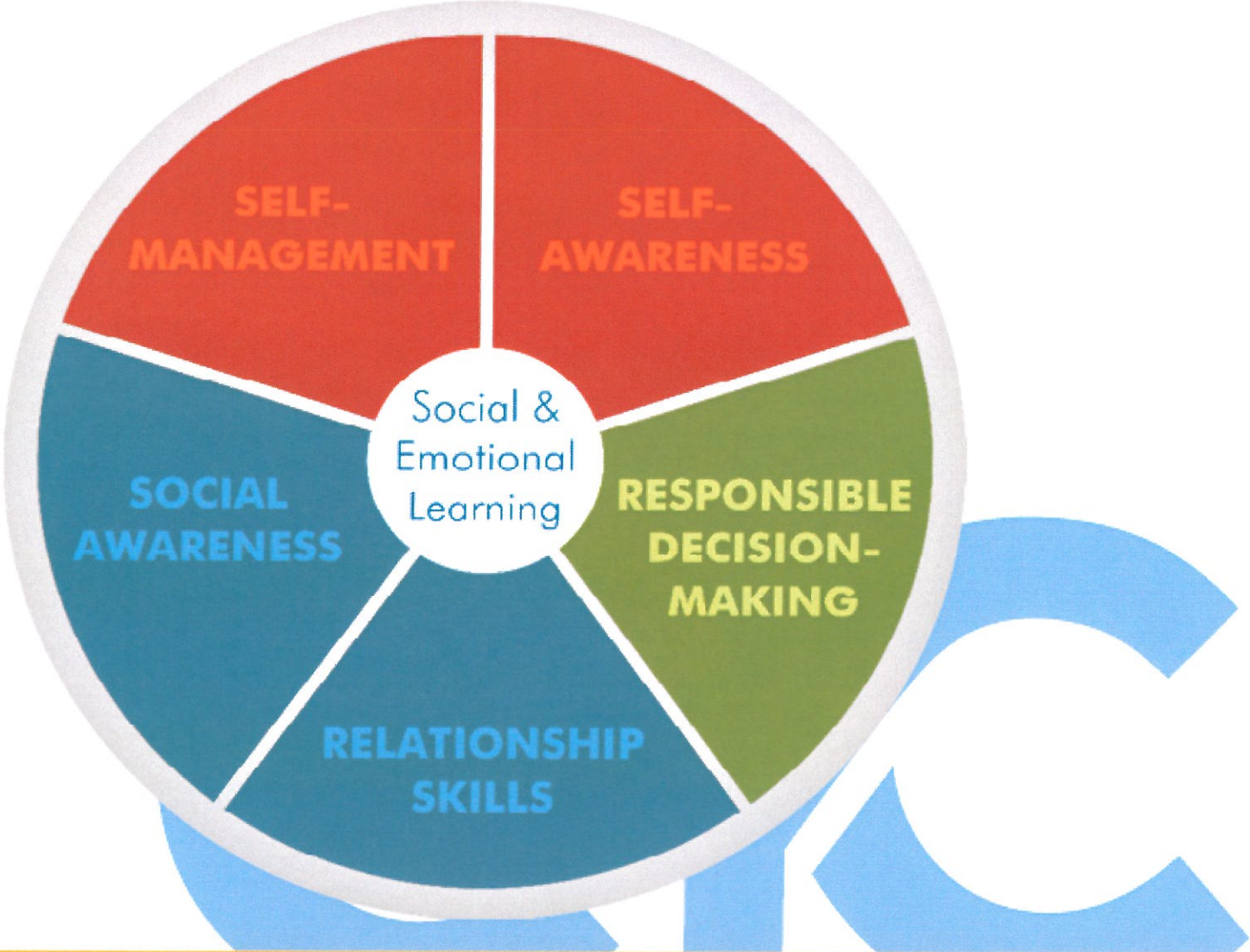
### STAKEHOLDER FEEDBACK

*"All in all I like the concept of this program and want to continue doing it. I feel like I've made a new friend and hope my mentee feels the same. If I can be any kind of positive role model in a child's life than I am all for it".*

- Fidelity Volunteer, participant survey comments



CYC Mentoring Plan



# CYC Mentoring Plan



## Devereux Student Strengths Assessment-mini (DESSA-mini)

FORM 1

Jack A. Naglieri, Paul A. LeBuffe, and Valerie B. Shapiro

Child's Name \_\_\_\_\_ Gender \_\_\_\_\_ DOB \_\_\_\_\_ Grade \_\_\_\_\_

Person Completing this Form \_\_\_\_\_ Relationship to Child \_\_\_\_\_

Date of Rating \_\_\_\_\_ School/Organization \_\_\_\_\_ Classroom/Program \_\_\_\_\_

This form describes a number of behaviors seen in some children. Read the statements that follow the phrase: *During the past 4 weeks, how often did the child...* and place a check mark in the box underneath the word that tells how often you saw the behavior. Answer each question carefully. There are no right or wrong answers. Please answer every item. If you wish to change your answer, put an X through it and fill in your new choice as shown to the right.

Never	Rarely	Occasionally	Frequently	Very Frequently
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Item #	During the past 4 weeks, how often did the child...	Never	Rarely	Occasionally	Frequently	Very Frequently	Score
1.	accept responsibility for what she/he did?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
2.	do something nice for somebody?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
3.	speak about positive things?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
4.	pay attention?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
5.	contribute to group efforts?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
6.	perform the steps of a task in order?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
7.	show care when doing a project or school work?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
8.	follow the advice of a trusted adult?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____

Raw Score Sum \_\_\_\_\_

Recommendations \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_



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Product Code #40000

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## CYC IDEAL DESIGN

### Assessment by:

- Teachers
- Parents
- Students
- Counselors

### Services (delivered through specific programs)

- Social skills
- Leadership
- Cultural exposure
- Career Exploration
- Employment Skills
- Post secondary prep
- Decision making
- Values
- College prep

AS NEEDED

SCHOOL CURRICULUM – GRADE PROGRESSION

Periodic review against goals and measures by CYC and school staff

### CYC ORGANIZATION

- One team
- CYC leader located at school
- Fully integrated with school
- Flexible/interchangeable

- ✓ Evaluation on entry
- ✓ Transcript with exit

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## CYC Withrow Plan

### OBJECTIVE

Use our success, knowledge and experience at Withrow 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

### PRELIMINARY OUTCOMES

- Team established and action steps completed
- Stakeholder feedback gathered
- Processes created and documented

### NEXT STEPS

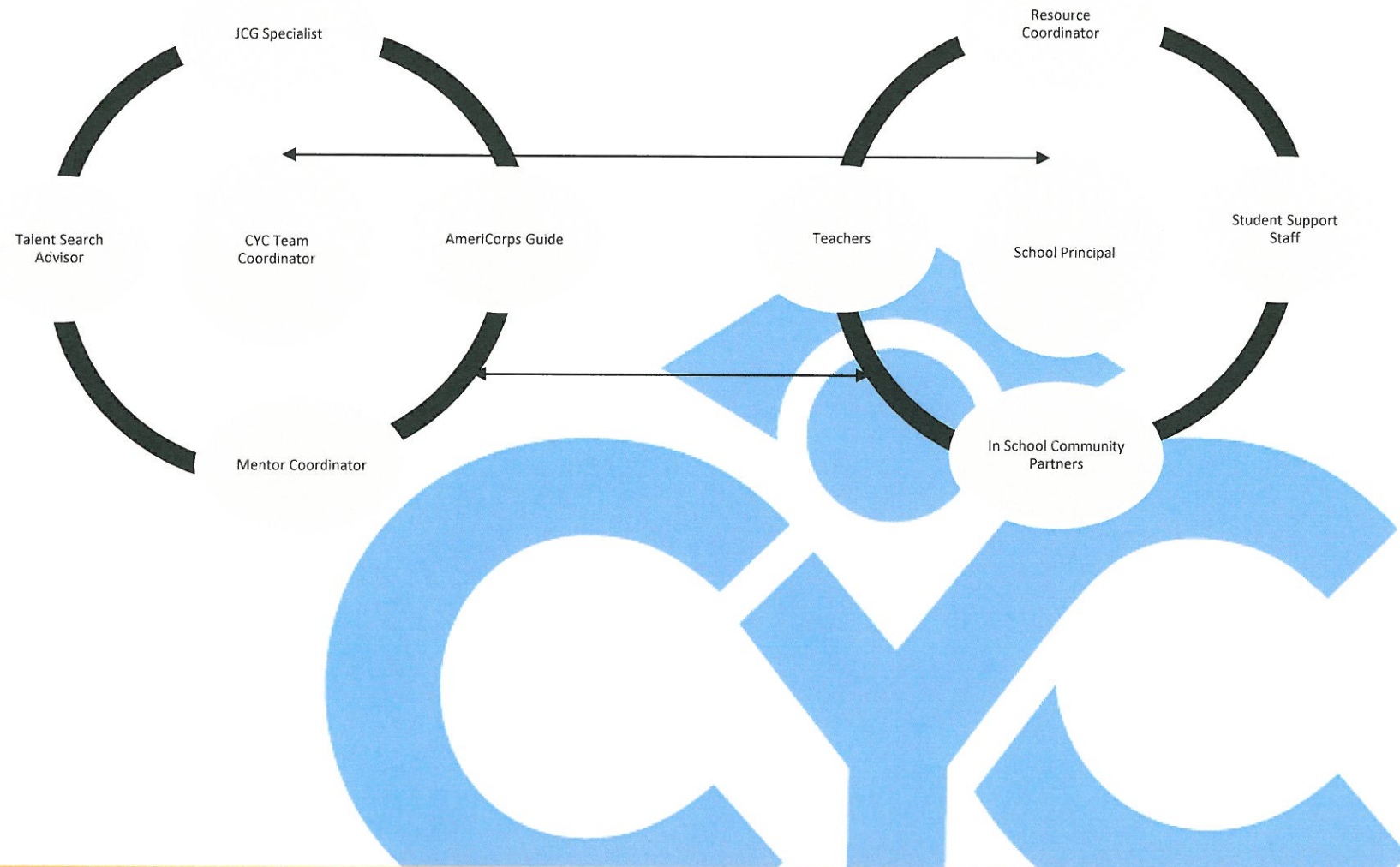
- Continue to involve in -school stakeholders
- Expand and test model in two additional high schools in 2014-15 academic year

### STAKEHOLDER FEEDBACK

*“What I like most about what you are doing is that it clearly says to me and my staff who we can contact for specific services to our students. Its great to finally know who does what from CYC in our building with our students and families”*

- Paul Daniels, Principal, Withrow High School

# CYC School Team Model Structure





Cincinnati Youth Collaborative at Aiken New Tech



We're here to help. These friendly faces are the career specialists, mentor coordinators, and college guides from Cincinnati Youth Collaborative. We look forward to getting to know you through the year!



**Adria Whittow**  
513.363.5203  
awhittow@cycyouth.org

**School Team Coordinator**

Primary liaison to school Principal. Connects CYC in-school staff with school stakeholders. Meets with Principal on a regular basis to identify school needs for our services; confirm school staff and partner meetings and activities that CYC team members should attend and participate in, along with determining which CYC team members should be involved; communicates the work we are doing in the school and explores additional partnership opportunities.



**Chori Jordan**  
513.363.5238  
c.jordan@cycyouth.org

**Mentor Coordinator**

Team lead for assisting schools with determining mentoring needs. Coordinates matches of students with mentors. Do you know a student who might benefit from a mentor relationship? Reach out your school's Mentor Coordinator today!



**LaStarr Rivers**  
513.563.6751  
l.rivers@cycyouth.org

**Career Specialist, Jobs for Cincinnati Graduates**

Implements and coordinates JCG program and works with school staff using the Jobs for America's Graduates model. Leads the elective course which utilizes 37 care competencies to prepare students for life post-high school. Participates in school and CYC school team activities as needed and determined by CYC School Team Coordinator.



**Mugnée Behan**  
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**AmeriCorps College Guides**

Provides college access and career success services in partnership with school staff/team. Works with students in grades 7-12, including providing students assistance with FAFSA, college and scholarship applications. Participates in school and CYC school team activities as needed and determined by CYC Team Coordinator.



**Stephanie Weaver**  
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sweaver@cycyouth.org



Questions?



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

Breakthrough Objective	Owner(s)	Goal	Strategies	Milestone	Key Measures	Timeline	On target Green= celebrate Yellow=watch Red=action	
<b>1. Expand reach and strengthen impact of CYC by developing and piloting /testing a standard optimized model than can be adopted to the specific needs of individual schools.</b>	Program committee and CPO, Maurice Huey	<b>Short term:</b> Develop a plan that can be tested and shown to deliver specific outcomes including; graduation rates at least equivalent to current; more effective student enrollment; strong acceptance by students and staff;	a. Implement early career and college awareness	Pilot at Shroder	JAG middle school measures including: 90% middle school to high school transition rate, 80% participants with measured knowledge gain, 80% improvement in self-esteem, 90% of participants with reduction in one or more barriers, 80% improvement in attendance rate	Jan. 2014-June 2015	Green	
			b. Strengthen CYC's program model linkage with schools	1) Build a clear linkage between suite of programs to school objectives 2) Strengthen school relationship model 3) Create communication toolkit	Development of an optimal model with key success criteria to be developed for each milestone	Nov. 2013-July 2014		
			c. Equip mentors with new training and tools	1) Educate and train on emotional & social skills	1) Increase or maintain student emotional and social skills.	1) Jan 2014-June 2015		Thur. June 2014
			d. Validate ementoring as new volunteer option	1) Explore e-mentoring design 2) Validate option for career and college coaching 3) Determine infrastructure and resources	1) Pilot with Fidelity/BCGC 2) Create career and coach mentoring option 3) Go/no go recommendation to committee/board	1) Jan 2014 2) July 2014 3) September 2014		Thur. June 2014
			<b>Mid Term:</b> Test the plan to validate results and fine tune.	a. Pilot the model	1) Pilot at Withrow 2) Determine pilot expansion to other school(s)	1) Successful pilot determined by key criteria 2) School(s) Identified		1) 2014 academic year 2) 2015 academic year
			b. Evaluate the plan for optimal mix and quantity of core services at sustainable price point	1) Conduct current school assessments (7-12) for expansion 2) Validate post-secondary supports 3) Determine opportunity to deliver core competencies outside of current program 4) Identify potential strategic partnerships that	Success criteria to be defined	April 2015		N/A

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

			<i>c. Explore opportunity to expand</i>	<i>1) Determine resources necessary to execute expansion 2) Determine go/no go on Expansion</i>	<i>Business plan</i>	<i>Nov 2015</i>	<i>N/A</i>
		<i>Long term : Expand the model leading to xx% increase in students served at a yy% reduction cost per student</i>		<i>Create action plan for expansion</i>	<i>Board approval</i>	<i>July 2016</i>	<i>N/A</i>

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

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

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

<i>Breakthrough Objective</i>	<i>Owner(s)</i>	<i>Goal</i>	<i>Strategies</i>	<i>Milestone</i>	<i>Key Measures</i>	<i>Timeline</i>	<b>On target Green= celebrate Yellow=watch Red=action</b>	
<b>3. Maximize the experience and effectiveness of all CYC board members.</b>	Tom Lampe, Susan Robinson, Barbara Szucsik, Steve Condon	100% board engagement of CYC board members	Create a board member engagement plan document	Acceptance and approval of board	100% completion of board engagement plan			
			Identify comprehensive list of engagement opportunities					Complete by 3/18, continuous
			Revise annual pledge document					Complete by 3/18
			Each board member will create their own unique engagement plan					Complete by 3/18
			100% board participation in the annual giving campaign	Meaningful gift to CYC's annual campaign		100% complete of annual pledge form		Complete by 1/31
				Create tools for measurement of board activities	Identify critical measures and create dashboard			Complete by 3/18
					Confirm IT solution. Develop & Train participants			
			100% members will complete an annual self evaluation	Create accountability plan for board engagement. Who, what, when	Create self evaluation document			Complete by 3/18
			<b>Long term:</b> Identify most impactful board engagement activities for long term mutual benefit and then drive for execution	Identify trends from dashboard data and board self evaluations to identify most impactful board engagement.	Annual review by board engagement committee and staff			End of CYC FY 2014



## Events/Activities for Board Engagement

Event	Date	Description	Board Role	Time Required
Saturday Hoops	Jan – May	OTR Saturday event- basketball, art and positive role modeling	<ul style="list-style-type: none"> <li>• Volunteer</li> </ul>	2 hours - morning
Thank You Mentor	Mid January	Thank you event honoring outstanding mentors	<ul style="list-style-type: none"> <li>• MC</li> <li>• Attendee</li> </ul>	2 hours – evening 2 hours - evening
JCG competition <ul style="list-style-type: none"> <li>• City wide</li> <li>• State</li> </ul>	April	Students	<ul style="list-style-type: none"> <li>• Judges</li> </ul>	Morning or afternoon ~ 2 hours
Golf Outing	May	Fundraiser	<ul style="list-style-type: none"> <li>• Participant</li> </ul>	Noon until 7pm
Global Youth Service Project	May	Community Service	<ul style="list-style-type: none"> <li>• Participant</li> </ul>	2 hours
Career Development Conference	May	On campus college transition program	<ul style="list-style-type: none"> <li>• Feedback Panel</li> <li>• Attend lunch</li> </ul>	Morning Noon – 1 ½ hours
First Degree Summer Program	June – 1 <sup>st</sup> week	College Transition program for enrolled freshman	<ul style="list-style-type: none"> <li>• Speaker</li> <li>• Wrap up</li> </ul>	1 hour 1 hour
Outstanding Student Event	July	Interactive event for students	<ul style="list-style-type: none"> <li>• Panel Speaker</li> <li>• Attendee</li> </ul>	1 ½ hour
7 <sup>th</sup> and 9 <sup>th</sup> summer camp	June/July	Camp that includes exploring careers and colleges	<ul style="list-style-type: none"> <li>• Speaker</li> <li>• Job host site</li> </ul>	
Dream Maker Celebration	October	Annual Fundraiser	<ul style="list-style-type: none"> <li>• Attendee</li> <li>• Sponsor Committee</li> </ul>	3 hours 5 months with biweekly calls

<b>Full Name</b>	<b>Organization</b>	<b>Solicitation Contact 1</b>
Mr. Jeffery Anderson	Jeffery R. Anderson Real Estate	
Mr. John Barrett	Western & Southern Life	
Ms. Kathy Beechem	Crossroads/US Bank Retiree	
Mr. Bill Butler	Bill Bulter Foundation	<b>Pete Strange</b>
Mr. Lee Carter	CATC/CCHMC Retired Board Member	
Mr. Jack Cassidy	Cincinnati Bell, Vice Chair of Board	
Mr. Robert Castellini	Castellini Co./ Castellini Foundation/Cin Reds	
Mr. and Mrs. R. Kerry Clark	Cardinal Health/P& G Retiree/Kerry and Norah Clark Family Foundation	
Mr. Tom Cody	Macys Retiree	<b>Pete Strange</b>
Mr. Frank Crane	Marge & Charles J. Schott Foundation	<b>Pete Strange</b>
Mr. Dave Dillon	Kroger	
Sister Sally Duffy	SC Ministry	<b>Pete Strange</b>
Mr. Dick Farmer	Cintas/Farmer Family Foundation	
Mr. Michael Fisher	CCHMC, President	
Mr. and Mrs. John Frank	Realteam Ltd of Cincinnati/Cassidy Turley	
Kay and Jack Geiger	PNC Bank	
Mr. Ben Grisemer	The Grisemer Family Charitable Trust	
Sister Barbara Hagedorn	Sisters of Charity	<b>Pete Strange</b>
Ms. Delores Hargrove-Young	XLC Services	
Mr. Tom Hayden	AXA Advisors, LLC/Midwest Financial Partners	
Ms. Heidi Jark	Fifth Third Bank Foundation	
Hon. Nathaniel Jones	Blank Rome LLP	
Ms. Arlene Katz	Retiree, Hamilton County Juvenile Court/Community Volunteer	
Mr. Mike Keating	Buenger Foundation	<b>Pete Strange</b>
Ms. Jana Martin-Kemp	Toyota	
Mr. and Mrs. Steven Kleene	Nancy- UC Health /CYC Volunteer	
Ms. Mary Alice Koch	PNC Foundation	
Mr. Carl Lindner III	American Financial Group	
Mr. Craig Maier	Frisch's	
Mr. Tim and Leslie Maloney	The Carol Ann & Ralph V. Haile, Jr./US Bank Foundation	
Mr. Neal Mayerson	Mayerson Family Foundation	
Ms. Karen Monday	Duke Energy	
Mr. and Mrs. Dan Pfau	The Daniel and Susan Pfau Foundation	

Mrs. Claire Phillips	Phillips Supply Company, Retiree	
Mr. Dave Phillips	Cincinnati Works/Arthur Anderson, Retiree	
Mr. Joe Pichler	Kroger, Retiree	
Dr. Myrtis Powell	CYC Executive Director, Retiree	
Mr. and Mrs. Bill Price	Empower Media/Board Member Emeritus (Mary Beth)	
Mr. and Mrs. Edwin Riguard	P&G , Retiree	
Mr. Durwood G. Rorie	United Air Specialists	
Mr. George Schaefer	Fifth Third Bank, Retiree	<b>Pete Strange</b>
Mrs. Adele Schiff	Robert and Adele Schiff Foundation	
Mr. John Schiff, Jr.	Cincinnati Financial Corporation	
Ms. Kathryn Shahani	Kathryn & Vishnoo Shahani Charitable Trust	
Mr. Steve Stuk	J.E. Fehsenfeld Family Foundation	
Mr. Don Weston	Gradison McDonald (now USB), Retiree	
Mr. Bob Wehling		
Ms. Judy Pepler	KnowledgeWorks Foundation	
	Smale Family Foundation	
	US Bank	
	GE	

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## Board Toolkit

Welcome CYC Board member, please choose an option from below

### Engagement Plan

[Click here to start a new engagement plan.](#)

### Board Composition Survey

[Click here to input your board composition data.](#)

### Documents

#### Board Roster

[Board Meetings](#)

[Committee Rosters](#)

- [Finance](#)
- [Development/Marketing](#)
- [Volunteer](#)
- [Program](#)
- [Executive](#)

#### Communication Toolkit

- [Board Letterhead](#)
- [CYC Overview](#)

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*to support vulnerable students*

**VOLUNTEER OPPORTUNITIES**

*discover the rewards of mentoring & tutoring*



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## Board Toolkit - Engagement Plan

INTRO TEXT

### My Financial Contribution

I personally pledge a gift of \$

I prefer to make:  payments

- My company will match (I will submit the matching gift form with my payment).
- Contribution to United Way of Greater Cincinnati workplace campaign designated to CYC. Contributions to United Way are in addition to your personal pledge.

### My Board Engagement

#### Dream Makers

- Secure sponsor(s)
- Purchase tickets
- Bring friends, family and colleagues

#### Golf Outing

- Secure sponsor(s)
- Purchase tickets
- Bring friends, family and colleagues

#### Trivia Night

- Secure sponsor(s)
- Purchase tickets
- Bring friends, family and colleagues

**Other** (Please Describe)

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## Board Toolkit

Welcome CYC Board member, please choose an option from below

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[Click here to update your engagement plan assessment.](#)

### Board Composition Survey

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**Board Toolkit - Engagement Plan Assessment**

You may continue to update this assessment plan until 09/09/2015. At that time this assessment will be closed and the option to create a new engagement plan will be shown.

<b>Board Engagement Activities</b>	<b>Included in Plan</b>	<b>Completed</b>
<b>Major Fund-Raising Events</b>		
<b>Dream Makers</b>		
Secure sponsor(s)	Yes	<input type="checkbox"/>
Purchase tickets	Yes	<input type="checkbox"/>
Bring friends, family and colleagues	No	<input type="checkbox"/>
<b>Golf Outing</b>		
Secure sponsor(s)	No	<input type="checkbox"/>
Purchase tickets	No	<input type="checkbox"/>
Bring friends, family and colleagues	Yes	<input type="checkbox"/>
<b>Trivia Night</b>		
Secure sponsor(s)	No	<input type="checkbox"/>
Purchase tickets	Yes	<input type="checkbox"/>
Bring friends, family and colleagues	No	<input type="checkbox"/>
Other		<input type="checkbox"/>
<b>Committee Participation</b>		
Program	No	<input type="checkbox"/>
Development	No	<input type="checkbox"/>
Marketing	No	<input type="checkbox"/>
Finance	No	<input type="checkbox"/>
Volunteer	No	<input type="checkbox"/>