

CYC Board Meeting Agenda
Cincinnati Youth Collaborative
Withrow High School (Alumni Center, 2nd fl.)
Tuesday, March 20, 2018
8:30-10:00 am

Agenda Item	Intent	Who Leads
<ul style="list-style-type: none"> Welcome Mission Moment Approval of January 16, 2018 Minutes 	Inspiration Approve	8:30 – 8:45 Toi Jones CYC's Withrow High Team
CPS Career Pathways and Partnerships	Inform	8:45 – 9:20 Laura Mitchell
Committee & President Reports: highlights for discussion only <ul style="list-style-type: none"> Governance: Program: Development: Marketing: Volunteer: Finance: 	Update/Inform Update Update Update Update Update Update	9:20 – 9:40 Toi Clarke Jones/Dan Molina Greg Metz/Maurice Todd Wade/ Dave Jeff Wampler/Dave Barbara Szucsik/Maurice Steve Condon/Jenny Jostworth
President Report:		Jane
CYC Growth Strategies	Discussion	9:40 – 9:50 Dave/Maurice/Jane
Cheri Jordan, Barbara Seibel Spirit Award	Celebration	9:50 – 10:00 Jane
Old Business:		
New Business:		

Next Board Meeting: May 15, 2018

Upcoming events:

Saturday Hoops: **Saturdays, January-May 2018**
 JCG Career Development Conference- **April 24, 2018**
 Golf Outing- **May 8, 2018**

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

Withrow University High School
2520 Madison Rd
Cincinnati, OH 45208-1216
(513) 363-9200

Directions:

I-75 South

- Take I-275 East/Dayton(I-75)-(1.0mi)
- Take the I-75 South exit towards Cincinnati, exit #43B-(0.1mi)
- Continue on ramp-(0.6mi)
- Merge on I-75 South-(8.1mi)
- Take the OH-562 exit towards Norwood, exit #7-(3.2mi)
- Take the I-71 South exit towards Cincinnati-(1.7mi)
- Take the Dana Ave exit, exit #5-(0.2mi)
- Continue on ramp-(0.1mi)
- Turn left on Dana Ave-(0.5mi)
- Immediately past the overhead walkway turn left into the side drive to Withrow's parking lot
- Arrive at 2520 Madison Rd. from Dana Ave.

I-71 South

- Take I-71 South towards Cincinnati-(2.3mi)
- Take the Dana Ave exit, exit #5-(0.2mi)
- Continue on ramp-(0.1mi)
- Turn left on Dana Ave-(0.5mi)
- Immediately past the overhead walkway turn left into the side drive to Withrow's parking lot
- Arrive at 2520 Madison Rd. from Dana Ave.

The parking lot is located on the back and east side of the school. Parking on the east side of the building will put you closer to the front entrance. Walk around to the front of the building, 2520 Madison Road and proceed up the steps and into the front entrance of school building. **The Alumni Center is on the 2nd floor.**



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**Board Minutes
Mayerson Academy
Tuesday, January 16, 2018**

Board Members Present: Jack Geiger, Jesse Turner, Steve Condon, Greg Metz, Tom Marth, Barbara Szucsik, Todd Wade, Laura Mitchell, Kathy Vuturo, Michelle Hershey

By Phone: Dan Molina, Chuck Ackerman, Amanda Penick and Jeff Wampler

Board Members Absent: Toi Jones, Kenneth Webb, Yvette Simpson, Judy Pepler, Stephen Avila, Ken Cartwright, John Fickle, Tony McDaniel, Jim Price, Gail Williams, Stephanie Shepherd and Doug Brueckner

Staff Present: Jane Keller, Dave Plogmann, Maurice Huey, Tracy Stokes and Karen Connell

I. Welcome: Jack Geiger

- Jack called meeting to order at 8:40 am.
- November 21, 2017 board minutes approved by board.
- Welcomed Laura Mitchell, New CPS Superintendent, Tracey Stokes, New College and Career Success Manager and Jamie Kemp, New Gear-Up Norwood Site Director.

II. Committee & President Reports: Updates

- **Governance:** Code of Regulations/Bylaws **Jesse Turner**
Jesse provided an overview of changes and updates (see handout) last discussed in January board meeting. Discussion occurred on board terms and limits. Suggestion was to include term cycle on board roster. Motion to approve the updated Amended and Restated Code of Regulations by Tom Marth and seconded by Steve Condon. Motion approved by board. **ACTION: Update Board roster to include board term and cycle.**
- **Program Update: Greg Metz / Maurice Huey**
 - Greg's spoke about the College Mentoring Partnership at UCBA, including the number of students in the program, grade point average data, retention and persistence. Greg said this experience has been a learning curve and the program is going well. Maurice echoed that Cincinnati State is going well in its early stages and they are also reviewing persistence data. Greg and CYC's college mentoring team met with the administrators of the UC Pride Grant Program to explore a potential partnership for the upcoming academic year. **Update: UC has decided to postpone a decision on the expansion of college mentoring program with UC Pride Grant recipients because of administrative role changes. Greg will continue to advocate with UC.**
 - Maurice highlighted January as National Mentoring Month. The Thank Your Mentor Day Event is Thursday, January 18, 2018 at the Great American Ball Park. Maurice asked the board to join the CYC team for the event. Additionally, Maurice highlighted CYC's test and learn efforts with the Urban League of Greater Cincinnati via the Child Poverty Collaborative (CPC) to provide family support interventions for two Avondale families. UL is working with the adults and CYC is supporting the students at Woodward Technical High School. One of the students, a young mother, has seen improved attendance because of transportation support we have provided for her young child to day care. The CPC is in midst of leadership change, which has delayed further decisions on the 1-1 projects until March. **UPDATE: CYC spoke with CPC's new leadership about the financial**

supports to continue the family supports committed through the school year. CYC/UL is one of the few 1-1 learning collaboratives that is in the implementation phase of their project. We are optimistic that CPC will continue the funding because of the small funding dollars. CYC is committed to providing the student interventions we promised even if CPC does not provide the funding.

- **Development**

Todd Wade/ Dave Plogmann

- It is too early to assess the Circle of Trust Mailing. We know the turnaround time for the mailing was short. To date, we know there were nineteen Circle of Trust Mailing requests, of which, we received 9 gifts or a 45% hit rate, an average gift \$225.00, coming close to \$2K in total. **ACTION: More information will be reported at March's board meeting.**
- The volunteer and development committees will meet together to discuss the connecting points between volunteers and donors with a focus on building and strengthening our volunteers to be long time ambassadors of CYC, which includes donating.
- Foundation and overall donations are on path. Working with the board on FY19 Sponsorship Program with good progress to report.
- Trivia Night is February 22, 2018. Join us for the FUN!

- **Marketing**

Jeff Wampler/Dave Plogmann

- Media touchpoints are trending at record levels.
- CYC Brand Refresh Project has added Chris Grabarkawicz-Davis to the CYC Marketing Committee member. She is a former Luxottica Research expert who will help with the analytics and plan associated with the brand refresh project. Kudos to Dave, Jackie and Social Media Team for the good work in heightening CYC's awareness and with this project.

- **Volunteer**

Barbara Szucsik

- The committee is dividing into three sub-groups:
 1. Recruitment – to consider hosting events where mentors can bring their mentees and invite a friend as a way to recruit new mentors.
 2. Communications and Technology – creating short videos from the volunteer's perspective and personal volunteer experiences.
 3. Retention and Mentoring Support- creating an online tool kit
- Kathy Vuturo shared a powerful mission moment. She spoke about the impact she unknowingly made to a former mentee over 20 years ago.

- **Finance:**

Steve Condon

- Balance Sheet continues to be strong.
- Income Statement – actual to date is in line with budget. Revenues are slightly ahead at 42.20% and expenses are in line with budget at 40.66% .

- **President Report**

Jane Keller

- Thanks to Amanda Penick for facilitating the CYC Bylaws revisions.
- Board and Volunteer Recognition – we have reached the 1,000 mentor milestone. An increase of 30% from 763 as of June 30, 2017.
- Dashboard indicators are all green. Please note that the deficit is still red although significantly less than budget.
- Friends of the Children, a paid mentoring model, has earmarked Cincinnati for their expansion opportunities. Program committee members and staff will participate in exploratory discussions about collaborative options.
- CYC staff retreat on Feb. 5 at the Wolf Group in Blue Ash. Jane invited board to join staff for lunch and the Barbara Seibel Spirit Award announcement.
- Upcoming CYC events were highlighted (see board agenda) for board engagement.

III. **Executive Search Plan**

Dan Molina

Dan provided an overview of the CEO search, which is progressing well. In addition to themselves, Dan and Toi are building the search committee to include education and community leaders. The plan is to have an odd number of people to have a tie breaking approach. The selection of the search firm and

search committee should be completed by early February. Maurice and Dave have been updated on the search process with the opportunity for them, if they choose, to leverage a few board members for coaching. The goal is to select the best possible candidate. The target is to have the selection of a new leader in 2018 to enable a smooth transition by year end.

IV. Celebrating Staff

Michelle Hershey

Michelle spoke about opportunities for the board to recognize and engage more often with staff. CYC staff is excited about opportunities to engage with the Board thru planned CYC activities, lunches, notes of recognition for outstanding work and accomplishments, and other CYC milestones. Committee members Michelle Hershey, Judy Pepler and Dan Molina each took responsibility for November through January. Barbara Szucsik volunteered for February and Todd Wade in on board for the month of March. Karen will coordinate thank you/congratulation card for designated BOD member to sign. **ACTION: Recruit additional board members for each month.**

V. United Way/CYC Alignment

Steve Condon

Steve provided an update of the meeting with the United Way. While the UW strongly supports CYC's programs and results, the UW's funding strategy focuses on moving families out of poverty with emphasis on wage earners – sustainable wages and retention in the workplace. In addition to the shift in alignment, the UW campaign goal was not met and many large donors gave donor directed gifts. Hard funding decisions were made and many long time UW agencies received significant cuts in funding. CYC's funding was held to last year's actual funding with a 5% decrease because of the shortfall in the UW campaign.

VI. Strategic Plan Update: (see handout)

Dave/Maurice/Jane

Overall Strategic Plan remains on track

- **Crystalize CYC Identity and Impact in Community:** Fine tune our brand and messaging. Work is tracking to plan.
- **Serve More Youth with High Quality Programs**
 - JCG middle school program expansion is in a holding pattern, but several CPS schools have expressed interest.
 - United Way/Urban League 1-1 poverty learning collaboration is in progress. CYC is the sponsor of the project with a focus on delivering needed services to youth in the family. UL has hired a family coach to help the family attain their goals per their plan.
 - Dramatic growth in the College Mentoring program at UCBA ad Cincinnati State
 - Strong growth/ increase in mentor numbers and processing efficiency.
 - Impact 100 Grant request to support and expand Girls Clubs and increase volunteers.
- **Maximize All Funding Segments:**
 - Partner Engagement and Corporate Collaborations on track.
 - Individual giving will continue to have heightened focus.
 - Circle of Trust- a strategy to cultivate individual donors.
 - December's Direct Mailing appears to have strong growth from prior year.
- **Grow Technology, Analytics, Talent Capabilities & Volunteers**
 - Database challenge is the current separate data systems and their lack of integration to support organizational growth and reporting needs. Due to the large expense, the project was canceled in the strategic plan, but we continue to look at alternative approaches. May be able to tie to Common Impact project with Fidelity, if selected. Met with UW to understand their strategies as they grapple with same issue.
 - Strengthen talent and organization is on track with all deliverables. Strategic focus is workplace culture with staff sub teams providing recommendations for change/clarity. Leadership experiences and training continues to be a focus for managers.
 - Volunteer plan on track

VII. Old Business

Jane reminded board of 2017-2018 Board Engagement Activities (see handout)

Jane Keller

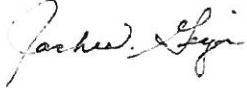
VIII. New Business: Board Self-Assessment

Annual Board Self-Assessment Survey will go out late February, early March

Jane Keller

IX. Adjourned at 10:10 AM

Respectfully submitted,



Jack Geiger,
CYC Secretary

CYC's on-time graduation rate is 96%!

CPS Career-Based Learning

Cincinnati Public Schools
Career-Based Learning



Awareness
Grades 3-5
Social-Emotional Learning and Exploration Activities around:
Who occupies a career?
What careers do I intersect with?
What are my interests?
How does being a good student impact my future?



Exposure
Grades 6-8
Exposure Activities Centered on Nationally Recognized Career Clusters:
Agriculture
AV Technology & Communications
Business Management
Education & Training
Finance
Government & Public Administration
Health Sciences
Hospitality & Tourism
Human Services
Information Technology
Law and Public Safety
Manufacturing
Marketing
STEM
Transportation, Distribution & Logistics



Readiness
Grades 9-12
Career and Workforce Readiness Programming
Speaker Series
Business Training Center
Career Expo
Life Ready (Life Skills)
Job Shadowing
Mock Interviews



Employment
Grade 12
Employment Pipeline Programs
Comprehensive Programming consisting of:
1. Industry Specific Training
2. Individualized Career and Financial Readiness Coaching
3. Work Based Learning Experience



Career- Based Learning Employment Pipelines



Cincinnati Youth Collaborative Board of Directors

Chuck Ackerman, Brokerage Sr. VP
Industrial Services Group
Colliers International
425 Walnut Street, Suite 1200
Cincinnati, Ohio 45202; 513-562-2266
email: chuck.ackerman@colliers.com
Term FY19 (2nd 3YR Term Limit)

Ken Cartwright, VP Operations
XLC,LLC
324 West Ninth Street
Cincinnati OH 45202
513-639-8813; Cell: 513-442-9408
kcwright@xlcservices.com
Term FY18 (2nd 3YR Term Limit)

Jack Geiger, Founder (Board Secretary)
Eñe LLC
404 E. 2nd Street
Covington, KY 41011
Cell: 513-787-8111
Jack@latilde.us
Term FY18 (1st 3YR Term Limit)

Tom Marth, VP
Workday
513-543-6706
email: tmarth4@gmail.com
Term FY20 (1st 3YR Term Limit)

Tony McDaniel, Preconstruction Executive
Messer Construction Company
5158 Fishwick Drive
Cincinnati, OH 45216
Cell: 513-582-8849
TMcDaniel@messer.com
Term FY18 (1st 3YR Term Limit)

Judy Pepler, President & CEO
KnowledgeWorks Foundation
One West Fourth Street
Cincinnati, Ohio 45202
513-929-1102
peplerj@knowledgeworks.org
Assist. Patty Casey 513 929-1102
Term FY20 (1st 3YR Term Limit)

Stephen J. Avila, SVP Customer Service
Macy's Credit and Customer Services
Address: 9111 Duke Blvd. Mason, Ohio 45040
Phone: 513-573-2308; Fax: 513-573-2129
stephen.avila@macys.com
Asst. Judy O'dell-513-573-2361
Term FY20 (2nd 3YR Term Limit)

Steve Condon, CFA (Board Treasurer)
President and Principal
Truepoint Wealth Counsel
4901 Hunt Road, Suite 200
Cincinnati, Ohio 45242
513-792-6648; Fax: 513-792-6444
S.Condon@truepointwealth.com
Term FY19 (2nd 3YR Term Limit)

Michelle Hershey, Director
Deloitte Tax LLP
250 E. Fifth Street, Suite 1900
Cincinnati, Ohio 45202
513-723-3238; Fax: 513-362-6752
513-659-2299 (Cel)
mhershey@deloitte.com
Term FY19 (1st 3YR Term Limit)

Greg Metz, Assistant Dean of Academics
Affairs, University of Cincinnati Blue Ash
140 Muntz Hall
Blue Ash, Ohio 45236
Phone: 513-745-5660
metzgv@ucmail.uc.edu
Term FY20 (1st 3YR Term Limit)

Daniel A. Molina (Board Chair Elect)
Chief Executive Officer President
CenterGrid
101 Knightsbridge Drive
Hamilton OH 45011
Phone: 513-323-6594; Cell: +1 513.604.0186
dan.molina@centergrid.com
Term FY19 (2nd 3YR Term Limit)

Jim Price, CEO and President
Empower MediaMarketing
1111 St. Gregory St
Cincinnati OH 45202
513-719-6203
email: jim.price@empowermm.com
Assist. Annette Robinson 513-719-6203
Term FY20 (2nd 3YR Term Limit)

Doug Brueckner
Vice President – Application Development
Total Quality Logistics, LLC
4289 Ivy Pointe Blvd.
Cincinnati, OH 45245
Phone - (513) 495-6356
dbrueckner@tql.com
Term FY20 (1st 3YR Term Limit)

John Fickle, Senior Vice President
Regional Manager Cincinnati/Dayton/N.KY
US Bank, Metro Banking Office
CN-OH-W9AD, 425 Walnut St.
Cincinnati, Ohio 45202
513-632-2433
john.fickle@usbank.com
Asst. Stephanie Harney-513-632-2433
Term FY20 (2nd 3YR Term Limit)

Toi C. Jones (Board Chair)
President and CEO Solutions Officer
Onyx Sourcing Solutions
7313 Ridge Meadow Court
West Chester OH 45069
513-515-0692
tcjones@onyxsource.net
Term FY19 (2nd 3YR Term Limit)

Laura Mitchell, Superintendent
Cincinnati Public Schools
PO Box 5381
Cincinnati OH 45201
513-363-0074 Fax: 513-363-0055
email: mitchea@cps-k12.org
Secretary: Sarah Grippa Yeary
363-0073
Ex Officio

Amanda J. Penick
Graydon Law
312 Walnut St. Suite 1800
Cincinnati, OH 45202
Phone: 513-629.2733; Cell: 513.460.7224
Fax: 513-651-3836
email: APenick@Graydon.law
Term FY21 (1st 3YR Term Limit)

Stephanie Shepherd, Associate Director
The Procter and Gamble Company
Two Procter and Gamble Plaza, GO-TN4
Cincinnati OH 45202
Phone: 513-983-8297
Cell: 513-227-1545
shepherd.ss@pg.com
Term FY19 (1st 3YR Term Limit)

Cincinnati Youth Collaborative Board of Directors

Yvette Simpson
1007 John Street
Cincinnati, Ohio 45203
513-289-6886
Simpsovr@hotmail.com
Term FY21 (1st 3YR Term Limit)

Kathy Vuturo, Vice President
Planning and Strategy
Cincinnati Childrens Hospital Medical Center
400 Oak Street
Cincinnati OH 45219
513-636-1765
Kathy.Vuturo@echmc.org
Asst. Debbie Long- 513-803-6304
Term FY19 (1st 3 YR Term Limit)

Kenneth L. Webb, Vice President
Republic Bank (CRA Officer)
4030 Smith Road
Cincinnati, Oh 45209
Direct Line: 513-685-1734
Cell: 502-541-9177
KWebb@republicbank.com
Term FY19 (2nd 3YR Term Limit)

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

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

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

Barbara R. Szucsik, Esq., Exec. Counsel
Convergys
201 East Fourth Street
Cincinnati OH 45202
513-784-6402; Fax: 513-723-7734
Barb.szucsik@convergys.com
Asst. Brenda- 513-723-3464
Term FY19 (2nd 3YR Term Limit)

Todd W. Wade, Senior VP Sales Manager
Key Bank-Business Banking
Mailcode: OH-18-30-2901
301 East Fourth Street, Suite 2900
Cincinnati, Ohio 45202
Phone: 513-830-1121; Fax: 513-830-1998
todd_w_wade@keybank.com
Term FY20 (1st 3YR Term Limit)

Gail L. Williams, Asst. VP
Enterprise Program Analyst
Fifth Third Bank
38 Fountain Square Plaza, MD 10AT6C
Cincinnati, Ohio 45263
Phone: 513.534.4126
Fax: 513.534-0767
Gail.Williams@53.com
Term FY18 (1st 3YR Term Limit)

Advisory Committee

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

*Emeritus**

Councilmember TBD
(Mayor John Cranley's designee)
City of Cincinnati, 801 Plum St.
Cincinnati OH 45202
Phone: Fax:
email: @cincinnati-oh.gov
Office Manager
Ex Officio

Jesse Turner, Senior Director –
HR/LR and Mfg Operations Corporate
Brands & Manufacturing Division
The Kroger Company
1014 Vine St. | Cincinnati, OH 45202
513-762-4455 [O] / 513-926-2954 [M]
jesse.turner@kroger.com
Term FY20 (1st 3YR Term Limit)

Jeff Wampler,
Phone: 513-612-0837
wampler.juno@gmail.com
Term FY18 (2nd 3YR Term Limit)

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

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

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

Chad P. Wick, Former President and CEO *
KnowledgeWorks (Retired)
Ambassador
Texas Woman's University (TWU)
Denton, TX
513-518-2212 (Cell)
Chadpwick@gmail.com

PROGRAM REPORT– MARCH 2018 BOARD MEETING

1. Program Updates:

- **Jobs for Cincinnati Graduates**
 - We are currently in the final stages of negotiations with Cincinnati Public Schools (CPS) for an expansion of the JCG Middle School Program to three new CPS high schools in the Fall of 2018. The three new school sites will be Western Hills University HS, Woodward Career Technical HS and Withrow University HS.
 - The annual JCG student competitions will be held on Tuesday, April 10th from 9:00 am to 11:00 am at the WKRC Channel 12 offices in Mt. Auburn.
- **Mentoring**
 - We are continuing to explore partnership with the Friends of the Children mentoring program and have convened a subgroup of CYC's Programs Committee to assist with the vetting and due diligence process.

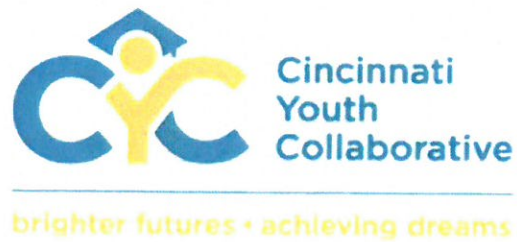
2. Partner Updates:

- **Colleges**
 - CYC's Mentoring team is currently working with both UCBA and Cincinnati State to start the process of building next fall's cohorts of incoming freshmen students
- **Community Organizations**
 - Urban League of Greater Cincinnati- Both CYC and the Urban League have agreed to continue our Child Poverty Collaborative partnership through the end of the current school year in May and will continue to provide support interventions for the two families we are working with through this project.

Committee Update – March Board Meeting

Development & Marketing Committee:

- Quantitative & Qualitative Research Project
 - Fielding in April & May pending approval
 - Designed to inform go-forward creative positioning and improve marketing efficacy in donations and volunteers
- Trivia Night extremely successful – Set record with revenues of approx. \$27,000
 - 250 guests/50 teams
 - On-line bidding generated \$4,000 in revenues – strong potential to build off of this going forward
- Dream Makers Committee Formed
 - Joel Stone – VP 5/3 and Ellie Reiser – Comey & Shepard are co chairs
 - Other committee members include:
 - Todd Wade – Key Bank
 - Niki Clare – Citi Bank
 - Linda Schaffeld – Cincinnati State
 - Dr. Charles Cavallo – Pediatric Associates of Greater Kentucky
 - Other??
 - Eliminating Keynote speaker this year to reduce costs and create more time to focus on student and program stories
 - Bringing back Paddle Raise
 - Planning online (and possibly some live auction) items for mobile bidding
 - Looking for “experiences”, travel, condos, etc
- Golf Outing:
 - Chuck Ackerman and Tom Marth – co chairs are actively working sponsors
 - Any help you can provide with prospecting is greatly appreciated
 - Experiencing some challenges with retaining past strong supporters due to shifting corporate priorities
- Circle of Trust Mailing:
 - 3 board members participated – thanks Todd Wade, Tom Marth and Toi C. Jones
 - \$2,650 raised, 53 letters/emails sent
 - 13 donations or 24.5% response rate, Avg gift of \$203.85
 - Learnings:
 - Fertile ground for us to grow individual donor base but key ingredients for success are:
 - Highly personalized letters from board member to each prospect
 - Helps to have “news” to report (just joined board, new program, etc)
 - We would like to do a May Circle of Trust Mailing with a Graduation Theme to it with a goal of \$25,000 but will need strong board/committee participation to achieve.



March Board Report – Volunteer Committee

Present: Maurice S., Marcus, Amanda, Elise, Audrey, Barbara, Je’Von, Ellie, Lori, Eileene, Carrie

I. Mission Moment

a. NCH JCG Career Day (2/1)

- i. People from various career fields engaged with students (11th & 12th grade, JCG)

II. Thank Your Mentor Debrief

a. Very positive feedback from guests (venue, meal, ambiance, performers)

b. Suggestions for next year:

- i. Have a more kid-friendly menu
- ii. Have CYC staff assist with parking/directions in garage

c. Will most likely have same venue and caterer next year

III. Trivia Night (2/22)

a. Almost sold out (great opportunity to recruit Young Professionals)

b. Fund and Awareness raiser – more of an emphasis on recruitment

c. Friday email will go out to network, promoting mobile bidding feature (really cool prizes to bid on)

IV. Movies and Mentors

a. Partnered with Gen-2-Gen (gen2gencincinnati.org)

b. Engage volunteers → mentor/mentee pairs + adult friend [potential recruit]

- c. Thought is for CYC to host an event at Mayerson in Spring (pending ability to bring in popcorn); Possible movie choice is Coco

V. Conversation on effectively turning volunteers into donors

- a. [see handout]
- b. Additional discussion
 - i. Elise – Apple donates \$50/hr when an employee volunteers; Also triples any donation an employee makes to a non-profit organization → CYC looking for more such opportunities
 - ii. Marcus – there is a project component of Chambers Leadership Development group; Will share RFP sheet with CYC Volunteer Committee
 - iii. Lori – discussed the impact that CYC could have in reaching out to a community such as Elder H.S. in the wake of recent events

VI. Next Steps

- a. Development Committee
 - i. Ramping up communication and sharing ALL that CYC is doing in the community
 - ii. Communicating our need and what specific funds go toward (roughly 10% of volunteers give fiscally)
 - iii. About 50% of our mentors are under 34 – how are we engaging them?
 - iv. Eileene – We need to be careful about wording of message regarding monetary donations; we don't want to turn off or offend volunteers
 - v. Je'Von – Can we track non-mentor volunteer hours, and calculate the value that they bring to CYC (common practice for grant-funded programs)?
 - vi. Cheri - 1. Have we tracked to see how many mentors are already giving?



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2. Have we surveyed anonymously to see how many of those not giving are willing or are able?

3. What is the financial goal that we are seeking?

4. Where are the funds from mentors being directed? Are we using the approach of transparency within the ask? (I had a mentor mention that they'd been a strong supporter of CYC financially, so felt that at the time they needed financial assistance for their mentee money should have been available.)

5. Suggestion- Mentors who back out of relationships or never get matched with a student due to time restraints could be good candidates/donors. If they don't have the time, maybe they have the money.

vii. How do we communicate "You can't put a value on time"?

viii. Ellie – Can we have a donation bucket at Saturday Hoops?

1. Any Saturday Hoops donation would go to that program

ix. Elise - Rhinegeist "Charity Suds" promotion?

x. Marcus – "One small donation for CYC; 1 GIANT impact for youth"

xi. Maurice – Young Professional board for CYC?

b. Defining What a Volunteer is

i. How are we plugging in our volunteers?

- ii. Graphic/visual depiction of volunteer life cycle
- iii. Service Opportunities
 - 1. Ellie – Neighborhood enhancement program in Avondale
 - 2. Barbara/Marcus – Is there a centralized place that informs volunteers of goings on/events they can attend?
- c. Outreach to Engage Volunteers
 - i. Leveraging relationships with donor organizations/networks (i.e. GABP & Northpointe)
 - ii. How are we reaching out to contacts in our network?
- d. Action Items
 - i. Committee members to email any additional ideas, as well as comments/updates on what's been discussed to Audrey before next meeting
 - ii. Ellie – If you get a chance, check out CPD's recent work in Westwood. There is a 13-minute video documenting this at www.cdpivot.com, or <https://vimeo.com/citicable/thepivotpoint>

VII. Adjourned

Cincinnati Youth Collaborative
Statement of Financial Position
January 31, 2018

	As of 1/31/2018	As of 6/30/2017	Jan - Jun Change
Cash and cash equivalents	\$ 643,729	160,205	483,524
Investment Account	3,149,508	2,704,573	444,935
Accounts Receivable **	293,500	407,907	(114,408)
Tomorrow Pledges, net of discount	276,864	399,914	(123,050)
Contributed Rent Receivable	52,995	126,826	(73,831)
Property and equipment, net	230	230	-
Prepaid Expenses	44,287	60,909	(16,622)
TOTAL ASSETS	\$ 4,461,113	\$ 3,860,564	\$ 600,549
Accounts Payable	\$ 54,939	26,625	28,314
Accrued Vacation	51,895	51,895	-
Accrued Payroll Taxes	16,593	5,725	10,868
Accrued Expenses	6,318	14,143	(7,825)
Fiscal Agent - CPS	2,761	7,878	(5,117)
Deferred Revenue	189,953	61,328	128,625
Net Assets	4,138,654	3,692,970	445,684
TOTAL NET ASSETS & LIABILITIES	\$ 4,461,113	\$ 3,860,564	\$ 600,549
** Accounts Receivable:			
Activities Beyond the Classroom	2,500	-	
Andrew Jergens Foundation	-	15,000	
CPS	31,223	10,592	
City of Cincinnati	(8,333)	5,667	
COBRA	-	(274)	
Community Connectors	8,263	20,851	
Gear Up Grant	23,032	42,566	
Grad Cincinnati	-	350	
Hamilton County - In School	93,454	147,606	
North College Hill High School	20,000	-	
Pfau Foundation	-	40,000	
Talent Search grant	33,585	44,041	
United Way - JCG & Mentoring	67,833	38,313	
Pledges for 2018 Event Sponsorships	21,943	43,195	
Total	\$ 293,500	\$ 407,907	

**Cincinnati Youth Collaborative
Budget to Actual - Unaudited
As of January 31, 2018**

	Annual Budget	1/31/2018	Goal =58.33% of Budget	Projection
Income				
4005 Individual	195,000	168,577.02	86.45%	191,808
4010 Corporate and Business	40,500	26,745.00	66.04%	30,000
4015 Foundations	603,500	378,577.41	62.73%	688,000
4020 United Way allocation	125,000	76,000.00	60.80%	76,000
4022 Other Organizations	36,000	11,317.20	31.44%	20,000
4027 Child Poverty Collaboration Income	-	5,000.00	100.00%	5,000
4105 Talent Search	452,772	240,404.84	53.10%	452,772
4110 GEAR Up	274,770	132,886.48	48.36%	274,770
4120 Workforce Investment Act - WIOA	350,000	199,621.66	57.03%	422,012
4125 City of Cincinnati	100,000	61,000.02	61.00%	100,000
4150 JOG revenue	82,000	5,000.00	6.10%	20,000
4160 Community Connectors	95,040	41,333.28	43.49%	95,040
4200 Fee for Service - Schools	412,700	245,741.63	59.54%	412,700
4207 Fee for Service - CATC	-	5,000.00	0.00%	5,000
4220 Fee for Service - Other	-	5,000.00	100.00%	5,000
4505 Dividend, Interest (Securities)	73,670	78,954.59	107.17%	83,000
4605 Miscellaneous Revenue	1,000	6,585.43	0.00%	6,585
4905 Dreammakers event	180,000	172,942.38	96.08%	172,942
4915 Golf outing	60,000	6,080.00	10.13%	60,000
4930 Other special event	27,500	7,650.00	27.82%	25,000
Total Revenue	3,109,452	1,874,416.94	60.28%	3,145,629
Expenses				
6005 Salary and wages	1,917,814	1,062,563.77	55.40%	1,961,814
6010 Social security payroll tax	118,905	62,110.72	52.24%	118,905
6015 Medicare payroll tax	27,808	14,536.07	52.27%	27,808
6020 State unemployment (SUTA)	26,754	8,540.43	31.92%	26,754
6025 Workers compensation	11,965	6,502.96	54.35%	11,965
6030 Health insurance expense	178,918	104,178.90	58.23%	199,309
6035 Dental insurance	9,989	5,665.46	56.72%	9,989
6040 Life, STD and AD & D	24,763	13,171.58	53.19%	24,763
6045 401 K match	65,484	33,034.48	50.45%	65,484
6100 Advertising	8,000	7,745.67	96.82%	8,000
6110 Bank fees	19,350	14,997.74	77.51%	25,711
6115 Campaign expenses	-	-	0.00%	-
6120 Consulting services	21,750	12,526.75	57.59%	21,750
6130 Depreciation	-	-	0.00%	-
6135 Donor recognition	2,000	1,730.54	86.53%	2,000
6140 Dues & subscriptions	14,455	10,377.78	71.79%	15,200
6145 Emergency Fund	4,000	480.00	12.00%	4,000
6160 Equipment expenses	22,283	5,878.76	26.38%	22,283
6172 Liability Insurance	11,158	9,707.81	87.00%	16,632
6174 D&O Insurance	6,660	3,802.75	57.10%	6,660
6190 Meeting expense	7,550	4,577.80	60.63%	8,000
6200 Miscellaneous	7,930	6,749.61	85.11%	8,300

**Cincinnati Youth Collaborative
Budget to Actual - Unaudited
As of January 31, 2018**

	Annual Budget	1/31/2018	Goal =58.33% of Budget	Projection
6210 Office supplies	10,415	7,528.92	72.29%	10,415
6220 Postage	4,720	2,129.53	45.12%	4,720
6230 Printing	5,550	5,225.87	94.16%	6,000
6240 Professional Development	39,150	32,090.41	81.97%	40,500
6250 Professional fees				
6251 Accounting	150,410	96,500.00	64.16%	136,500
6252 Legal	2,000	791.00	39.55%	2,000
6253 Payroll processing	3,865	1,857.10	48.05%	3,865
6254 Plan administration	7,606	2,845.66	37.41%	7,606
6260 Program expenses	363,663	166,101.21	45.67%	408,663
6275 Technology	8,350	4,919.33	58.91%	8,350
6280 Telephone and data	5,910	3,154.22	53.37%	5,910
6285 Temporary personnel	33,000	1,940.00	5.88%	5,000
6300 Travel	15,200	13,038.99	85.78%	22,352
7000 Special event expenses				
7005 Catering	30,500	17,248.11	56.55%	30,500
7010 Professional Services	3,800	-	0.00%	3,800
7012 Entertainment	13,850	13,748.83	99.27%	13,749
7015 Equipment rental	400	6,325.00	1581.25%	6,325
7020 Postage & Printing	4,200	4,273.64	101.75%	5,300
7030 Occupancy	14,500	12,366.52	85.29%	14,500
7035 Supplies	14,225	779.84	5.48%	14,225
7040 Travel	-	30.00	0.00%	30
7045 Miscellaneous - special events	-	5,429.14	0.00%	5,429
Total expenses	3,238,850	1,787,202.90	55.18%	3,341,066
Net gain/ (loss)	(129,398)	87,214.04	-67.40%	(195,437)
Add(Subtract) back:				
Tomorrow campaign	-	1,900.00		
Net effect of contributed rent	-	(73,830.68)		
Net Saturday Hoops	-	38,390.83		
Net Artlinks	-	18,505.93		
James Gall Memorial Scholarship	-	20,000.00		
Citibank Grant to be used in FY 19	-	125,000.00		
Unrealized gain/ (loss)	-	228,503.76		
Net (loss)/ gain before temporarily restricted	(129,398)	445,683.88		
Temp restricted funds	-	-		
Net (loss) gain after temporarily restricted	(129,398)	445,683.88		
Operational Surplus/ (Loss)	(129,398.00)	87,214.04		(195,437)

Note: Ohio College Guides program includes \$133,100 of in-kind salaries paid by College Now for the 10 Americorps volunteers.

March 2018 President's Report

Board/Volunteer recognition

- Kent Wellington and Lauren Hannan Shafer – UW Beunger Award.
- Colleen McGrady, CYC mentor, was honored as a Difference Maker on February 24 at the Museum Center.
- Robert Miller and Kent Wellington, CYC mentors, were finalists for the local Jefferson Award.

Staff/Program/Student recognition:

- Cheri Jordan recognized as outstanding employee of the year.
- Audrey/Dave fast pitch – CYC is one of two finalists for April 3rd Junior League presentation. Focus is girls club expansion and volunteer growth.
- Tajha LaFlore, JCG alumni, now JOG career specialist, spotlighted with Akron Mayor on International Women's Day.

Noteworthy items

- Dashboard indicators are green and tracking to goal. Watch out is potential deficit increase because of health care and loss of JOG state monies (\$60k) that were not fully replaced by other revenue sources.
- CYC retreat went well. Feedback was positive with continued focus on growing internal relationship across organization.
- HR part time manager hired with an increase from 2 days to 3 days per week.
- Chairing Education committee for Leadership Cincinnati Education Day. Connecting education with work force through an immersive experience.



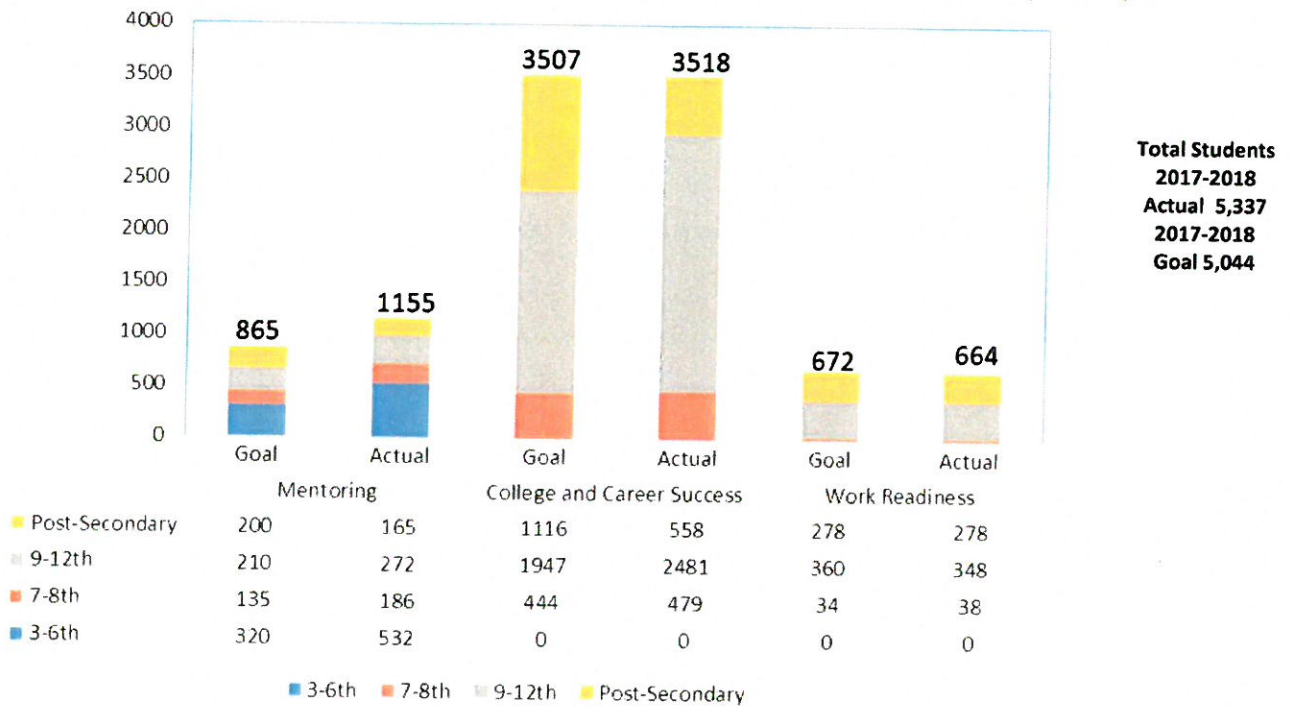
Mission: CYC empowers vulnerable children and young adults to overcome obstacles and succeed in education, career and life

March 20, 2018

	Preliminary Academic Year 2016-2017	Academic Year Goal 2017	Benchmark
Student Grade Promotion	98%	90%	*CPS (87%) & *NCS (89%)
Senior Graduation	95%	95%	*CPS (71%) & *NCS (89%)
College Enrollment	74%	65%	NCAN (53%)
College Persistence	N/A	80%	NCAN (76%)
Positive Outcomes (Enrolled, Enlisted or Employed)	95%	90%	JAG (77%)

*Cincinnati Public Schools (CPS)

*Norwood City Schools (NCS)



CYC Indicators: For Fiscal Year July 1, 2017 through June 30, 2018				
	Measure	YTD (February 28, 2018)		Goal
Volunteers	% of mentors retained >1 year	58%		75 % goal (National is 65%)
	# of mentors and groups	1,072		865
Budget (as of 01/31/18)	Revenue- 58.33%	\$1,874,417	60.28%	\$3,109,452
	Expenses- 58.33%	\$1,787,203	55.18%	\$3,238,850
	Net surplus/deficit - 58.33%	87,214		(\$129,398)
Development	Total Donors	440 (84.3%)		522
	Foundation Revenues	\$468,000 (77.5%)		\$603,500
	Annual Campaign	\$902,750(71.2%)		\$1,267,500
Marketing	Awareness Touchpoints	71,321 (91.2%)		78,202

Green=On Target

Yellow=Watch-Out

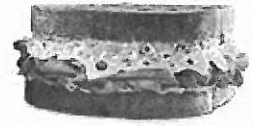
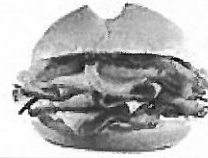
Red= Alert

Updated Growth Considerations

- **WORK READINESS:**
 - Opportunity to expand JCG Middle School Program via CPS support to 3 new sites (Withrow, Woodward and Western Hills High Schools) **(120-180 new students)**
 - Submitting other new proposals (Impact 100) to fuel potential future expansion of program **(40 new students)**
- **COLLEGE & CAREER SUCCESS:**
 - Creating a CYC menu of school support services that can be offered to new school districts by focusing in College and Career Readiness area (ACT Prep, FAFSA, etc) **(# of new students TBD)**
 - Working to have cost breakdowns for College and Career service buckets by mid April. Specific next steps tbd pending review of strategic focus priorities
 - Adjusting AOCG service delivery model to serve 8th grade students at 5 CPS K-8 schools **(150 new students)**
- **MENTORING:**
 - Grow College Mentoring with 2nd cohorts at UCBA and Cincy State **(130-160 new students)**
 - Explore Group Mentoring growth opportunities **(# of new students TBD)**
 - Explore affiliation opportunity with Friends of the Children **(24 new students)**
 - Junior League proposal to create 8 new Girls Clubs **(96-120 new students)**
- **OTHER:**
 - Develop Strategic Plan for Maximizing Alumni Opportunity **(# of new students TBD)**



**WE
HAVE
THE
MEATS'**



Black in Cincinnati: 'I value those who believe in me'

BY: Jayren Dismukes

POSTED: 7:08 AM, Mar 6, 2018

UPDATED: 7:08 AM, Mar 6, 2018

Share Article

Welcome to the WCPO.com series, "Black in Cincinnati." We invite people to write honest and personal stories of their life in the Queen City. Do you have a story about being black in Cincinnati? Let us know. You can scroll to the bottom for contact information and to see other stories in the series.

Jayren Dismukes is a student at Cincinnati State, studying business and communications.

ADVERTISING

Growing up with my mom in Avondale, I learned that how you spend your time is the investment you make in your future.

another up.

I believe communication between generations will significantly improve the way we think about ourselves and how we view the world around us.

I believe that education and our youth hold the survival of society in their hands.

I'm going to college to develop my own non-profit and youth development organization.

This past summer I traveled to Tanzania for a mission trip to start youth councils in order to help communities and villages to grow. The villages were rich with eagerness, youth and leaders willing to invest in the expansion of their community.

The communities there value the same things as Avondale or Bond Hill, which tells me that every child needs a village to be raised in if we have any chance of growing as a community.

Avondale Youth Council members with Cincinnati Mayor John Cranley. Alicia Mitchell, Jayren and India Terry.

My mom reminds that through thick and thin you will always have family, not always blood-related either.

From serving on the steering committee of the Childhood Poverty Collaborative, to serving in the community, I am learning that self-sacrifice is self-motivation every day.

From taking care of myself and my mom, working in the community, and now creating an organization, I am learning that your investments determine how you quantify your time.

While in school, I work to provide for my mom and myself. I can see that life may not be easy but you can still make it fun. I work at the Partnering Center, where we monitor and coordinate youth councils throughout the Cincinnati area.

Jayren and his mother, Andrea Andrews

From working in the youth council and even Tanzania, I plan on implementing the same model of the Avondale Youth Council to all youth councils internationally.

Growing up in Cincinnati, I have learned the values and principles I must uphold to stay consistent and persistent along my journey, while taking the time to build bonds among those I

not to second-guess myself, I value those who believe in me.

Being a black man in Cincinnati is not the easy, but it is an absolute honor. I can truthfully say that moving at a meaningful and purposeful pace will bring the best out of me. I plan on using that to elevate, serve, and learn from others as well.

Other stories in the Black in Cincinnati series:

Black in Cincinnati: 'This is my story'

Black in Cincinnati: 'My family, my purpose'

Black in Cincinnati: 'I thank my dad every day'

Black in Cincinnati: 'Culture shock'

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From the Cincinnati Business Courier:

<https://www.bizjournals.com/cincinnati/news/2018/02/14/deloitte-s-sowar-has-seen-his-share-of-shakeups-in.html>

The List: Executive Q&A

Deloitte's Sowar has seen his share of shakeups in accounting world (Video)

🔒 SUBSCRIBER CONTENT:

Feb 14, 2018, 3:15pm EST Updated: Feb 28, 2018, 11:49am EST

When Jim Sowar got his first accounting job out of college, it lasted 17 years. Arthur Andersen was a great place to work. He spent time in Chicago and Cincinnati – two stints each – during that run.

But it all came to an abrupt halt in 2002, when Arthur Andersen collapsed amid the Enron scandal while it was the company's auditor.

Sowar and thousands of others got a jolt.

"It was pretty crazy," Sowar said. "A lot of people lost their careers. But others were able to land with good firms."

Count him in the latter category. Sowar quickly landed with accounting giant Deloitte and rose to become Cincinnati managing partner in 2013, a role he still holds today.

These days, he's focused on the impacts of tax reform, among other things. The recent changes to the U.S. tax code have received plenty of attention for the corporate tax cuts that led some companies to pay employee bonuses and for the effects on individual tax returns.

But it's an ongoing matter for accounting giant Deloitte and the businesses it works with.

"This is the biggest tax reform change in decades," Sowar said. "We expect a big impact on our clients, so it'll have a big impact on Deloitte."



LEIGH TAYLOR | COURIER

Jim Sowar is Cincinnati managing partner at Deloitte.

How will the new tax reform laws affect Deloitte's business? Certainly we're anticipating considerable activity, but keep in mind that Deloitte is always in a continuous state of helping our clients understand and comply with tax law and policy, drawing upon the considerable resources we have as a U.S. firm. That's always a regular part of our business, so from that perspective it doesn't represent a major shift.

What kinds of questions and concerns do your clients have most frequently about tax reform? Initially it's about making sure they understand the basics of the law and what it means, given the industry they play in. Different industries bring a different set of dynamics to the table when it comes to considering tax policy and the implications.

How does the trend in recent years of mergers among small and midsized accounting firms affect Deloitte? It's an interesting development and I suppose it could create a wider gap between the truly small and the midsized firms. But more broadly speaking, it doesn't change our focus in the market: that of bringing innovative solutions to clients in the private, middle-market and large-cap spaces.

What's the biggest challenge facing your business these days? Finding talent and then keeping your talent up to date as innovation and disruption change the landscape. Deloitte enjoys a great reputation in Cincinnati as a great place to work, so that gives us an edge.

You've just been given \$100,000 to donate to charity. Which and why? Cincinnati Youth Collaborative – tremendous mentoring program impacting kids' lives every day.

What advice would you give a new boss? Make a personal commitment and connection with your people and clients.

What is your favorite vacation spot? Galapagos Islands.

What is the best book you've ever read? I love wine, so "The Judgment of Paris" (by George M. Taber) is fascinating to me.

How do you motivate your employees? Support them in the challenging times and show confidence in them.

Where would we find you on a typical Saturday? With my family or my Cincinnati Youth Collaborative mentee.

Bio

Jim Sogar

Title: Cincinnati managing partner, Deloitte

Education: Bachelor's in business administration, University of Notre Dame

Family: Wife, Mary Carol, and son, Jay

Residence: Anderson Township

Career path: Joined Arthur Andersen in 1985 after graduating college. Shifted between Chicago and Cincinnati a couple of times and became partner. Joined Deloitte as a partner in Cincinnati in 2002 after Arthur Andersen imploded amid the Enron scandal. Became Cincinnati tax managing partner in 2005, national health care tax leader three years later and was promoted to Cincinnati managing partner in 2013

Colleen McGrady was nominated for a Difference Maker Award by JeMiah Cannon; I have copied the essay that Ms. Cannon submitted below. I have also provided a link to the Finalist video featuring Colleen on our YouTube channel.

<https://www.youtube.com/watch?v= J0OKo04tZs>

I met Colleen almost 19 years ago, at the age of 12. She signed up to be a mentor through the Cincinnati Youth Collaborative (CYC), but her role in my life and in the life of my younger siblings have been nothing short of a miracle. I grew up in a very troubled home with a father who was in prison, and a mother addicted to drugs. She gave me a reason to keep living during the most unimaginable situations that a child should never experience. She came into my rough neighborhood, a superhero without a cape, and made me feel as if there was someone in this world who loved me and would protect me.

Not only has she been a mentor to me, but she also stepped in to mentor my little sister and brother. Because of her, we all managed to graduate from high school and my sister and I are both in college. She accompanied us to parent teacher conferences, school events, and allowed me to be a child because at 12, I already had the responsibility of raising my younger siblings. Colleen never complained or asked for anything in return. Although, she is my mentor, the role she plays in all of our lives goes beyond the title of mentor, she is my guardian angel. Kids who grow up in my neighborhood, often lack the encouragement they need to go to college and make a difference in their community. Because of Colleen, and her dedication to my younger siblings and me, we will not become a statistic. Her selfless acts of kindness has created a ripple effect of individuals who want to make the world a better place. That is what it means to make a difference in the lives of children.

Warm Regards,