

**CYC Board Meeting
Empower MediaMarketing
15 East 14th Street, 45202
Wednesday, August 1, 2018
3:00-6:30 PM**

Agenda Item	Intent	Time	Leader
Welcome	What we want to accomplish today	5 Minutes	Toi
Board Member Slate and Terms	Introduce new Board Members	10 Minutes	Dan
Current State Trends: <ul style="list-style-type: none"> • Growth • Outcome • Staff Capacity • Mix Services • Mix Funding 	Share data and context on past 2 yrs. and next 2 yrs.	20 Minutes	Jane
FY 19 Budget	Approve	10 Minutes	Steve
Development Research Findings	Engage	20 Minutes	Jeff/Dave
Board Self-Assessment	Findings from survey	10 Minutes	Jane
Board Excellence	Training on best practices	50 Minutes	Amy Thompson
Board Commitments	Enhancing Board impact	25 Minutes	Amy Thompson/Toi
Adjourn to Happy Hour			

Next Board Meeting: September 18, 2018 (location TBD)

Upcoming event:

Dream Makers Celebration- **October 4, 2018**

Giving Tuesday, **November 27, 2018**

JCG Leadership Development- **Date TBD**



brighter futures • achieving dreams

**Board Minutes
Taft Elementary School
Tuesday, May 15, 2018**

Board Members Present: Toi Jones, Kenneth Webb, Greg Metz, Tom Marth, Barbara Szucsik, Todd Wade, Jeff Wampler, Michelle Hershey, Yvette Simpson, Stephanie Shepherd, Dan Molina, Kathy Vuturo, Amanda Penick, John Fickle and Doug Brueckner

Board Members Absent: Jack Geiger, Gail Williams, Ken Cartwright, Chuck Ackerman, Jim Price, Tony McDaniel, Stephen Avila, Laura Mitchell, Jesse Turner and Steve Condon,

Staff Present: Jane Keller, Dave Plogmann, Jenny Jostworth, Antione Spriggs, CYC Taft Team, Mary Washington, Destyne Martin, Taneeka Porter and Karen Connell

Guest: Principal Jonathon Brown, Byron White, Strive Executive Director

I. Welcome: Toi Jones

- Meeting to order at 8:40 A.M.
- Antione Spriggs, CYC Mentoring Program Manager, welcomed board and spoke about the three mentoring programs at Taft Elementary, CYC Girls Club, Saturday Hoops Program and the Med Mentor Program and he introduced the CYC team.
- Motion to approve minutes by Dan Molina, seconded by Greg Metz with unanimous board approval.

Mission Moment: Mentoring Team

- Taft Girls Club Leader, **Gloria Turnbow** gave an overview of the Taft Girls Club program. Accompanying her was mentee, Honesty.
- **Destyne Martin**, CYC Group Coordinator – introduced 6 grader Demarion Powell, Saturday Hoops mentee who spoke about how SH and his mentor have improved his basketball and academic skills.
- **Taneeka Porter**, Med Mentor Coordinator, introduced the mother of three students who are in the program who spoke about the impact the CYC program has made on her daughters.
- **Principal Dr. Jonathan Brown** welcomed and thanked CYC for its partnership and programs. He highlighted Taft’s Stem curriculum, academic approach and its academic improvements.

II. Strive Partnership: Bryon White, Strive Executive Director

Byron provided an update of the Strive Partnership. He said Strive’s mission is fortifying urban education ecosystems that have evolved and developed. Key highlights included:

- Student is at the center of ecosystem with key influencers to recognize
 - Civic- mentors, teachers, coaches, ministers
 - Citizen- parents, caregivers, family, peers
 - Commerce-social media, music
- Strive’s role is to help drive community initiatives that help move the education needle for children
 - How are children doing cradle to career?

- How is the ecosystem performing?
- What national models can assist us?
- Six milestone indicators that Strive has continually tracked since the inception of Strive
 - Kindergarten Readiness
 - 3rd Grade Reading
 - 8th Grade Math
 - High School Graduation
 - Post- Secondary Enrollment
 - Post –Secondary Completion
- The focus areas for Strive going forward are:
 - Early Learning Alignment
 - Math Literacy
 - Career Pathway Bridges (alignment with CYC)
- Three interventions that Strive is working on in Career Pathway Bridges
 - Lumina Talent Hub designation for a generational approach
 - Assisting CPS to build partnership agreements that articulate data sharing and define partnership accountabilities
 - Regional student data tracking platform

III. CYC Growth Strategies

Jane/Dave

- **Work Readiness**
 - Expansion of JCG Program by 55%. 160 students in year one growing to 300 thereafter. Funding secured for 3 years.
 - Middle school expansion (7&8) with CPS from one school to four new schools – Woodward, Withrow, Hughes H S and Riverview East. The program’s objective is successful student transition to high school with a focus on strengthening social/emotional behaviors, life skills and exploring career pathways. Cohort outcomes from initial pilot have been impressive: 90% increase in attendance, 70% decrease in discipline referrals and solid tracking toward graduation on time. The first cohort from 4 years about had a 94% graduation rate
 - Expansion of high school career program at Shroder. The Southwest Ohio Regional Investment Board is funding.
- **Mentoring**
 - Program double from previous year and is projected at 23% growth mostly attributed to College Mentoring with UCBA and Cincinnati State. Thxs to Board member Metz for the phenomenal partnership.
 - UC Blue Ash and Cincinnati State are targeted to double the number of relationships from 176 to 376 plus by next year end.
 - Group Mentoring has opportunity. We are at 9 girls clubs with eye on expansion. Funding is limiting expansion. Board agreed that girls club is an area of opportunity.
 - Partnerships with other programs by providing technical support - The M.O.R.E., Girls to Women and others
- **College and Career Success-** opportunity is to unbundle or bundle the work that we currently provide – advising and career services – and create a CYC menu of school support services that can be offered to other school districts by focusing in College and Career Readiness area (ACT Prep, FAFSA, etc.) support and guidance?
 - Work effort required to determine need, feasibility, financial investment and capacity to execute.
- Summary: growth is occurring for FY19, however, future board discussion is warranted to determine growth strategies with the necessary funds to fuel the growth.

IV. Recognition of CYC’s 2018 Barbara Siebel Spirit Award Winner, Cheri Jordan, and CYC College Mentor Coordinator joined the board meeting for acceptance of her award.

V. Committee & President Reports: Updates Highlighted

- Governance: **Toi Jones/ Dan Molina**
 - CEO Search Update: Search firm selected, posting of CEO job later this month or early next month
 - Nominating Committee is working on slate of new board members that includes a focus on millennials, diversity, alumni and philanthropic sector.

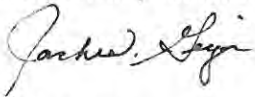
VI. New Business:

Toi Jones

- Annual Board Meeting announcement- looking for a new date to increase attendance
- Slate of new board members will be approved prior to the annual meeting

VII. Meeting adjourned at 10:15 A.M.

Respectfully submitted,



Jack Geiger,
CYC Secretary

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

Board Diversity

August 2018

CYC Current Board = 32 members

<u>Gender</u>	<u>Race</u>	<u>Age</u>	<u>Board Tenure</u>
Female - 38%	AA - 37%	Millennial - 22%	< 5 = 78%
Male - 62%	H/L - 6%	Gen X - 53%	5-10 = 19%
	C - 57%	Baby Boomer - 25%	>10 = 3%
		Greatest Gen - 0%	
		Unknown - 0%	

Board Source Benchmarks:

Boards size = 13 -15 members

<u>Gender</u>	<u>Race</u>	<u>Age</u>	<u>Board Tenure - N/A</u>
Female - 48%	AA - 8%	Millennial - 17%	
Male - 52%	H/L - 5%	Gen X - 26%	
	C - 84%	Baby Boomer - 41%	
	Other - 3%	Greatest Gen - 16%	

2018 New

Board Members

Terence Daniels
 Monica Hitchcock
 Amanda Penick
 Ellie Reiser
 Patrick Russell
 Joel Stone
 Marcus Thompson
 Alex Wilkes
 Tamaya Dennard
 (ex officio)

2018 Board Resignations
 (term related)
 Ken Cartwright
 (non-term related)
 Judy Pepler

Analysis

2017

- Size of board – target probably no more than 30, currently at 24.
- Gaps in millennial and greatest generation sectors.
- Our board is heavy with corporate participation. Need more small business and professional volunteers.
- We currently have “clustered terms”. Consider staggering replacements through the term to avoid mass exits.
- Continue to use committee strategy as opportunity to seed future board members, especially with current corporate partnerships.
- West side representation is lacking and we serve a significant number of West side youth.

2018

- Size of board – 32, grew above target of 30 to accelerate target mixes/diversity. Included staff designated representation with CYC student alumni.
- Gaps in millennial sector addressed, opportunity with greatest generation
- Continue focus on small/medium and professional volunteers & philanthropic community
- Continue clustered terms in accordance with bylaws. Recommended by governance committee
- Used corporate succession and committee strategy for incoming board members. Will continue in future.
- Continue to focus on west side representation.

**Board
Help
Needed**

1. Recommend potential board members that would have a passion for our mission and will meet the following demographics:
 - a. Start-Up Business Community – target Millennials
 - b. West Side Business Community
 - c. Professional Volunteers – strong linkage to Foundation community is ideal
2. Identify young leaders to serve on CYC Committees

1. 6 millennials added including linkage to community (chamber)
2. Placeholder for foundation linkage
3. Continue to focus on balancing gender and race
4. Additional YP's added to volunteer and marketing committees.
5. Continue to identify YP's names.
5. Identify greatest generation leaders

Cincinnati Youth Collaborative
Officers and Board of Directors

Toi Clark Jones
President and CEO Solutions Officer
Onyx Sourcing Solutions
Chair Board

Dan A. Molina
Chief Executive Office/President
CenterGrid
Chair Board Elect

Jack Geiger
Founder
Ene LLC
Board Secretary

Steve Condon
President and Principal
Truepoint Wealth Counsel
Boar Treasurer

Cincinnati Youth Collaborative
Renewing Directors for 2019-2021 Term Cycle

Jack Geiger
Founder
Ene LLC
Term expires end of FY21

Tony McDaniel
Preconstruction Executive
Messer Construction
Term expires end of FY21

Jeff Wampler
Founder/Chief Brand Ninja
Ninja House Brand Consultancy
Term expires end of FY221

Gail Williams
Term expires end of FY21

Cincinnati Youth Collaborative
New Directors for 2019-2021 Term Cycle

Monica Foxx Hitchcock
Director of Value Recognition
d.e.Foxx & Associates, Inc

Amanda Penick
Partner
Graydon Law

Ellie J. Reiser
Senior Sales VP
Comey and Shepard

Joel Stone
VP Wealth Management Advisor
Fifth Third Private Bank

Strategic Plan and Key Trends Update



CYC STRATEGIC GROWTH BREAKTHROUGHS 2017-2019

MISSION: CYC Empowers Vulnerable Children & Young Adults to Succeed in Education, Career, and Life

CRYSTALIZE CYC IDENTITY AND IMPACT IN COMMUNITY

- Build a focused strategic communications platform for execution

SERVE MORE YOUTH WITH HIGH QUALITY PROGRAMS

- Provide more support for students transitioning to middle/high school
- Increase organizational support for students transitioning out of high school
- Grow the # & quality of 1:1 mentoring relationships

MAXIMIZE ALL FUNDING SEGMENTS

- Create clear process to identify breadth and depth of corporate partnerships and key funding potential
- Grow individual donor support
 - Provide revenue generation through organizational expertise (i.e. fee for service)

GROW TECHNOLOGY, ANALYTICS, TALENT CAPABILITIES & VOLUNTEERS

- * Elevate Technology Capabilities
- * Leverage Analytics for Maximum Impact
- * Build High Performance Team & Culture
- * Maximize Volunteer Impact & Effectiveness

CYC Strategic
Breakthroughs
2014-17

- Expand reach and strengthen impact of CYC through piloting & testing models
- Increase CYC reserve fund through Tomorrow Fund
- Maximize CYC Board Member effectiveness

Where do we stand?

Crystallizing Identity

- Research Complete
- Solidify strategic communication plan

Serve More Youth

- Expansion of JCG program – 4 middle school and 1 high school in FY19
- Doubled mentored students including college mentors
- Expanded Summer Work Experience with pilot for rising 9th graders



Where do we stand? (con't)

Maximizing Funding Sources

Individual donor growth

- Building off Circle of Trust Concept with personalized board engagement plan

- Testing crowd funding tool with DM
- Add specific JCG direct mailer
- Matching gift optimization

Partnership Engagement

- Identifying "\$ for Doers" funding streams
- Prioritizing and highlighting broad based partnerships covering volunteers and funding

• Fee for Service

- Dramatic growth of school fees with expansion of JCG programs with 100% fee coverage.
- Ala cart service fees – not on track.

Grow technology, talent and volunteers

Technology

- Integrated student data across programs

Talent

- Hired HR manager with focus on workplace
- Designing internal job growth opportunities
- Launched HR committee
- Launched Culture committee to focus on training, appreciation, transparency, collaboration, workplace issues

Volunteers

- Expanded volunteer opportunities beyond mentoring
- Building community awareness
- Alumni Strategy

Key Growth Trends: Students

Student Growth	Number	Growth Percentage
Prior to merger	2600	
2017	4950	90%
2018	5700*	15%
2019	Estimated 6125	7.5%
2020	6250**	2%

*Preliminary numbers. May include some duplication of students in multiple programs

** 2% growth attributable to additional of follow up year for JCG students due to expansion

Key Growth Trends: Students by Program

Students by Program	College and Career	JCG	Mentoring	Total
2017	3555 72%	707 14%	678 14%	4940
2018	3713 65%	682 12%	1305 23%	5700
2019	3713 61%	857 14%	1555 25%	Est 6125
2020	3713 59%	982 16%	1555 25%	Est 6250
Funding FY19	10% fees 90% public	36% fees 47% public 17% private	22% fees 78% private	19% fees 35% public 46% private



Key Growth Trends: Student Outcomes

Outcomes	2016	2017	2018*	2019
Promotion	96%	98%	99%	TBD
Graduation	95%	95%	94%	TBD
Transition to College	69%	74%	71%	TBD
3E's: enlisted, enrollment and employed	88%	95%	90%	TBD

* Preliminary numbers. Final review in process

Key Growth Trends: Staffing

	College and Career	JCG	Mentoring	Develop	Adm	Total
Staff	21 11 FT 10 AC	17 17 FT	9 8 FT 1 PT	5 5 FT	5* 4 FT 1 PT	57 45 FT 2 PT 10 AC
Ratio	1:169	1:50	1:173	N/A	N/A	
Staff/Student						
Gender	27% M 63% F					
Race	56% AA 43% C					
Gen	39% M 38% GenX 23% Boomers					
Tenure	34% < 1yrs 38% 1-3 yrs 9% 4-9 yrs	19% 10+ yrs				

* Finance is outsourced

**Cincinnati Youth Collaborative
Budget
June 30, 2019**

	FY 19 Total	FY 18 Budget	Actual 5/31/2018
Income			
4005 Individual	280,000	195,000	174,923
4010 Corporate and Business	85,000	40,500	42,298
4015 Foundations	643,000	603,500	595,809
4020 United Way	72,000	125,000	74,000
4022 Other Organizations	44,500	36,000	17,410
4025 Bequests	15,000	-	-
4027 Child Poverty Collaboration Income	-	-	5,000
4105 Talent Search	452,772	452,772	390,278
4110 Gear Up	274,770	274,770	197,860
4120 Workforce Investment Act - WIOA	497,000	350,000	309,634
4125 City of Cincinnati	100,000	100,000	95,333
4130 Community Connectors	-	95,040	72,380
4150 JOG	20,000	82,000	20,000
4200 Fee for Service - Schools	682,200	412,700	383,308
4207 Fee for Service - CATC	5,000	-	5,000
4220 Fee for Service - Other	5,000	-	5,000
4505 Dividend, Interest (Securities)	85,871	73,670	90,978
4605 Miscellaneous Revenue	1,000	1,000	6,585
4900 <i>Special Events Income</i>			-
4905 Dreammakers	210,000	180,000	173,067
4915 Golf outing	50,000	60,000	44,794
4930 Trivia	30,500	27,500	26,397

Development
Check total 1,430,000

Per Dave 1,425,000

Difference (5,000)
to be raised by Antoine
for Girls Club

3,553,613 3,109,452 2,730,054

Expenses

6005 Salary and wages	2,248,863	1,917,814	1,711,634
6010 Social security payroll tax	139,427	118,905	100,101
6015 Medicare payroll tax	32,609	27,808	23,421
6020 State unemployment (SUTA)	34,110	26,754	16,656
6025 Workers compensation	14,030	11,965	9,426
6030 Health insurance expense	279,382	178,918	177,556
6035 Dental insurance	12,166	9,989	9,504
6040 Life, STD and AD & D	37,389	24,763	20,988
6045 401 K match	74,865	65,484	53,415
6100 Advertising/ Marketing	7,500	8,000	13,360
6110 Bank fees	20,800	19,350	21,417
6120 Consulting services	9,300	21,750	33,239
6135 Donor/Volunteer Recognition	2,500	2,000	2,281
6140 Dues & subscriptions	17,673	14,455	13,875
6145 Emergency Fund	4,000	4,000	480
6160 Equipment expenses	11,295	22,283	9,276

**Cincinnati Youth Collaborative
Budget
June 30, 2019**

	FY 19 Total	FY 18 Budget	Actual 5/31/2018
<i>6170 Insurance</i>			
6172 Liability Insurance	16,000	11,158	15,255
6174 D&O Insurance	6,720	6,660	5,976
6190 Meeting expense	10,250	7,550	8,943
6200 Miscellaneous	19,300	7,930	17,403
6210 Office supplies	11,819	10,415	8,588
6220 Postage	4,725	4,720	3,119
6230 Printing	13,750	5,550	6,997
6240 Professional Development	34,680	39,150	37,021
<i>6250 Professional fees</i>			
6251 Accounting	123,809	150,410	128,500
6252 Legal	2,000	2,000	791
6253 Payroll processing	4,180	3,865	3,401
6254 Plan administration	8,210	7,606	4,538
6275 Technology	22,210	8,350	7,345
6280 Telephone and data	6,348	5,910	5,270
6285 Temporary personnel	-	33,000	5,590
6300 Travel	22,800	15,200	17,948
<i>7000 Special event expenses</i>			
7005 Catering	35,400	30,500	21,244
7010 Professional Services	17,950	3,800	-
7012 Entertainment	1,750	13,850	14,099
7015 Equipment rental	-	400	6,325
7020 Postage & Printing	6,400	4,200	5,075
7030 Occupancy	13,875	14,500	24,321
7035 Supplies	4,675	14,225	1,650
7040 Travel	-	-	40
7045 Miscellaneous - special events	8,300	-	6,518
7500 Program Expenses	503,509	363,663	315,732
	3,844,569	3,238,850	2,888,318
Program surplus/ (deficit)	(290,956)	(129,398)	(158,264)
Temp Restricted at 6/30/18	159,564		-
Net surplus/ (deficit) after Temp restricted funds	(131,392)	(129,398)	(158,264)
Website updates	10,000		
Addback of 4 months COO	41,334		assumption hire in November
Projected net deficit	(80,058)		

Cincinnati Youth Collaborative
Statement of Financial Position - Unaudited
June 30, 2018

	As of 6/30/2018	As of 6/30/2017	Jun - Jun Change
Cash and cash equivalents	\$ 134,337	160,205	(25,868)
Investment Account	3,022,341	2,704,573	317,768
Accounts Receivable **	355,664	407,907	(52,243)
Tomorrow Pledges, net of discount	271,884	399,914	(128,030)
Contributed Rent Receivable	-	126,826	(126,826)
Property and equipment, net	-	230	(230)
Prepaid Expenses	49,850	60,909	(11,059)
TOTAL ASSETS	\$ 3,834,076	\$ 3,860,564	\$ (26,488)
Accounts Payable	\$ 76,522	26,625	49,897
Accrued Vacation	55,562	51,895	3,667
Accrued Payroll Taxes	9,571	5,725	3,846
Accrued Expenses	-	14,143	(14,143)
Fiscal Agent - CPS	-	7,878	(7,878)
Deferred Revenue	55,995	61,328	(5,333)
Net Assets	3,636,426	3,692,970	(56,544)
TOTAL NET ASSETS & LIABILITIES	\$ 3,834,076	\$ 3,860,564	\$ (26,488)
** Accounts Receivable:			
AK Steel	6,000	-	
Andrew Jergens Foundation	-	15,000	
CPS	25,095	10,592	
City of Cincinnati	(16,667)	5,667	
COBRA	-	(274)	
Community Connectors	31,429	20,851	
Gear Up Grant	33,241	42,566	
Grad Cincinnati	285	350	
Hamilton County - In School	130,576	147,606	
Pfau Foundation	-	40,000	
Talent Search grant	44,088	44,041	
United Way - JCG & Mentoring	37,000	38,313	
UC Med Mentors	1,710	-	
Pledges for 2018 Event Sponsorships	62,907	43,195	
Total	\$ 355,664	\$ 407,907	

Cincinnati Youth Collaborative
Budget to Actual - Unaudited
As of June 30, 2018

	Annual Budget	6/30/2018	Goal =100% of Budget	Projection
Income				
4005 Individual	195,000	185,498.38	95.13%	187,010
4010 Corporate and Business	40,500	43,019.40	106.22%	42,298
4015 Foundations	603,500	615,029.27	101.91%	688,000
4020 United Way allocation	125,000	74,000.00	59.20%	76,000
4022 Other Organizations	36,000	18,112.53	50.31%	20,000
4027 Child Poverty Collaboration Income	-	5,000.00	100.00%	5,000
4105 Talent Search	452,772	434,365.77	95.93%	452,772
4110 GEAR Up	274,770	211,199.33	76.86%	274,770
4120 Workforce Investment Act - WIOA	350,000	381,705.18	109.06%	422,012
4125 City of Cincinnati	100,000	103,666.70	103.67%	100,000
4150 JOG revenue	82,000	20,000.00	24.39%	20,000
4160 Community Connectors	95,040	86,174.33	90.67%	95,040
4200 Fee for Service - Schools	412,700	417,700.01	101.21%	412,700
4207 Fee for Service - CATC	-	5,000.00	0.00%	5,000
4220 Fee for Service - Other	-	23,261.20	100.00%	5,000
4505 Dividend, Interest (Securities)	73,670	102,377.41	138.97%	91,500
4605 Miscellaneous Revenue	1,000	14,217.17	0.00%	6,585
4905 Dreammakers event	180,000	173,067.38	96.15%	173,067
4915 Golf outing	60,000	50,294.47	83.82%	60,000
4930 Trivia Night	27,500	26,396.97	95.99%	26,397
Total Revenue	3,109,452	2,990,085.50	96.16%	3,163,151
Expenses				
6005 Salary and wages	1,917,814	1,925,607.93	100.41%	1,961,814
6010 Social security payroll tax	118,905	112,966.52	95.01%	118,905
6015 Medicare payroll tax	27,808	26,429.84	95.04%	27,808
6020 State unemployment (SUTA)	26,754	16,889.09	63.13%	26,754
6025 Workers compensation	11,965	10,777.67	90.08%	11,965
6030 Health insurance expense	178,918	192,453.79	107.57%	199,309
6035 Dental insurance	9,989	10,411.98	104.23%	9,989
6040 Life, STD and AD & D	24,763	22,983.78	92.82%	23,000
6045 401 K match	65,484	60,230.09	91.98%	62,000
6100 Advertising	8,000	14,360.08	179.50%	12,500
6110 Bank fees	19,350	21,354.93	110.36%	22,000
6115 Campaign expenses	-	-	0.00%	-
6120 Consulting services	21,750	35,238.61	162.02%	35,750
6130 Depreciation	-	229.98	0.00%	-
6135 Donor recognition	2,000	2,298.54	114.93%	2,300
6140 Dues & subscriptions	14,455	14,841.69	102.68%	15,200
6145 Emergency Fund	4,000	480.00	12.00%	4,000
6160 Equipment expenses	22,283	10,114.81	45.39%	12,500
6172 Liability Insurance	11,158	16,641.92	149.15%	16,632
6174 D&O Insurance	6,660	6,519.00	97.88%	6,660
6190 Meeting expense	7,550	9,476.99	125.52%	8,300
6200 Miscellaneous	7,930	33,520.16	422.70%	34,000

Cincinnati Youth Collaborative
Budget to Actual - Unaudited
As of June 30, 2018

	Annual Budget	6/30/2018	Goal =100% of Budget	Projection
6210 Office supplies	10,415	9,098.53	87.36%	9,000
6220 Postage	4,720	3,178.08	67.33%	3,500
6230 Printing	5,550	11,554.84	208.20%	11,555
6240 Professional Development	39,150	37,368.72	95.45%	40,500
6250 Professional fees				
6251 Accounting	150,410	136,500.00	90.75%	136,500
6252 Legal	2,000	10,791.00	539.55%	10,791
6253 Payroll processing	3,865	4,506.84	116.61%	3,865
6254 Plan administration	7,606	5,071.40	66.68%	7,606
6260 Program expenses	363,663	381,312.43	104.85%	408,663
6275 Technology	8,350	8,414.13	100.77%	8,350
6280 Telephone and data	5,910	5,919.22	100.16%	5,910
6285 Temporary personnel	33,000	1,140.00	3.45%	5,000
6300 Travel	15,200	19,989.59	131.51%	22,352
7000 Special event expenses				
7005 Catering	30,500	21,243.67	69.65%	21,245
7010 Professional Services	3,800	-	0.00%	-
7012 Entertainment	13,850	14,098.83	101.80%	14,099
7015 Equipment rental	400	6,325.00	1581.25%	6,325
7020 Postage & Printing	4,200	5,075.04	120.83%	5,075
7030 Occupancy	14,500	24,420.52	168.42%	24,321
7035 Supplies	14,225	1,649.57	11.60%	1,650
7040 Travel	-	40.00	100.00%	40
7045 Miscellaneous - special events	-	7,056.83	0.00%	6,518
Total expenses	3,238,850	3,258,581.64	100.61%	3,364,251
Net gain/ (loss)	(129,398)	(268,496.14)	207.50%	(201,100)
Add(Subtract) back:				
Tomorrow campaign	-	2,920.00		
Net effect of contributed rent	-	(126,825.76)		
Net Saturday Hoops	-	27,691.61		
Net Artlinks	-	(3,187.24)		
James Gall Memorial Scholarship	-	20,000.00		
Citibank Grant to be used in FY 19	-	108,900.00		
Schmidlapp grant to be used in FY 19	-	50,000.00		
AT & T for FY 19	-	10,000.00		
American Endowment Foundation - BFG	-	40,000.00		
Unrealized gain/ (loss)	-	82,091.01		
Net (loss)/ gain before temporarily restricted	(129,398)	(56,906.52)		
Temp restricted funds	-	-		
Net (loss) gain after temporarily restricted	(129,398)	(56,906.52)		
Operational Surplus/ (Loss)	(129,398.00)	(268,496.14)		(201,100)

**Cincinnati Youth Collaborative
Budget to Actual - Unaudited
As of June 30, 2018**

Annual Budget	6/30/2018	Goal =100% of Budget	Projection
--------------------------	------------------	---------------------------------	-------------------

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

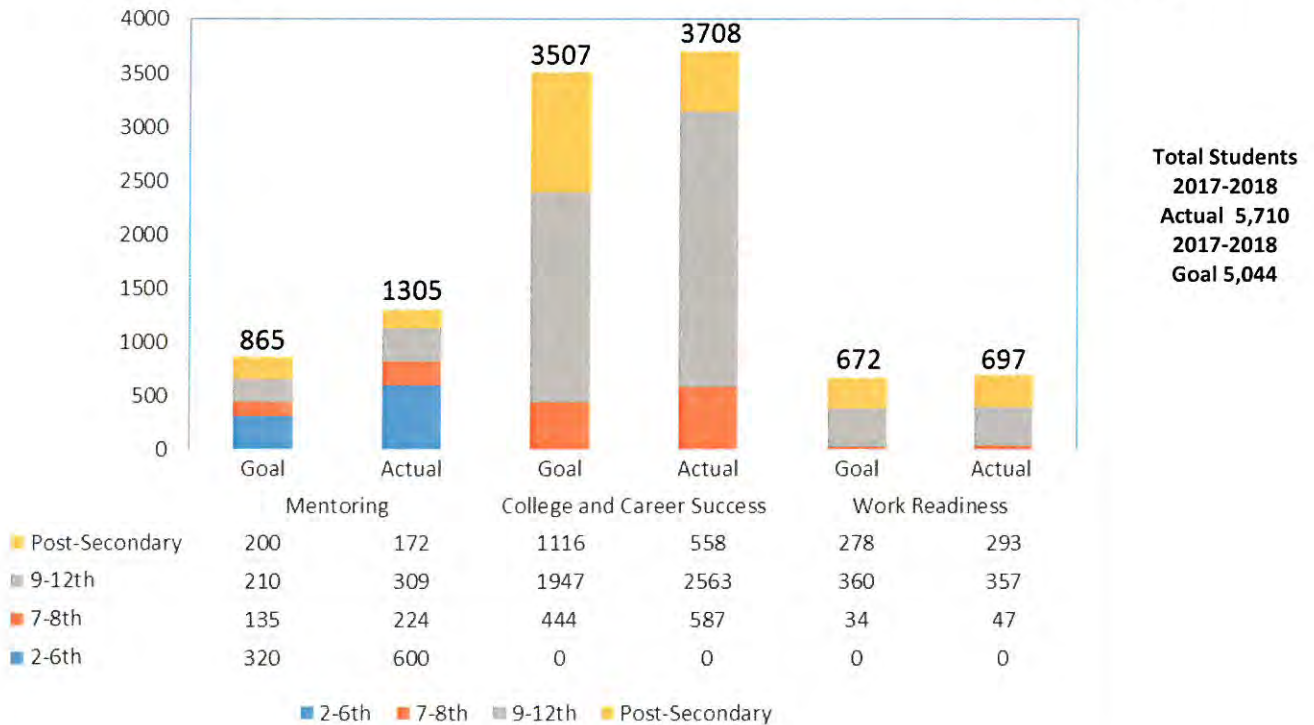
Mission: CYC empowers vulnerable children and young adults to overcome obstacles and succeed in education, career and life

August 1, 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 (June 30, 2018)		Goal
Volunteers	% of mentors retained >1 year	62%		75 % goal (National is 65%)
	# of mentors and groups	1,146		865
Budget (as of 05/31/18)	Revenue- 58.33%	\$2,730,057	87.80%	\$3,109,452
	Expenses- 58.33%	\$2,888,318	89.1%	\$3,238,850
	Net surplus/deficit – 91.67%	(268,500)		(\$129,398)
Development	Total Donors	592 (113.4%)		522
	Foundation Revenues	\$654,000 (108.4%)		\$603,500
	Annual Campaign	\$1,190,400 (94%)		\$1,267,500
Marketing	Awareness Touchpoints	109,168 (140%)		78,202

Green=On Target

Yellow=Watch-Out

Red= Alert

Winning with cause minded consumers.



Cincinnati Youth Collaborative
grows by winning the hearts and
minds of Cincinnatians.

July 2018

Confidential

Grow Cincinnati Youth Collaborative's donations and volunteer base.



Key Research Objectives

1. Identify baseline brand equity and awareness. 
2. Optimize our current communications. 
3. Discover how to engage and target potential donors and volunteers. 

We adopted a multi-phase approach to address the CYC's needs.

1

Qualitative exploratory study to better understand cause-minded Cincinnati consumers and get feedback on marketing execution.

Conducted 2 cause-minded Consumer Connect sessions with a total of 24 consumers.

April 2018

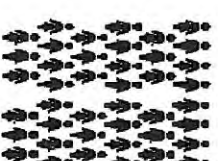
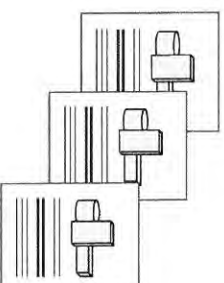



2

Identify baseline of CYC's awareness, consideration, and perceptions amongst cause-minded Cincinnati consumers.

Online survey of 371 consumers that live in the Greater Cincinnati area.

July 2018





How did we define Greater Cincinnati Cause Minded Consumers?

- Live in Greater Cincinnati Metropolitan area (N. KY, Ohio, Indiana).
- Over 18 years of age.
- Mix of genders, ethnicities, and income.
- Have attended an event, volunteered time or money for a non-profit/charity in past 12 months (other than their church).

1

Identify baseline brand equity and awareness.

- Overall awareness of CYC is very low
- Among those who know us, core brand is very strong
- Once discovered, CYC brand drives strong intent to donate and volunteer

While awareness is low compared to both national & local peers, we do outperform them on some key issues facing at risk youth.

Unaided Awareness

What are the names of some local charities focused on young people?	
Boys & Girls Club	17.3%
Big Brothers Big Sisters	11.1%
Lighthouse	3.5%
Matthew 25	2.4%
ProKids	1.9%
CYC	0.8%
Crayons to Computers	0.8%
Urban League	0.8%
Adopt a Class	0.0%

Aided Awareness

Indicate which of the following charities you have heard of:	
Boys & Girls Club	91.0%
Big Brothers Big Sisters	87.0%
United Way	81.0%
Free Store Foodbank	72.0%
Crayons to Computers	41.0%
CYC	34.0%
Adopt a Class	9.0%

- Outperforms Big Brothers Big Sisters, Boys & Girls Club, United Way & Adopt a Class on key attributes such as:
 - Addressing Cincinnati's Childhood Poverty issues
 - Addressing high school drop out rates and focusing on post-graduation success
- CYC name itself is solid and about "as good as it gets"
 - Opportunity to focus more on the whole Cincinnati Youth Collaborative name - not just the acronym. Respondents do like current logo.

Once discovered, they like us. The CYC brand drives strong intent to donate and volunteer.

– Higher “Top 2 Box” intent to donate and volunteer vs. other related agencies.

How likely are you to consider donating money to each of these charities in 2018? *	
CYC	46.0%
United Way	43.0%
Boys & Girls Club	42.0%
Big Brothers Big Sisters	42.0%
Adopt a Class	36.0%

How likely are you to consider volunteering with each of these charities in 2018? *	
CYC	38.0%
Boys & Girls Club	33.0%
Adopt a Class	33.0%
Big Brothers Big Sisters	32.0%
Urban League	28.0%

* Of those aware of the agency

* Of those aware of the agency

2

**Optimize our
current
communications**

- **Student life success stories are key.**
- **Existing materials well-received but can be fine-tuned**

**Combination of personal stories and statistics
compel people to donate money or time.**

- **Student life success stories are the core “reasons to believe” about CYC**
 - Tell “the rest of the story” about longer range student success in life
 - Elevate voice and visibility of successful alumni
- **One or two comparative statistics are more effective than sharing several.**
 - 95% of senior students in CYC programs graduated from high school compared to 71% for Cincinnati Public Schools was most effective of those tested.



Existing materials and message well-received but can use fine tuning

- **Visuals are critical for drawing in and creating emotional connection to the mission**
 - Interaction between people; closeness / embrace; shows connectedness
 - Bright, sun-rayed visuals; conveys optimism
 - Black and white photography creates disinterest
 - Single person shots do not connect
- **Be specific in the services offered and partnerships**
 - College readiness, prep, etc. are not well-understood activities. Making them more tangible (i.e. resume writing assistance, etc.) will help to more clearly pain the picture of CYC services.
 - Specific local business partnerships (P&G, Macy's, 5/3) were well-received and helped with credibility

3

**Discover how
to engage
and target
potential
donors and
volunteers.**

- **Make It
Personal**
- **Drive Brand
Trial**
- **Maximize
Digital**

People donate time and money to non-profits when they have a 1 to 1 connection.

- **Make it personal**
 - Common denominator for engagement is a personal connection either as:
 - “I was in their shoes” and somebody gave me a hand up that helped me succeed
 - Someone I trust personally asked me to support CYC
 - Enable this type of support via on line “Join Me” type fundraising events that CYC ambassadors can use to activate their personal networks
 - Circle of Trust concept remains important

Wanna Bet? It's very personal!

“I donate to St. Joseph's because I have a personal connection. It was where my niece lived for 7 years and they were great!”

It's not personal,
it's just business.



Consumers are interested in short-term engagement opportunities.

- **Must drive brand trial of CYC**
 - Find ways to let people “stick their toe in the CYC water” through family friendly, “one and done” volunteer engagements (i.e. Matthew 25)
 - Get out into the suburbs and drive “new trial” of CYC
 - Group Mentoring programs like Saturday Hoops are an excellent way to drive trial
- **Maximizing digital presence is key to unlocking the young professional segment**
 - Low cost monthly giving options are attractive
 - Most have easy and timely way to digitally share stories and activate networks



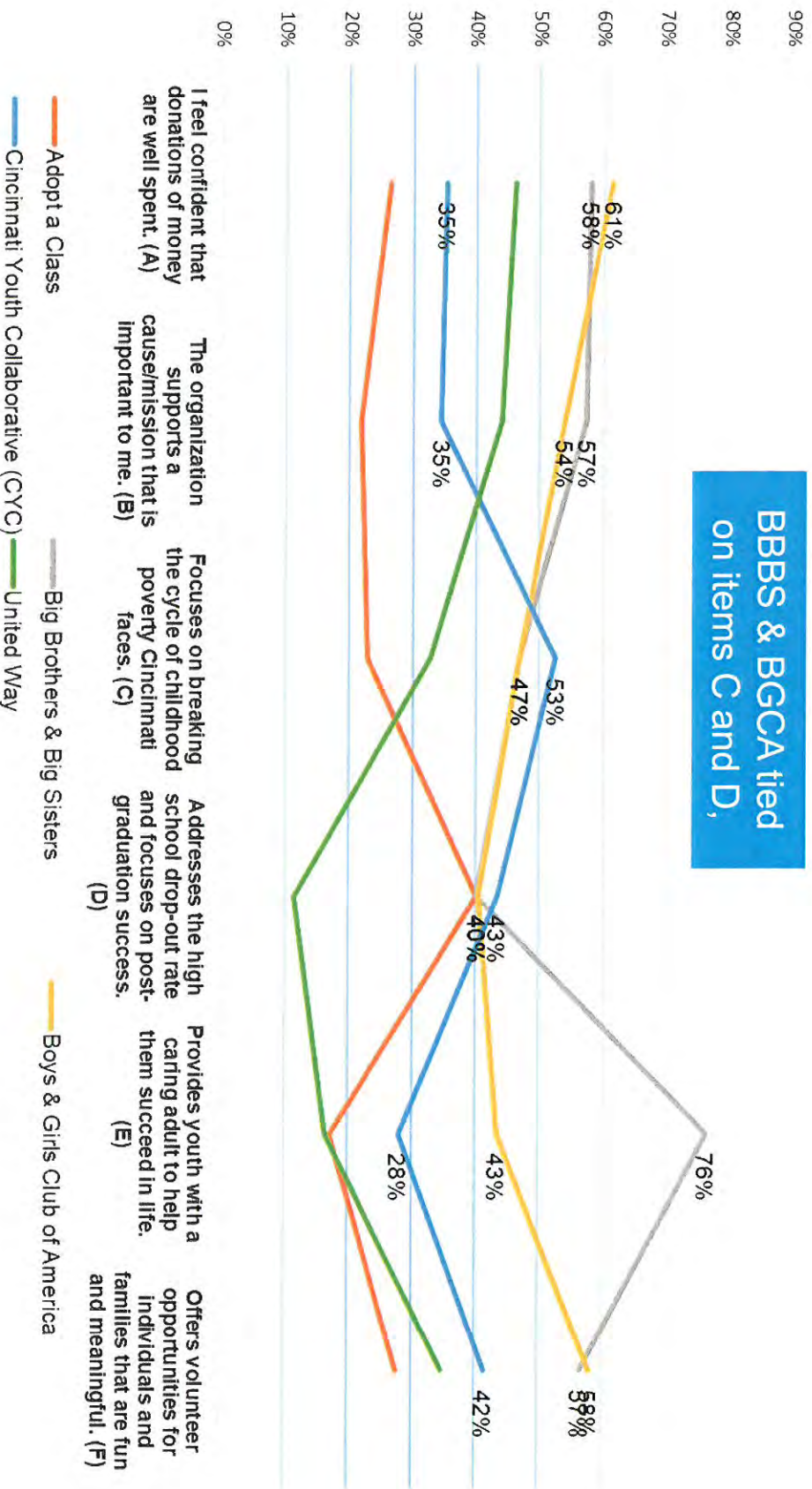
Next Steps

- **Deeper dive on quantitative results**
- **Stop/Start/Continue Plan**
- **Implement calendar of key research insights sharing for balance of year board meetings**

Appendix

CYC is known for breaking cycle of poverty and addressing high drop out rate.

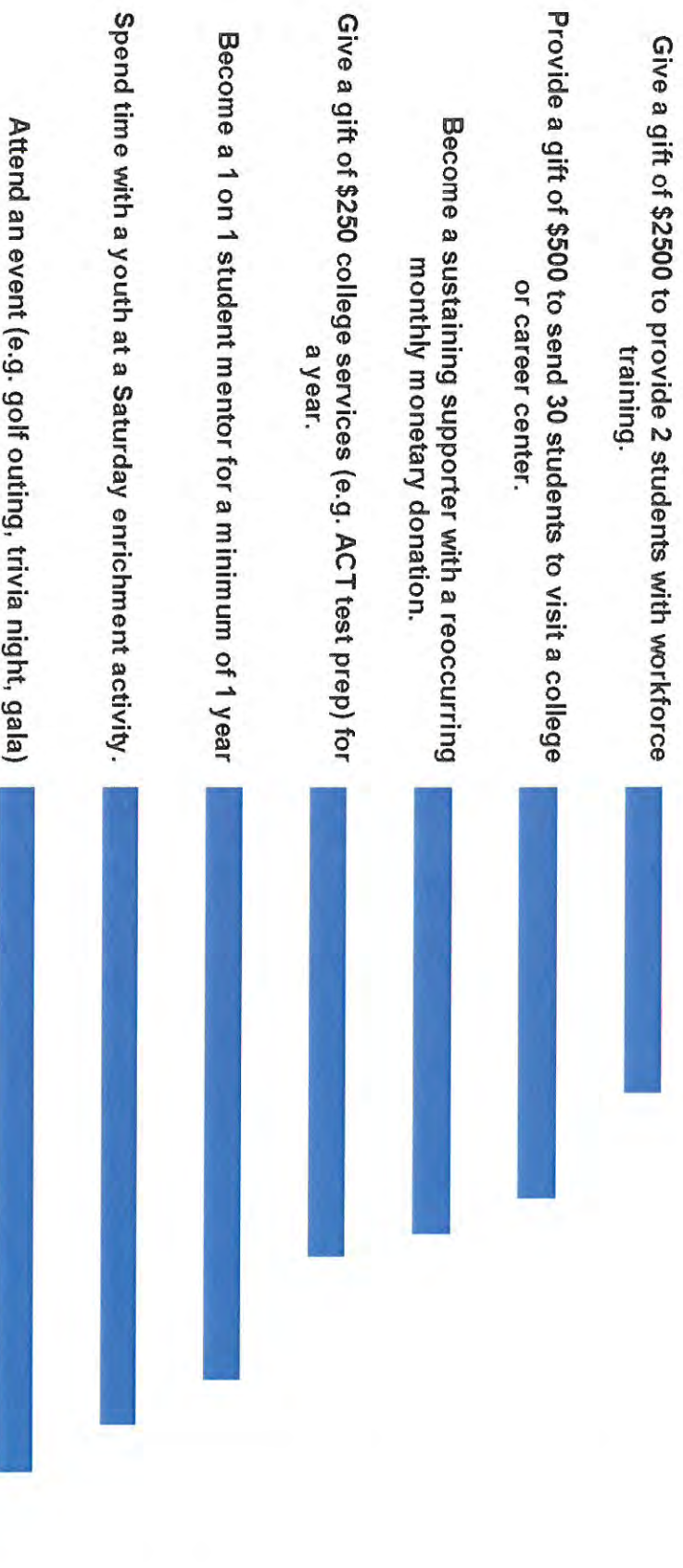
BBBS & BGCA tied on items C and D,



Q: Below are phrases that could be used to describe the following charities. Please give your impressions of these charities, even if you're not very familiar with them. Please select all of the charities that apply per statement N=371.

Short-term engagement opportunities are most popular

Top 2 Box %



Q23: There are several ways you can support this organization. Please indicate how appealing each of the following statements are to you? N=371.

Activating Volunteers vs. Donors

While some respondents discussed both volunteering and donating to the same organization, there was a marked difference in motivations between donating and volunteering for most respondents. Nearly all are triggered to give (time or money) through personal invitation from an involved friend of the organization – or having had a personal experience of being helped at some critical point in their life by a caring adult.

Volunteer

Donation of time is their gift. Usually at a younger life stage with low financial resources. Want to give back with time; often want family connectivity (show kids importance of giving back)

Donor "Make it Fun"

Willing to give \$\$, but expect to have fun / social event to do so (auctions, trivia, entertaining venue with friends)

Donor "Efficacy & Recognition"

Most willing to donate \$\$\$ to causes with proven stats; expect recognition and personal appreciation (galas, dinners, personal asks)

Donate Time

Donate \$\$\$

Younger life stage

Older life stage



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Donor and Volunteer Hierarchy of Needs For Donating Time and Money

Self-
Actualiz-
ation

\$\$: Legacy, Inspiring Others
Time: Pride, Inspiring Change, Personal Growth

\$\$: Status, Obligation to give back, Guilt of inequity in society
Time: Helping others, status symbol, Cinti Pride

\$\$: Feel Needed, Valued, Appreciated, Diversity, Nurturing
Time: Social connections, Faith/Values, Community, Teaching
kids, Peer Pressure

Love &
Belonging

\$\$: "It could be me"
Time: World is dangerous (improve it), Education is required,
Safer community around you

Safety

\$\$: Taxes, Proof that it works, Trustworthy
Time: Required volunteer hours, Taxes,
Boredom (need something to do), Creating
healthy activities

Functional Needs



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The CYC Story

Final Concept Statement

What was your dream when you were young? Every child has a dream for the future. But some youth face overwhelming obstacles that slowly break down those dreams. Doesn't every child deserve a chance at his/her dream?

At Cincinnati Youth Collaborative (CYC), our team of mentor volunteers, public school districts and local businesses help to open the eyes of youth to new possibilities and help them create a supported path to achieve the previously unimaginable – in school, career and life.

CYC serves over 5,000 Cincinnati youth each year and consistently achieves outstanding results. For the past school year:

- * 95% of senior students in CYC programs graduated high school on-time (compared to 74% for Cincinnati Public Schools)*
- * 95% of CYC high school graduates successfully transitioned to college, job or military (compared to 77% nationally)*

As a CYC supporter, you can empower a child, one at a time, to grow into her unique academic and career potential. Lend your support to help EVERY child achieve his full potential. There are many ways to give – become a mentor, donate now or come to one of our events! To learn more visit www.cycyouth.org



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CYC Supporters – WHO Tangible Tom

INDIVIDUAL DONORS

Motto

Civic duty to give back to the community is the right and responsible thing to do. I want to be recognized for my achievements and success.

Motivation for involvement

Have a purpose, Satisfaction of end result, Build a community connection that is close to home, fulfill social responsibility

Hypothesized Behavior

Donate, attend Dream Makers, Golf Outing



CYC Involvement

- May have attended Dream Makers or work for a CYC partner company

Demographics

- Age 45 and up
- Educated professionals
- Business Owners



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CYC Supporters– WHO Social Sophie

INDIVIDUAL DONORS



CYC Involvement

- *May have attended one of our events, most likely trivia*

Demographics

- *Age 35-45, Avg. 38*
- *Full-time employed*
- *Educated professionals*

Motto

Want to have fun through social exchange while giving back. “I feel the need to give security for others.”

Motivation for involvement

Ways to meet people, personal connections, education for self, kids, co-workers, attend events (something to do) while giving back.

Hypothesized Behavior

Respond to “come and join the team” messaging. Or respond to events such as Trivia Night to have fun AND help others.



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CYC Supporters– WHO Caring Katie

NEW GENERATION - Volunteers



CYC Involvement

- *May be recent former or current Volunteers from one of the individual service programs*

Demographics

- *Age 20-34, Avg. ??*
- *In College or Full-time employed*
- *Educated or emerging professionals*

Motto

“When I contribute in my community and embrace others it gives me pleasure and makes me feel valued and loved.”

Motivation for involvement

Nurture the “good in the world”, Be a role model, Give choices, Make a difference. Feel loved. Unconditional love.

Hypothesized Behavior

Become a mentor. Volunteer with family.

Need to engage and retain them as volunteers to ultimately become part of their financial giving as they proceed in life.

Opportunity to engage their circles of influence through “go fund me” web based campaigns to support their volunteer efforts

2018 Board Self Assessment

Focus areas: Knowledge of Board and CYC, Self Engagement, Board Effectiveness

Key Findings

- CYC's board demographics have greater diversity than national in race and ethnicity.
- Top boxes – strongly agree and agree - benchmark directionally to 2017 Board Source areas of governance and leadership. Most are at 90%+ combined.
- 95% of board understands CYC's mission although 45% strongly agree they are engaged in the work of the board & CYC
- Improvement in understanding the board recruitment and nominating process since last assessment
- 100% of board indicated they made a personal donation to CYC annually, with 40% of the board strongly agreeing they have participated in fundraising

Opportunity

- Further engagement of the board will help increase top box score of strongly agree
 - Specifically, meet board expectations, strategic plan understanding and support, and understanding of programs - JCG and college and advising
- Continue relationship building amongst board
 - 25% of board members are neutral or disagree and 40% agree
- Increase (top box) understanding of board recruitment will help build board diversity
- Participate more fully in fundraising/solicited with donation asks and community outreach

Constant Contact Survey Results

Survey Name: 2018 Board Self Assessment Survey

Response Status: Partial & Completed

Filter: None

7/11/2018 3:33 PM EDT



TextBlock:

* Required Question (s)KNOWLEDGE OF CYC AND BOARD OF DIRECTORS

* Did you attend Board Orientation and learn about CYC and your board responsibilities when you first became a board member?

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes			16	80.0 %
No			4	20.0 %
Totals			20	100%

* Do you feel you have a good understanding of the majority of CYC Programs?

Answer	0%	100%	Number of Response(s)	Response Ratio
Strongly Agree			2	10.0 %
Agree			18	90.0 %
Neutral			0	0.0 %
Disagree			0	0.0 %
Strongly Disagree			0	0.0 %
Totals			20	100%

*Which programs would you like to learn more about?

20 Response(s)

*Are you familiar with CYC's Strategic Plan?

Answer	0%	100%	Number of Response(s)	Response Ratio
Strongly Agree			5	25.0 %
Agree			12	60.0 %
Neutral			2	10.0 %
Disagree			1	5.0 %
Strongly Disagree			0	0.0 %
Totals			20	100%

*What is your alignment level for the CYC Strategic Plan?

Answer	0%	100%	Number of Response(s)	Response Ratio
I like it and fully support with no reservations			7	35.0 %
I like it enough to support it			12	60.0 %
I have some questions that I'd like to discuss before I can fully support			1	5.0 %
I don't like it, but will support it and won't get in the way of implementation			0	0.0 %
Totals			20	100%

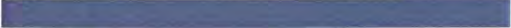


*Do you understand CYC's Mission?

Answer	0%	100%	Number of Response(s)	Response Ratio
Strongly Agree			19	95.0 %
Agree			2	10.0 %
Neutral			0	0.0 %
Disagree			0	0.0 %
Strongly Disagree			0	0.0 %
Totals			20	100%

*Are you aware that you received a copy of the CYC Code of Regulations (Bylaws)?

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes			19	95.0 %
No			1	5.0 %
Totals			20	100%

*Have you reviewed and signed the Board's Conflict of Interest Policy and do you understand your responsibilities?

Answer	0%	100%	Number of Response(s)	Response Ratio
Strongly Agree			16	80.0 %
Agree			3	15.0 %
Neutral			0	0.0 %
Disagree			1	5.0 %
Strongly Disagree			0	0.0 %
Totals			20	100%

TextBlock:

SELF ENGAGEMENT

*Do you attend more than two thirds of the Board Meetings? If not, why not?

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes			17	85.0 %
No			3	15.0 %
Totals			20	100%

*Are you currently serving on a Committee?

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes			18	90.0 %
No			2	10.0 %
Totals			20	100%

*Do you feel engaged in the work of the board and CYC?

Answer	0%	100%	Number of Response(s)	Response Ratio
Strongly Agree			10	50.0 %
Agree			9	45.0 %
Neutral			1	5.0 %
Disagree			1	5.0 %
Strongly Disagree			0	0.0 %
Totals			20	100%

*Do you feel your abilities and skills are used effectively for the work of CYC? If not, what skills would you like to bring to the organization?

Answer	0%	100%	Number of Response(s)	Response Ratio
Strongly Agree			8	40.0 %
Agree			10	50.0 %
Neutral			0	0.0 %
Disagree			2	10.0 %
Strongly Disagree			0	0.0 %
Totals			20	100%

*Has your involvement on the CYC board been meaningful?

Answer	0%	100%	Number of Response(s)	Response Ratio
Strongly Agree			9	45.0 %
Agree			8	40.0 %
Neutral			3	15.0 %
Disagree			0	0.0 %
Strongly Disagree			0	0.0 %
Totals			20	100%

*Do you know what the board's expectations are of you, including any financial support or time commitment?

Answer	0%	100%	Number of Response(s)	Response Ratio
Strongly Agree			8	40.0 %
Agree			11	55.0 %
Neutral			1	5.0 %
Disagree			0	0.0 %
Strongly Disagree			0	0.0 %
Totals			20	100%

*Do you feel you have met the board's expectations of you?

Answer	0%	100%	Number of Response(s)	Response Ratio
Strongly Agree			7	35.0 %
Agree			9	45.0 %
Neutral			1	5.0 %
Disagree			3	15.0 %
Strongly Disagree			0	0.0 %
Totals			20	100%

*Have you been able to build relationships on the board, and do you know how to contact the other board members?.

Answer	0%	100%	Number of Response(s)	Response Ratio
Strongly Agree			7	35.0 %
Agree			8	40.0 %
Neutral			3	15.0 %
Disagree			2	10.0 %
Strongly Disagree			0	0.0 %
Totals			20	100%

*Do you feel you have followed through on commitments you have made as a Board and /or Committee member?

Answer	0%	100%	Number of Response(s)	Response Ratio
Strongly Agree			8	40.0 %
Agree			10	50.0 %
Neutral			2	10.0 %
Disagree			0	0.0 %
Strongly Disagree			0	0.0 %
Totals			20	100%

***Do you make a personal donation annually to CYC?**

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes			20	100.0 %
No			1	5.0 %
Totals			20	100%

***Have you participated in fundraising/solicited donations for CYC?**

Answer	0%	100%	Number of Response(s)	Response Ratio
Strongly Agree			8	40.0 %
Agree			10	50.0 %
Neutral			1	5.0 %
Disagree			1	5.0 %
Strongly Disagree			0	0.0 %
Totals			20	100%

TextBlock:

BOARD EFFECTIVENESS

***Are board meetings focused on important issues?**

Answer	0%	100%	Number of Response(s)	Response Ratio
Strongly Agree			5	25.0 %
Agree			13	65.0 %
Neutral			2	10.0 %
Disagree			0	0.0 %
Strongly Disagree			0	0.0 %
Totals			20	100%

***Are board reports relevant and understandable?**

Answer	0%	100%	Number of Response(s)	Response Ratio
Strongly Agree			7	35.0 %
Agree			11	55.0 %
Neutral			2	10.0 %
Disagree			0	0.0 %
Strongly Disagree			0	0.0 %
Totals			20	100%

* Does the Board provide CYC with effective audit and financial oversight processes?

Answer	0%	100%	Number of Response(s)	Response Ratio
Strongly Agree			8	40.0 %
Agree			10	50.0 %
Neutral			2	10.0 %
Disagree			0	0.0 %
Strongly Disagree			0	0.0 %
Totals			20	100%

* Are board meetings a good use of your time?

Answer	0%	100%	Number of Response(s)	Response Ratio
Strongly Agree			8	40.0 %
Agree			11	55.0 %
Neutral			2	10.0 %
Disagree			0	0.0 %
Strongly Disagree			0	0.0 %
Totals			20	100%

* Are board meetings conducted effectively, with appropriate frequency, and according to well-thought-out agenda?

Answer	0%	100%	Number of Response(s)	Response Ratio
Strongly Agree			7	35.0 %
Agree			11	55.0 %
Neutral			2	10.0 %
Disagree			1	5.0 %
Strongly Disagree			0	0.0 %
Totals			20	100%

* At board meetings, do you find the guest speakers and CYC discussions to be valuable?

Answer	0%	100%	Number of Response(s)	Response Ratio
Strongly Agree			9	45.0 %
Agree			9	45.0 %
Neutral			2	10.0 %
Disagree			0	0.0 %
Strongly Disagree			0	0.0 %
Totals			20	100%

* Does the Board get adequate information from management to make timely decisions?

Answer	0%	100%	Number of Response(s)	Response Ratio
Strongly Agree			4	20.0 %
Agree			16	80.0 %
Neutral			1	5.0 %
Disagree			0	0.0 %
Strongly Disagree			0	0.0 %
			Totals	20 100%

* Are operational, financial performance and budget documents understandable & regularly monitored by the Board of Finance Committee?

Answer	0%	100%	Number of Response(s)	Response Ratio
Strongly Agree			7	35.0 %
Agree			10	50.0 %
Neutral			2	10.0 %
Disagree			1	5.0 %
Strongly Disagree			0	0.0 %
			Totals	20 100%

* Are meetings characterized by open communications with an atmosphere that encourages expression of diverse opinions dealt with in a respectful manner?

Answer	0%	100%	Number of Response(s)	Response Ratio
Strongly Agree			10	50.0 %
Agree			10	50.0 %
Neutral			1	5.0 %
Disagree			0	0.0 %
Strongly Disagree			0	0.0 %
			Totals	20 100%

* Does the Board have active committees composed of a small, effective number of members who tackles key matters?

Answer	0%	100%	Number of Response(s)	Response Ratio
Strongly Agree			6	30.0 %
Agree			12	60.0 %
Neutral			2	10.0 %
Disagree			0	0.0 %
Strongly Disagree			0	0.0 %
Totals			20	100%

* Do you understand the process for recruiting new board members?

Answer	0%	100%	Number of Response(s)	Response Ratio
Strongly Agree			3	15.0 %
Agree			10	50.0 %
Neutral			5	25.0 %
Disagree			2	10.0 %
Strongly Disagree			0	0.0 %
Totals			20	100%

* How many years have you been on the CYC Board of Directors

Answer	0%	100%	Number of Response(s)	Response Ratio
less than 1 year			3	15.0 %
1-3 years			9	45.0 %
3-5 years			2	10.0 %
greater than 5 years			6	30.0 %
Totals			20	100%

* What can the CYC Board do to further enhance your CYC board experience?

20 Response(s)

What additional comments/suggestions/questions do you have for the Board Chair or the CEO about the board, your own role, or any other aspect of the CYC?

11 Response(s)

Text comments:

3.

College Readiness Programs within schools	Anonymous
JCG	Anonymous
All of them - love the Board experiences	Anonymous
College & Career Success Programs, JCG Middle Scho	Anonymous
NA	Anonymous
Perhaps a recap of each of them	Anonymous
Jcg	Anonymous
Jobs for grads	Anonymous
More involved with Jobs Cincinnati Graduates	

9.

I have mentioned this in the past but I have a hard time attending the meetings b/c of the varying locations, taking kids to school and early morning meetings. I would like to attend more.	Anonymous
Work conflicts but now that our company meetings are on different pattern, I should be able to make more of them!	Anonymous
I had an ill parent and work schedule was reduced.	Anonymous
Tuesday mornings often present a conflict for me, but no day is necessarily better than others.	Anonymous
Always try to attend without exception.	Anonymous

12.

I enjoy working on specific projects and helping break down seemingly complex tasks into their manageable parts.	Anonymous
Last year I committed myself to Dreammakers and have agreed to have Empower help again this year. This has been my biggest contribution. I have not been able to help day to day on the marketing committee. I am best utilized when there is a project I can be given rather than day in day out leadership which is hard for me with my job as a CEO currently.	Anonymous
Need more opportunity to engage with the actual students. I believe modeling great behavior helps inspire our students	Anonymous
Feel very engaged. Would love to contribute to strengthening high school to college articulation and partnerships, and also to enhancing college mentoring and overall mentoring programs.	Anonymous

Some of my "agree"'s as opposed to "strongly agree" are representative of my limited time on the Board. I look forward to strengthening my ties and connections with the Board.	Anonymous
Closely manage meeting timelines so we are able to to conclude on time while completing our agenda.	Anonymous
Continue to find ways to strategically grow Program reach and positively impact more vulnerable children.	Anonymous
Allow more time in meeting agenda for discussion.	Anonymous
I loved some of the outside speakers and when we went deeper on particular topics. I recall the presentation by Yvette Simpson. That was awesome and hope to get more of those. I also thought the retreat was well done.	Anonymous
At the moment, I have no recommendations....	Anonymous
Complete sustainability study	Anonymous
I'm concerned about the lack of racial diversity of CYC's leadership team and the Board. Also, the Board recruitment process. Generally speaking companies have a Board policy when it comes to placing employees on Board's. CYC need to make sure that they are aware of the process before placing people on the Board.	Anonymous
We need to more engagement with the other Board members as well as opportunities to speak with more students and maybe even mentors and parents	Anonymous
pre-reading before board meetings with clear objectives of each board meeting agenda topic	Anonymous
33.	
I would thrive if there are more specific "asks" of the Board, whether it be by project or financial contribution. For example, I like how CYC currently has the Board members on various teams where each team is asked to attend certain events -- it helps us understand how to contribute.	Anonymous
Its a great organization with wonderful people, an inspiring mission that is making a difference in the community.	Anonymous
Provide a list of all the projects that the CYC hopes to accomplish across many of the committees and see if there is an opportunity for people to raise their hand or start to begin to encourage participation where people's skills align. Dave does a great job at encouraging people and recruiting me to do Dreammakers. Jim Price	Anonymous
None - I think the personalities really fit the person in these respective positions....	Anonymous
I am passionate about CUC and its mission. I look forward to re-engaging.	Anonymous
All of my suggestions and comments were made during the survey. Nothing else to comment on but to actual fulfill the request mentioned. Thanks	Anonymous
we need to get the budget back on track	Anonymous
I genuinely appreciate the work, passion, commitment and expertise that everybody brings. I am humbled at opportunity to serve. I think we have even more work to do with data on all programs - beyond numbers served, with capturing expertise in how to do large scale mentoring programs. Great mission, great organization, great people!	Anonymous
NA	Anonymous

Overall a good group doing great work. Focus on talent inside the operation and determine how the level of expertise and efficiency can be elevated.

Anonymous

Best Practices Session

Moving from Good to ***GREAT***



Cincinnati
Youth
Collaborative

brighter futures • achieving dreams



Why do you serve?



80% report mission fit as top motivation



What type of board are you?

Working Board

Board members may be asked to do work that is typically seen as staff or volunteer work.

Governing Board

Board members set direction, provides oversight & ensures resources.



Ten Basic Board Responsibilities



Oversight

- * Mission Alignment
- * General Oversight

Strategic

- * Support CEO
- * Thinking & Leading Strategically

Externally Focused

- * Fundraising
- * Advocacy
- * Outreach

Development

- * Lead a Competent Board



1. **Mission & Purpose**

Mission

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

Vision

- **All children will achieve their full potential.**

Core Values

- **Passion, Integrity, Accountability, Empowerment, Community**



2. Ensure Legal & Ethical Integrity

Duty of Care:

Each board member has a legal responsibility to participate actively in making decisions on behalf of the organization and to exercise his or her best judgment while doing so.

Duty of Loyalty:

Each board member must put the interests of the organization before their personal and professional interests when acting on behalf of the organization in a decision-making capacity. The organization's needs come first.

Duty of Compliance

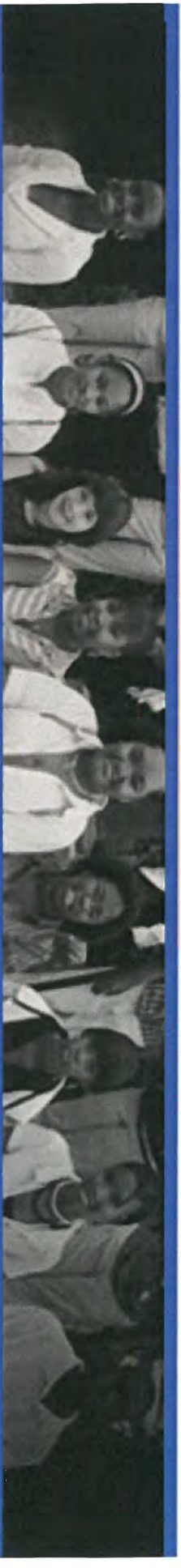
Board members bear the legal responsibility of ensuring that the organization complies with the applicable federal, state, and local laws and adheres to its mission.



3. Fiduciary Responsibilities

- Read and understand financial reports
- Review and approve budgets to protect the organization's assets.
- Approve major decisions and ensure financial controls.
- Filling of 990 tax form/regular audits

***Survey shared that the group is interested in creating a more sustainable financial model. Action item.



4. Select & Support the Executive Director

- Ensure effective leadership
- Lead the hiring process and compensation plan
- Provide clear expectations and support
- Meet regularly and provide feedback (annual reviews)
- Annual reviews



5. Ensure Effective Planning

- Creating culture for continuous planning and improvement
- Board is responsible for:
 - Ensuring strategic planning takes place
 - Monitoring progress against strategic plan

*****Survey feedback showed you want to be more involved. This is a great way for board members to be involved. Action Item.**



6. Monitor & Strengthen Programs & Services

- Programs consistent with mission
- Establish overall outcome goals
- Ensure organization accountability to goals

***Survey feedback showed you want to be more involved.

This is a great way for board members to be involved.

*** Critical to understand programs.



External

7. Advocates of CYC Mission

- Articulate the organization's mission
- Share goals and accomplishments
- Promote organization's reputation



You must be the megaphone!



8. Everyone is a Fundraiser (Give & Get)

- Attend special events
- Find sponsors
- Serve on a special event committee
- Sign and personalize annual appeal letter
- Make thank you calls & notes
- Connect friends and colleagues

100% board giving commitment is critical.



9. Build a Competent Board

Board Job Descriptions

Term Limits

Meeting Attendance – 75% of meetings (6 times a year)

Meaningful Gift

Committee Service

Code of Behavior

Conflict of Interest

Board Composition - diversified in numerous aspects



10. Be Committed!

Time

- Read materials
- Ask Questions

Treasure

- Help board reach 100% goal of board involvement

Talent

- Serve on a committee
- Work on a project
- Make connections



Recommendations

1. Hire a CEO
2. Support new CEO
3. Get to know the programs
4. Create new strategic plan
5. Find roles within plan to engage
6. Task force look at \$ sustainable model
7. Get to know each other

Change the world one child at a time & have fun in the process!!

CINDY/ALI YOUTH COLLABORATIVE
ANNUAL FUNDRAISING PLAN - FISCAL YEAR _____

DATE: _____

Activity	Amount
Annual Dinner	5
Event Support	2,200
Participant in Online/Event Auction	22,200
Support People Place	75
Donate in Auction Item	75
Ongoing Ongoing Opportunities:	
Jan Monthly Giving Program	5
United Way Designer/Designer Giving	
Personal Giving	
Securities/Air Inlay/razer	
Gift of Stock	
Family Foundation/Donor Directed Fund	

To be completed during discussion with CEO and other Board Members

PARTICIPATE: Be personally involved with CTC student activities, events and strategic leadership

Organizer: _____

Become a Mentor: _____

Go to Club: _____

Sponsor Events: _____

Student Roles: _____

CTC Committee Member: _____

CTC Board Governor: _____

Pay a Bill a Student & Volunteer Events: _____

Program	Development/Marketing	Finance	IT	Volunteer
Go to a Game				
Workshop/Event/Bus				
Online/Event/Student Organization				
Other (to be named later)				

DONATE: Be a champion for CTC everywhere - at you job, with your friends, with your friends

Organizer: _____

Maximum support from your employer: _____

Sponsor an Event: _____

Connect us with your company to recruit CTC volunteers: _____

Can your company donate to make items or services for our event auctions? _____

Do they have a foundation? _____

Does your company offer a "Donor for Diner" Program? _____

Does your company offer a "Donor for Diner" Program? _____

Activate your personal and professional networks: _____

Help us build event sponsorship: _____

Invite contacts to attend events - either through buying a ticket or as your guest: _____

Are you or someone you know a donor for a foundation that supports CTC? _____

Help us recruit volunteers: _____

Share fundraising opportunities by linking the CTC to the Right Program: _____



Personal Engagement Activity

5 minutes to fill out your plan.

Connect with partner you do not know.

Share what strengths, gifts, talents, connections, resources you can use to benefit CYC.

Share how you plan to be engaged.

CINCINNATI YOUTH COLLABORATIVE
 ANNUAL LEADERS ENGAGEMENT PLAN - 2024 WAF

NAME: _____ DATE: _____

YOUR NUMBER: _____

DONATE Personally contribute to support CYC mission and programming

Activity	Amount
Operational:	5
Level Support:	
Purchase a Title/Sponsor a Team	Time: 600
Participate in On/Off-Site Action:	2200 2500 51200
Support Action Fund:	0-2 0-2
Donate an Action Item:	
Ongoing Ongoing Opportunities:	2
Join Monthly Giving Program:	
United Way/Neighbor/Neighbor Give:	
Planned Giving:	
Retiree/401k/IRA/Trust:	
Gifts of Stock:	
Family Foundation/Other Donated Fund:	



PARTICIPATE Be personally involved with CYC student activities, events and strategic initiatives

Operational:

Become a Mentor _____

Gifts of Stock _____

Sponsor an Event _____

Share your Skills _____

Skills/Expertise _____

CYC Committee Member: _____

CYC Event Committee: _____

Pay a Bill a Student a _____

Volunteer Events _____

Program	Development/Marketing	Finance	HR	Insurance
Operations				
Marketing				
Development/Student				
Financial				
Other (e.g. Student Experience)				

SUPPORT Be a champion for CYC everywhere at your job, with your friends, with your friends:

Operational:

Maintain support from your employer: _____

Sponsor an Event: _____

Connect us with your company to recruit CYC volunteers: _____

Can your company/industry provide items or services for our events/actions? _____

Do they have a foundation? _____

Does your company offer a Matching Gift Program? _____

Does your company offer a "Design for Good" Program? _____

Advocate your personal and professional networks: _____

Help us do CYC event promotion: _____

Invite members to attend events - either through having a ticket or as your guest: _____

Are you or someone you know a trustee for a foundation that might support CYC? _____

Help us recruit volunteers: _____

Share fundraising opportunities by using our CYC Social Media Program: _____



Cincinnati Youth Collaborative

DIRECTOR AND OFFICER CONFLICT OF INTEREST POLICY

Article I

Purpose

The purpose of the conflict of interest policy is to protect the interests of the Cincinnati Youth Collaborative (hereinafter the "Organization") when it is contemplating entering into a transaction, arrangement, business relationship or grant that might benefit the private interest of an officer or director of the Organization. This policy is intended to supplement any applicable state or federal laws governing conflicts of interest applicable to nonprofit and charitable corporations.

Article II

Definitions

1. Interested Person

An interested person is any director, officer, or member of a committee with Board delegated powers who has either: (i) a direct or indirect financial interest; or (ii) has a fiduciary interest, each as defined below. If a person is an interested person with respect to any subsidiary or affiliate of the Organization, he or she is an interested person with respect to all such entities.

Unless otherwise determined by the Board, a conflict of interest does not result from a transaction between the Organization and a subsidiary that is exempt from federal income tax under either Section 501(c)(3) of the Internal Revenue Code of 1986, as amended.

2. Financial Interest

A person has a financial interest if the person has, directly or indirectly, through business, investment or family:

- a) an ownership or investment interest in any entity with which the Organization has a transaction, arrangement, business relationship or grant; or
- b) a compensation arrangement with the Organization or with any entity or individual with which the Organization has a transaction, arrangement business relationship or grant; or
- c) a potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Organization is negotiating a transaction, arrangement, business relationship or grant.

3. Compensation

Compensation includes direct and indirect remuneration as well as gifts or favors that are substantial in nature.

4. Fiduciary Interest

A person has a fiduciary interest if he or she is a trustee, director, officer or employee of an entity:

- (a) with which the Organization has a transaction, arrangement, business relationship or grant; or
 - (b) with which the Organization is negotiating a transaction, arrangement, business relationship or grant.
5. Grants or Other Assistance
Awards, prizes, scholarships, fellowships, internships and other types of assistance (whether in the form of cash, services, goods or use of facilities)

Article III

Procedures

1. Duty to Disclose

If a director believes that an actual or potential conflict exists, the director must make a full and timely disclosure of the material facts relating to the conflict to the Chairperson of the Board. If the conflict results from participation on a Board committee, the disclosure may, alternatively, be made to the committee's Chairperson. Disclosure of an actual or potential conflict by the Chairperson shall be made to the Treasurer.

If an officer believes that an actual or potential conflict exists, the officer must make a full and timely disclosure of the material facts relating to the conflict to the President and Chief Executive Officer. The President and Chief Executive Officer will determine whether a conflict exists and may refer the matter to the Executive Committee or the Board of Directors. Any matter involving a conflict by the President and Chief Executive Officer shall be treated as a conflict by a director.

2. Procedures for Addressing the Conflict of Interest

- a) If there is a question as to the existence of a conflict of interest, after the disclosure of the material facts concerning any actual or potential conflict of interest, the interested person shall leave the meeting while a determination of a whether a conflict of interest is made. The remaining Board or committee members shall determine if a conflict exists.
- b) If a determination is made that a conflict of interest does not exist, then the reporting director or officer may (but is not required to) participate in the matter that gives rise to the potential conflict.
- c) If a determination is made that a conflict of interest exists, the Chairperson shall:
 - i. require that the interested person not have a vote in the matter or otherwise participate in or be present at (except to provide such information as the Board or committee may request) the meeting while the matter giving rise to the conflict of interest is discussed and voted upon. The Board or committee shall approve the transaction or arrangement at issue by a majority vote of the disinterested directors present at the meeting during which the matter giving rise to the conflict is raised, even if the disinterested directors constitute less than a quorum; or
 - ii. in appropriate circumstances involving a financial interest, delegate to a committee the task of reviewing the proposed transaction or arrangement, which

shall determine the reasonableness of the transaction or arrangement under the circumstances. In order to approve the transaction or arrangement, the Board of Directors or committee must first find, by a majority vote of the disinterested directors (even if less than a quorum), without counting the vote of the interested director, that the proposed transaction or arrangement is in the Organization's best interest and for its own benefit.

3. The Organization shall not do business with any organization in which a director or officer has, directly or indirectly, through business, investment or family, a financial interest in which the expenditures exceed \$5,000.00 in the aggregate, unless (a) the Organization's agreement with the organization pursuant to which the expenditures are made has been approved by a majority of the disinterested directors, and (b) the amount of the expenditures does not exceed the market rate for such goods or services
4. No conflict of interest shall be deemed to exist and no disclosure shall be required solely because the interested person, or his or her spouse:
 - a) owns, for investment purposes, less than one percent of the stock of any publicly traded company with which the Organization conducts business; or
 - b) engages in ordinary course of dealing banking relationships for personal or business purposes.

Article IV

Record of Proceedings

1. If the procedures in Article III, 2 are utilized, the minutes of the Board or the committee shall contain the names of all persons:
 - a) who disclosed or otherwise were found to have a financial or fiduciary interest in connection with an actual or potential conflict of interest, the nature of the financial or fiduciary interest, any action taken to determine whether a conflict of interest was present, and the decision as to whether a conflict of interest in fact existed; and
 - b) who were present at the discussion relating to the transaction, arrangement or business relationship, the content of the discussion, and a record of all votes taken in connection therewith.
2. The Chairperson of the committee shall report its findings and decision concerning a conflict of interest to the full Board of Directors at the Board's next regularly scheduled meeting.

Article V

Compensation Committees

A voting member of any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Organization for services other than compensation for services performed while serving as a director of the Organization, is precluded from voting on matters pertaining to that member's compensation.

Article VI

Annual Statements

Each director, principal officer and member of a committee with Board delegated powers shall annually sign a statement which affirms that such person:

- a) has received a copy of the conflict of interest policy;
- b) has read and understands the policy;
- c) has agreed to comply with the policy; and
- d) understands that the Organization is a charitable organization and that in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

Article VII

Potential Conflicts of Interest

If an officer or director anticipates that he or she may develop a financial or fiduciary interest posing a conflict of interest in the foreseeable future, he or she is an interested person and has a duty to disclose this interest. After the financial or fiduciary interest is disclosed, the procedures in Article III shall be followed as if the officer or director has the interest at the moment of disclosure.

Article VIII

Periodic Reviews

To ensure that the Organization operates in a manner consistent with its charitable purposes and that it does not engage in activities that could jeopardize its status as an organization exempt from federal income tax, periodic reviews shall be conducted. The periodic reviews shall, at a minimum, address:

- a) whether compensation arrangements and benefits are reasonable and are the result of arm's-length bargaining; and
- b) whether agreements entered into by the Organization further the Organization's charitable purposes and do not result in private inurement or impermissible private benefit.

Article IX

Use of Outside Experts

In conducting the periodic reviews provided for in Article VIII, the Organization may, but need not, use outside experts. If outside experts are used, their use shall not relieve the Board of its responsibility for ensuring that periodic reviews are conducted.

Cincinnati Youth Collaborative
DIRECTOR AND OFFICER CONFLICT OF INTEREST DISCLOSURE FORM
(Annually for 990 disclosure)

Name: _____

Position: _____

A. To the best of your knowledge is the Cincinnati Youth Collaborative engaged in any transaction, financial arrangement, grants or assistance to interested parties or business relationship with any of the following?

Note: "Transaction", "financial arrangement", "grants or assistance to interested parties" and "business relationships" include the sale, exchange, transfer or lease of property to or from a related party¹; loans to or from a related party; an investment in a related party; the furnishing of goods, services or facilities to a related party or by a related party for compensation; awards, prizes, scholarships, fellowships, internships and other types of assistance to a related party; payment of wages, salary, or compensation to a related party; or the transfer of income or assets to a related party

	Yes	No
1. You:	_____	_____
2. Any of your relatives, as follows:		
a. Spouse	_____	_____
b. Children	_____	_____
c. Grandchildren	_____	_____
d. Siblings	_____	_____
e. Parents	_____	_____
f. Grandparents	_____	_____

If "yes" please describe the nature of the business transaction, the person involved, the total amount paid by corporation during the year and whether the payment by the corporation was based on a percentage of the corporation's revenues:

3. Any entity or institution (for profit or nonprofit) that is owned or controlled by:

a. You _____

¹ "Related Party" means any of the individuals or entities listed in Questions A- 1, A-2 and A-3 of this Disclosure Form.

- b. Any relatives listed above: _____
- c. Any combination of:
- I. You _____
 - II. Your relatives listed above _____
 - III. Individuals (besides yourself) serving as directors officers or managers of the _____ organization _____

If "yes" please describe (see above):

B. Do you anticipate engaging in any transaction or financial arrangement that might create a conflict of interest for you?

Yes No
 _____ _____

1. If "yes" please describe:

C. Will you disclose, in writing, to the Chairperson of the Board (or Treasurer, if Chairperson is respondent) any future transaction or financial arrangement that might create a conflict of interest for you?

Yes No
 _____ _____

D. Will you refrain from participating in any business matter of the Cincinnati Youth Collaborative or a subsidiary in which you have a conflict or potential conflict of private or business interest, unless you have the prior approval as outlined in the Conflict of Interest Policy?

Yes No
 _____ _____

- E. Do you understand that no conflict of interest shall be deemed to exist and no disclosure shall be required solely because the interested person, or his or her spouse:
- a) owns, for investment purposes, less than one percent of the stock of any publicly traded company with which the Organization conducts business; or
 - b) engages in ordinary course of dealing banking relationships for personal or business purposes.

Yes

No

- E. List the organizations (other than the Organization or its Affiliates) of which you or your spouse are a director, trustee or officer.

I have read and understand the Organization's "Directors and Officers Conflict of Interest Policy". I agree to comply with the Policy. I understand that the Organization is a charitable organization and that in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

My answers to this questionnaire are correctly stated to the best of my knowledge and belief. Should a possible conflict of interest arise in my responsibilities to the Organization, I recognize that I have the obligation to notify the Chairperson of the Board of Directors or the President and to abstain from any participation in the matter until the Board of Directors can determine whether a conflict exists and how any conflict shall be resolved.

Signature: _____

Date: _____

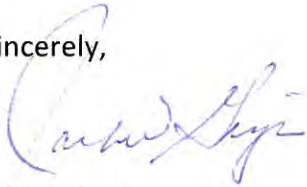
July 13, 2018

City of Cincinnati
Department of Community & Economic Development
Human Services-General Fund Operating (GFO)
805 Central Avenue, Suite 700
Cincinnati, Ohio 45202

The Board of Directors of Cincinnati Youth Collaborative at its next meeting on August 1, 2018 will considered and approved a Certificate of Corporate Resolution authorizing its President, Jane Keller, OR in their absence, the Chief Financial Officer, Jennifer Jostworth, to execute and deliver, replace and substitute all contracts and agreements to receive funding, whether grants or loans or combination thereof, as confirmed on the Certificate of Corporate Resolution.

The Secretary of the Board signed this Certificate of Corporate resolution and will submit to the appropriate parties at the City of Cincinnati, Department of Trade & Development.

Sincerely,



Jack Geiger
Board Secretary



CERTIFICATE OF CORPORATE RESOLUTION

Cincinnati Youth Collaborative, Ohio Non-Profit Corporation


THE UNDERSIGNED, being the secretary of the above-named corporation hereby certifies that the Board of Directors of the corporation on July 13, 2018 adopted the following resolution:

BE IT RESOLVED, that the Board of Directors hereby authorizes the corporation's President, and Chief Financial Officer on behalf of the corporation, to execute, deliver, amend, replace, and substitute all documents, instrument, contracts, and agreements, and to receive funding, whether grant or loan or a combination thereof, from or through the City of Cincinnati as said officer deems necessary and appropriate.

THE UNDERSIGNED, secretary further certifies that as of the date of this Certificate the President of the corporation is Jane Keller and Chief Financial Officer of the corporation is Jenny Jostworth.

Date: _____

7-13-18



Signature

By: Jack Geiger

Corporate Secretary



brighter futures • achieving dreams

Cincinnati Youth Collaborative Board of Directors

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

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)

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 (Ex Officio)
Cincinnati Public Schools
PO Box 5381
Cincinnati OH 45201
513-363-0074 Fax: 513-363-0055
[email: mitchea@cps-k12.org](mailto:mitchea@cps-k12.org)
Secretary: Sarah Grippa Yeary
363-0073

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](mailto:APenick@Graydon.law)
Term FY21 (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)

Councilmember **Tamaya Dennard**
(President Pro Tem)
(Mayor John Cranley's designee)
City of Cincinnati, 801 Plum St., Suite 348
Cincinnati OH 45202
513-352-5206; Fax: 513-352-5201
[email: Tamaya.Dennard@cincinnati-oh.gov](mailto:Tamaya.Dennard@cincinnati-oh.gov)
Chief of Staff: Tara Keesling 352-5205
Ex Officio

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)

Tom Marth, VP
Workday
513-543-6706
[email: tmarth4@gmail.com](mailto: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)

Jim Price, CEO and President
Empower MediaMarketing
15 East 14th Street
Cincinnati OH 45202
513-719-6203
[email: jim.price@empowermm.com](mailto: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@ttl.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)

Monica Foxx Hitchcock
Director of Value Recognition
d.e. Foxx & Associates, Inc.
324 W 9th St. Cincinnati, OH 45202
(513) 639-8896
[Email mhitchcock@defoxx.com](mailto:mhitchcock@defoxx.com)
Term FY21 (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
metzgy@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)

Ellie J. Reiser
Senior Sales Vice President
Comey and Shepherd Realtors
7333 Beechmont Avenue
Cincinnati, OH 45230
Phone: O. 513-231-2800; C. 513-226-8736
ereiser@comey.com
Term FY21 (1st 3YR Term Limit)



Cincinnati Youth Collaborative Board of Directors

Stephanie Shepherd, Associate Director
The Procter and Gamble Company
Two Procter and Gamble Plaza, GO-TN4
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Development and Marketing Committee Updates – August Board Meeting:

Marketing: Focus this spring has been on fielding and reading qualitative and quantitative research results. Solid results and findings.

- Qualitative – Fielded in April
- Quantitative – Fielded in July
 - Report outs on both surveys being presented at August Board Meeting
 - Deeper dive available for any interested board members to be scheduled at their convenience.

Development: Primary focus on Development committee has been on Dream Makers work and planning.

- Good progress underway with a significantly updated format this year with lots of great “content”
 - Keynote speaker replaced with Student/Program/Alumni Story
 - Live auction (and probably an online “silent” auction) to be added to agenda
 - Paddle raise (and live auction) to be done by professional auctioneer per best practices
 - Young Professional Happy Hour added
 - Kent Wellington Honorary Chair
 - Also opportunity to recognize Jane and introduce new CEO
- Corp Sponsorships have been softer year to date (for all events) and we are scrambling to bring in sponsorships vs goal
 - We see upside in Live Auction/Paddle Raise revenues/YP Prevent that can help offset this and still achieve goal of \$210,000 (vs \$175,000 last year)
 - Need strong pre-support in terms of Auction/Paddle Raise to position for success
 - Current Paddle Raise goal is \$50,000 (highest was \$38,000 in 2016)
 - Did not have benefit of professional auctioneer in 2016

Programs Report- Highlights

Mentoring Program

- The total number of Students served in Mentoring increased 627 or 92%.
- The total number of Mentors increased 383 or 50%
- The College Mentoring program went from serving 37 students in Fiscal 17 to 172 students in Fiscal 18 due to the financial incentive and great collaborations with Cincinnati State and UCBA.
- In partnership with Life Solutions Network, CYC was asked to co-lead the 1st Greater Cincinnati Mentoring Summit in November 2018. A total of 18 different Mentoring Programs across Greater Cincinnati has already committed to attend.

Talent Search Program

- Working with Mentoring to establish opportunities to assist students attending area colleges and universities with providing support to eliminate barriers to their success during their first two years of college. Funding provided by KeyBank will aid in these efforts.
- ETS Advisor are busy this summer. The team has already taken students on a college tour to Miami University in Oxford, and plans to take a group of students to Ohio State in Columbus this month. They have also planned 3 workshops this summer to assist with combating “Summer Melt” with the students they serve.

AmeriCorps Ohio College Guides Program

- Has finished up the school year and is in the process of recruiting new College Guides. We have 8/10 new team members on board already for the upcoming year.
- We are currently planning for the upcoming year and will prepare to attend the state training day in August.

GEAR UP

- Gear up is also busy this summer. The team has put together events during the summer to also combat “Summer Melt”
- The Gear Up Team took 25 students to the Summer Leadership Summit in June where the students interacted with other student leaders across the State of Ohio.

The team is taking one of their student leaders to Washington DC later this month to take part in the GU national leadership conference, with students from all 50 state

Jobs for Cincinnati Graduates Program

JCG class of 2017, exceeded all “5 of 5” goals for this years’ Follow-Up Phase:

94.20% Graduation Rate (Goal 90%)

66.15% Job Placement & Military (Goal 60%)

84.23% Total Positive Outcome (Goal 80%)

77.33% Full-Time Jobs (Goal 60%)

88.37% Full-Time Placement (80%)

The **Annual Summer Work Experience Opportunity** (8 wk. Internship Program), was very successful.

Over 50 high school students and 10 middle school students were placed in partnership companies throughout the greater Cincinnati area. (Work sites included the Cincinnati Police & Fire Department, CILO, Art Beyond Boundaries, Allied Construction Industries, Be the Match National Marrow Donor Program, G.C.M.I., Hoxworth, W/Architects, Senator Sherrod Brown's Office, Children's Hosp., Etc.

The goal of the program is to introduce the students to the actual workplace environment, skill sets and responsibilities necessary for success in their specific career field of interest. Several students were offered permanent positions, while numerous companies and agencies have already committed to next summer.

Volunteer Committee Update for August's Board Meeting

- **YP/Alumni Group**
 - Maurice Stewart, Marcus Thompson and Kevin Gade (a new CYC Mentor) are working on creating the new CYC YP/Alumni group. This group will start in September and will work on growing CYC's Alumni involvement as well as the Alumni retention. They will also work on Fundraisers, networking events, and in order to have an alumni network.

- **Queen City Church**
 - Queen City Church, one of CYC's newest volunteer group, will conduct a "Serve Day" on July 14th at Withrow High School. The group will be painting, cleaning, replacing broken seats in the cafeteria, renovating the teachers' lounge and landscaping. Queen City Church will start their weekly service this September in Withrow's auditorium. I have introduced them to the new Principal, Jerron Gray, and he's excited about the new partnership.

August 2018 President's Report

Board/Volunteer recognition

- Truepoint as winner of ethics for best places to work. Congratulations Steve.
- Dolloard4doers recognition - Kenneth Webb received from Provisions Master. Way to go, Kenneth.
- Ohio School Boards Association recognized CYC on its honor roll for its strong support of Cincinnati Public Schools.
- Adam Turer, CYC mentor, was just named Emerging Philanthropist by the Greater Cincinnati Foundation for his work with CYC and Saturday Hoops
- Marcus Thompson recognized as 40 under Forty 2018 class.

Staff/Program/Student recognition:



Stephanie Parker was recognized at the JAG national training seminar for successfully implementing the JAG Model and achieving extraordinary outcomes for JAG program.



CYC's GEAR UP Norwood team took 16 students (our GEAR UP Ambassadors!) to Ohio Dominican University for a 2-night, 3-day leadership training.

Noteworthy items

- Dashboard indicators are green with exception of deficit. Significant variation from budgeted deficit. Variance due to \$77k under in anticipated unrestricted revenues, reduction in state JOG funds by \$60k, and \$40k in one-time expenses for CEO search and marketing R&D.
- 43% of FY19 foundation revenues have been committed as of July 2018.
- College mentors needed for expansion at UCBA and Cinti State. Sign on as a college mentor or help Audrey Holtzman, volunteer manager, by recruiting from your networks – friends and workplace.
- Mentoring program doubled the number of students supported in FY18. Awesome job by the mentoring team.

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From the Cincinnati Business Courier:

<https://www.bizjournals.com/cincinnati/news/2018/05/23/exclusive-cincinnati-nonprofit-ceo-exits.html>

EXCLUSIVE: Cincinnati nonprofit CEO exits (Video)

May 23, 2018, 7:40am EDT **Updated: Jun 15, 2018, 6:36am EDT**

The president and CEO of a Cincinnati nonprofit focused on increasing the region's high school graduation rate has announced plans to leave the role.

Jane Keller, president and CEO of the Cincinnati Youth Collaborative, will retire at the end of 2018 after holding the position for 12 years.

"When I had the good fortune to join CYC after many years in the business world, I chose a path far less traveled for someone with my background and, to quote Robert Frost, 'that has made all the difference' in my life. I leave CYC knowing that its mission has impacted more than 180,000 young lives and that it unites our community to be it's best to help young people reach success," Keller said in a statement. "While my next path may take me in a different direction, I will consider CYC my family forever."



COURTESY CINCINNATI YOUTH COLLABORATIVE

Jane Keller, president and CEO of the Cincinnati Youth Collaborative, will retire at the end of 2018 after holding the position for 12 years.

A national search for Keller's successor is underway and is being led by co-chairs Toi Clarke Jones, CYC board chair and president and chief solutions officer at Onyx

Sourcing Solutions LLC, and Dan Molina, CYC board chair elect and president and CEO of CenterGrid.

CYC serves more than 5,000 students in the Cincinnati Public, Finneytown, Norwood, North College Hill and Winton Woods school districts along with the University of Cincinnati Blue Ash and Cincinnati State Technical and Community College with services that begin in second grade and continue through college mentoring. The program has resulted in 95 percent of its participants graduating from high school compared to the national average of 83 percent.

Erin Caproni

Digital Producer

Cincinnati Business Courier





Healthcare Professionals



Students and mentors in the UC Med Mentor program cheer after the kids received their laptop computers.

Medical staff doubles gift to UC Med Mentors for laptop giveaway

April 10 was an exciting day for 20 Cincinnati Public School elementary and middle school students who participate in the UC Med Mentor program. Each of the kids received a free laptop computer to help them with their studies.

The laptops were funded by Cincinnati Children's medical staff, who initially pledged \$5,000 a year for three years to help pay for them. "This is the third year of the medical staff's commitment, and they doubled the amount to \$10,000," says Charles Cavallo, MD, who leads the program. "Usually, we give computers to 10 students each year. But this time, we were able to give them to 20."

The UC Med Mentor program was founded in 2001 by professor emeritus Wan Lim, PhD, to connect medical students with Cincinnati youth during their time at the college. Mentors are recruited almost exclusively from the first- and second-year classes in order to provide multiple years of mentorship.

"We partner with the Cincinnati Youth Collaborative to find and screen the kids," says Cavallo. "To be eligible for a laptop, the students must be nominated by their mentor, and they have to be in good academic standing with their school and with the Med Mentor program. They must also have parental permission."

The computers come loaded with educational software, games and Microsoft Office. A protective case, screen cover and computer bag are also included, as well as a class on basic use and care of the laptop.

Follow-up surveys indicate that, after receiving computers, students have shown improvement in their grades, behavior and sense of responsibility.

The Med Mentor program aligns with the missions of Cincinnati Children's and the UC College of Medicine concerning social justice and education. Says Cavallo, "We've realized that, when it comes to caring for kids, you can't just treat the ear infection. You have to be cognizant of the whole family and the barriers to care."

[Comment on this story](#)



Wan Lim, PhD, professor emeritus, University of Cincinnati College of Medicine, and founder of the Med Mentor program, encouraged the students who received laptop computers to dream big and make education a priority.



A student explores her new laptop with some help from her mentor.



Laniya (center) poses with her mentors, Jeni and Sruthi, after receiving her laptop.

Dribblethon block party at Ziegler Park celebrates Saturday Hoops program May 12

Melanie Laughman, milaughman@enquirer.com Published 3:58 p.m. ET May 10, 2018



(Photo: Thanks to Lauren Hudson)

Dribblethon returns for its 14th year for the first time at the fully renovated Ziegler Park.

The event, which began at Washington Park prior to its 2012 renovation and then moved to 14th Street behind Music Hall, became the first event held at Ziegler Park in 2017.

Last year's Dribblethon took place before the greenspace, playground, and swimming pool were completed at the park, which opened in the summer of 2017. Now, those in attendance will be able to fully enjoy all that Ziegler Park has to offer.

This year's Dribblethon will take place on Saturday, May 12, from 10-1 p.m.

Dribblethon is a block party celebrating another great season of Saturday Hoops, a program started 14 years ago by the late Ed Berg. Saturday Hoops is now a partnership with the Cincinnati Youth Collaborative. Every Saturday morning from January through mid-May, the Saturday Hoops team opens up "The Hub" at the Cincinnati Recreation Commission center across from Findlay Market. Saturday Hoops provides fun, faith, and positive role modeling through a variety of activities. The activities include art, speakers, breakfast and lunch, exercise, and, of course, basketball.

Dribblethon also serves as a kickoff event for year number two of Summer Saturday Hoops. Thanks to the new Ziegler Park, young people in the community now have a place to enjoy the same benefits offered at Saturday Hoops beyond the January through May season.

Dribblethon is open to the entire Cincinnati community. There will be basketball, dancing, food, art, and plenty of other activities. The first 250 children in attendance will receive a new basketball to take home.

For more information, contact Adam Turer at saturdayhoops1@gmail.com.

Join now
99¢ Per Month

Subscribe Now
(http://offers.cincinnati.com/specialoffer?gps-source=BEAZjul&utm_medium=agilityzone&utm_exchange&utm_campaign=UWEB2017)

Karen Connell

From: Natalie Hemmer
Sent: Friday, June 29, 2018 8:04 PM
To: Jackie Tretz
Subject: June 2018 NewsWIB

SWORWIB

**The Southwest Ohio Region
WORKFORCE INVESTMENT BOARD**

NewsWIB June 2018

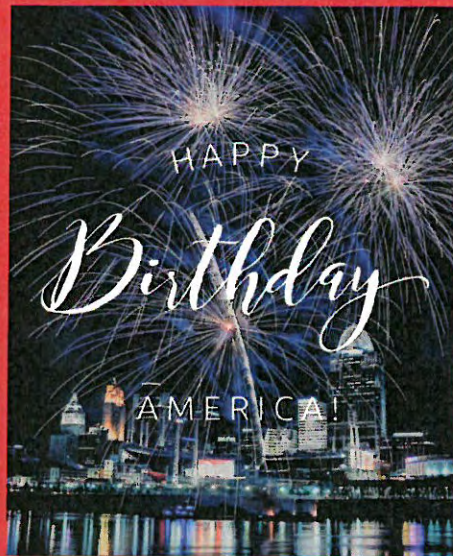


Photo credit: @cincygram.com

Spotlight on Serving Veterans

Volunteer of America

2018 Homeless Veterans Stand Down 45 Homes in 45 Days

The Volunteers of America and Cincinnati VA Medical Center's hosted its annual 2018 Veterans Stand-down event on Wednesday June 20th at Memorial Hall. This event provided Veterans and their families with medical services, referrals to social service agencies, legal assistance, food, and much more. The Homeless Stand Down plays a vital role in connecting Veterans with much needed community resources.

Kathleen Busemeyer and Brian Whitmer represented the OhioMeansJobs Center of Cincinnati-Hamilton County, to share all the great reemployment services our Center has to offer veterans in need. Other community partners were in attendance and lunch was provided to all in attendance. This was the final event in the Volunteers of America's campaign to house 45 homeless veterans in the Cincinnati area in 45 days. Volunteers of America is proud to report that they actually surpassed those numbers and housed 56 homeless veterans in 45 days.



Tri-State Woman Veterans Expo

SWORWIB Board member Shirley May, along with the Cincinnati VA Medical Center recently held the 2018 Tri-state Woman Veterans Expo. This event was a free event to reach out to as many Woman Veterans as possible in the Greater Cincinnati Area to connect them with the great community resources that are available. The Expo served as a great opportunity for Woman Veterans to network and share some comradery amongst themselves, all while learning about valuable resources such as VA benefits, Health & Wellness, family care and financial assistance & budgeting. Our very own OhioMeansJobs of Cincinnati-Hamilton County Team was on hand to educate the Woman Veterans and their family members on the various education,

reemployment and veteran resources that our Center has to offer. Those in attendance were treated to lunch and giveaways throughout the day. Guest Speakers were on hand to share insights on topics such as Understanding Military Sexual Trauma, Suicide Prevention and Yoga-Mindful Breathing.

Operation Comfy Chair Drop Furniture Fashion Show
Friday, July 6, 2018
6 pm - 9 pm
People's Liberty - 1805 Elm Street, Cincinnati, OH 45202



Local Designer April Culbreath of A.D. Culbreath Designs created a project that helps Veterans learn the art of upholstery. Then the "Comfy Chairs" will be donated to homeless Veterans obtaining housing in the Cincinnati area.

Tickets are \$25 for dinner and a "Furniture Fashion Show". Click [here](#) for more information and tickets.

Spotlight on Manufacturing



SkillsUSA held the 54th annual National Leadership and Skills Conference (NLSC) in Louisville, Ky., June 25-29, 2018

SkillsUSA is a showcase of career and technical education (high school and college) students. More than 16,000 people including students, teachers and business partners participated in the exciting event. Members of the SWORWIB Manufacturing apprenticeship project through the America's Promise grant with the Midwest Urban Strategies Consortium (MUSC) attended to learn more about SkillsUSA and the National Institute for Metalworking Skills (NIMS).

Pictured above at the June 27 activities are front row, Sherry Kelley Marshall, SWORWIB President; Nancy Austin, GE HR and America's Promise Partner for the Industrial Manufacturing Technician apprenticeship; back row: Greg Jones, Vice

President, Smartforce Development/The Association for Manufacturing Technology and NIMS Board Member; Michael Burck, Great Oaks Adult Programs and IMT partner; and Montez King, NIMS Executive Director. Plans are being developed for Montez to come to Cincinnati and explore the NIMS credentials with our apprenticeship partners .

Manufacturing Skills Standards Council Annual Leadership Gathering

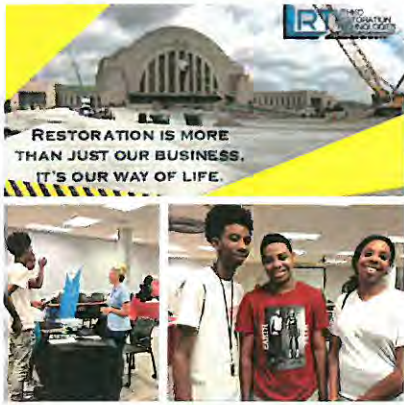
The 2018 Manufacturing Skills Standards Council (MSSC) Annual Leadership Gathering was held June 13-15 and hosted by Jeff Lynn, Vice Chancellor of Workforce and Economic Development for the Alabama Community College System at the historically significant Grand Hotel Marriott Resort in Point Clear, Alabama. Representing Ohio were SWORWIB President Sherry Kelley Marshall and Scott Ellsworth, former leader of Hamilton's Tipco Punch, Partners for A Competitive Workforce and the National Fund's Business Leadership United.

Marshall joined other featured presenters and shared the history of the SWORWIB's advocacy for MSSC credentials in manufacturing and logistics. Marshall explained the SWORWIB's current work with manufacturers to build their own registered apprenticeship programs and "grow their own" from within their current workforce as well as introduce new hires to the apprenticeship opportunity. Marshall further detailed the expanded high school diploma options in Ohio and how the MSSC Certified Production Technician and Certified Logistics Associate and Technician credentials were available for high school students as career pathway elements for graduation. Marshall also shared the SWORWIB's experience with the America's Promise grant and provided deeper details to a large group of participants in an afternoon breakout session on building apprenticeships.

Vice-Chancellor Jeff Lynn and MSSC Chairman of the Board/CEO Leo Reddy congratulated Marshall for her work as a workforce board leader in advancing apprenticeship and credentialed skills for manufacturing and logistics.



Spotlight on Construction Job Fair



The OMJ Center hosted a Construction Job Fair on June 19th 10:00 – 2:00 in the large conference room space on the second floor. A variety of construction trade companies participated in the event and met with candidates to review job openings. Shelby Carper from Lithko Restoration Technologies got the attention of two brothers, Giomoni Byron and Giomonte Myers who were both looking for summer employment in construction as they explored possible careers after graduation. Giovanni Myers, their mother, shared her personal story about obtaining funding two years ago to take truck-driver training after which she obtained employment and continues to truly enjoy her career. Ms. Myers shared that “when I heard about this Construction Job Fair, I brought my sons to talk with employers so they could also make a good living and be blessed with meaningful work.” Thank you Ms. Myers for your success story as a former customer and for taking your experience to the next step with your encouragement for your sons.

Spotlight on Education Partners

SWORWIB President Marshall was invited by Rea N. Waldon, Ph.D., Executive Director – Cincinnati Center Union Institute & University to provide an overview of the workforce development landscape in the region as well as how initiatives tie into the overall state agenda focused on stackable certificates and career pathways for in-demand industries and occupations. Marshall presented to the Cincinnati Advisory Committee on June 29, 2018, with the following members in attendance for the presentation and discussion: Willie Hill, Executive Director, Cincinnati Microenterprise Initiative; Carla Messer, Ph.D. Chief Results Officer, BestWork LLC; Sheila Mixon, Executive Director, Ohio River Valley Women’s Business Council; Marge Murphy, President, Academia Lead Management Services; Libby Villavicencio, Co-Founder, VU Strategies; Nelson Soto, Ph.D., VP Academic Affairs; Kimbrea Browning, MBA, VP Enrollment; Carolyn Krause, VP Advancement. Dr. Karen Schuster Webb, incoming President of Union Institute & University, participated in the discussion focused on workforce challenges in this region and efforts at the federal, state and local levels to address increased opportunities for career-building credentials. By supporting more citizens to build their skills and obtain sustainable employment Union Institute & University could contribute to advancing the region’s workforce strengths through credential attainment. Working with diverse individuals to develop their strengths through flexible instruction and dynamic learning at Union was identified as a key strength to maximize. The Advisory Board plans on further exploration of ideas generated during the discussion in order to more strategically meet community needs in the future.



Spotlight on Rapid Response



Hiring Events for Everything But The House

The Hamilton County Rapid Response Team responded immediately when they received a call from EBTH (Everything But The House) announcing that it would be laying off 203 employees from the Blue Ash facility in late June 2018. This layoff posed a unique challenge for the Rapid Response team given the large number and short timeline.

Four Rapid Response Re-Employment Orientations were delivered to the EBTH workforce by the Rapid Response team where more than **138 individuals were provided re-employment resources** within two weeks from initial layoff notice.

The Hamilton County Rapid Response Team opened its onsite RAPID RESPONSE TRANSITION CENTER (managed by ETS Director of Client Service, Cathy

Metcalf, partnering with the Rapid Response Team and funded by Hamilton County Rapid Response Coordinator Brandy Scott Herrmann).

The EBTH onsite Transition Center resources included 15 computers, printers, fax machines, and provided 2-3 professional staff at all times. The onsite Transition Center was opened 3 days per week, 4 hours per day for 6 weeks. Over 70 employees took advantage of resources in the EBTH Transition Center where they received assistance with resume writing, job search techniques, participated in a job club, hiring event, educational fairs and more.

In addition, 52 impacted workers completed the Occupational Skills Training Program in which they received the following nine (9) certificates:

1. Phone Based Customer Service
2. Customer Service Foundation
3. Effective Listening
4. Building Self Confidence
5. Communications
6. Building Customer Loyalty
7. Improving Conflict Competency
8. Microsoft Word 2016 and Central Training
9. Microsoft Office 365 Excel

A number of EBTH employees completed their NCRC (National Career Readiness Certificate). Transition Center services for EBTH are now available at the Ohio Means Jobs Center-Hamilton County.

Spotlight on Partners

OMJ Center Hosts Ohio Workforce Development Bureau of Workforce Services

On Wednesday June 13, 2018 the OhioMeansJobs Center of Cincinnati-Hamilton County hosted an All-Staff Meeting for Region 4. Team members participated in updates in OhioMeansJobs.com, team building exercises and regional updates. Bureau of Workforce Services Region 4 is made up of the following 19 counties: Adams, Brown, Butler, Champaign, Clark, Clermont, Clinton, Darke, Fayette, Greene, Hamilton, Highland, Madison, Miami, Montgomery, Preble, Scioto, Shelby, Warren.



Elected Officials tour the OMJ Center

Periodically after the annual elections, the SWORWIB hosts a Public Elected Officials Forum at the OhioMeansJobs Center to inform officials and their staff about the services provided by the SWORWIB and our contractors for one-stop operations and youth services, as well as a tour of the facility and chance to talk with partnership members delivering services at the OMJ Center. Our June 22nd event was attended by those in the photo: right to left: State Senator Cecil Thomas, Nan Cahall from the office of U.S. Senator Portman, Chris Dole of Crosby Township, Sherry

Kelley Marshall, and Tim McCartney of HCJFS. Front row: Rian Beckham from the office of U.S Congressman Davidson, Dee Stone of Anderson Township, Cody Brooks and James Flick of the City's Economic Development Department. Participants pursued how the SWORWIB, OMJ providers and youth services providers, as well as the Comprehensive Case Management Employment Program providers and all the other many partners, serve various constituents and what process can be used for referrals. Discussion about what the workforce boards need in Ohio to increase services to particular groups of people and to help high school students and college students pursue both education and employment without becoming burdened by debt.

Spotlight on Training Partners

Flamingo Air training dislocated workers from EBTH

Everything But The House (EBTH) recently laid off some of its workers and the OMJ Center Local Rapid Response Coordinator and ODJFS Regional Rapid Response Coordinator provided assistance, including funding for new training. Several of the EBTH dislocated workers took drone construction and management training at Flamingo Air at Luken Airport. Flamingo Air is a new Eligible Training Provider for Cincinnati-Hamilton County conducting training that results in part-time and full-time positions using drone technology for a variety of industries from realtors to sports teams.



Photo: Left to Right - George Paxton II (orange shirt/not EBTH), Jacob Burress, Kevin Swoboda, Zachary Worrall, John Borntrager, Christopher Hacker, Stephanie Heinrich, Tim Marshall - Instructor.



sustainable employment.

Napier Truck Driver Training

Banks received funding through the OhioMeansJobs Center-Cincinnati/Hamilton County to attend Napier to pursue a Class A Commercial Driver's License. Immediately upon graduation he started at Universal with training pay of \$20.00 per hour. Now he is on his own as an independent driver making more than \$1200 per week. His best part of his new job is that he is home every night with his family! We congratulate Banks on his success and thank Napier for another training success coupled with

Spotlight on In-School Youth Jobs for Cincinnati Graduates

Summer Work Experience Opportunity (SWEO)

The Summer Work Experience Opportunity is a well-structured employability skills learning opportunity that takes place in a workplace setting mirroring the students post-secondary career goal(s). The SWEO format is intended to serve as the vehicle for introducing a participant to the actual workplace environment, responsibilities and comradery necessary for goal achievement in their specific career. This opportunity provides exposure to occupational areas of interest as well as a front row seat to opportunities for transferable skills. This experience will increase career awareness and position the youth to make better career choices. The primary intent of this work experience is to help the youth understand proper workplace behavior and what is necessary in order to attain and retain employment.

This year 40 youth are participating in SWEO and have been placed at sites in their career field of interest. An additional six youth participated in a Construction training program through a partnership with Allied Construction Industries (see story below) Youth will intern at partner companies for an eight-week period, June 5th – July 28th, working up to 24 hours per week; 20 hours at the work site, with a four-hour mandatory weekly work-site Reflection & Employ-ability Skills session each Friday where guest speakers have been brought in to cover related topics: Deloitte's 2nd Annual Impact Day – "Career Mentor for a Day"; Financial Literacy; SMART Program (Social Media Awareness and Responsibility Training); Greater Cincinnati Microenterprise Initiative (GCMI) – Entrepreneurship; OMJ – Services / Training / In-Demand Career Pathways.



Youth were placed in their career field of interest at the following sites: Art Beyond Boundaries, Aiken New Tech. High School, Be the Match – National Marrow Donor Program, Cincinnati Children's Hospital: Main Campus – Occupation and Physical Therapy and Reach Out and Read Program; Liberty Campus – Proton Therapy Center, CILO (Center for Independent Living Options), Cincinnati Cooks, Cincinnati Fire Dept., Cincinnati Police Dept., Cincinnati Health Dept. Cincy Smiles, Dawson Heating & Cooling, Drake Planetarium, Elementz, G.C.M.I. (Greater Cincinnati Microenterprise Initiative) Health Care Access Now, Hearing Speech & Deaf Center of Greater Cincinnati, Hoxworth Blood Center, Karla Louise Designs, Primo Spa Services, Rockdale Academy, Sabercomm, Sen. Sherrod Brown's Office, WA, Inc. Architects, and Western Hills University High School.

The JCG Summer Work Experience Opportunity is funded by the SWORWIB and Hamilton County Jobs and Family Services. This year, additional youth are being served through the support of a Citi Foundation grant.



JCG - Construction Industry Training Academy

The Jobs for Cincinnati Graduates program partnered with Allied Construction Industries this summer to offer a comprehensive construction training program to JCG youth interested in Construction and/or the Trades. The youth were exposed to a wide-variety of topics including: What to expect in Construction, Career opportunities, Job site overview: Basic safety, Awareness and PPE, Drawings, Projects, Measuring, Blue prints, Math: theory, application and practice, Tools: Hand and power, ID and application, safety and maintenance. They gained hands-on experience using tools, visiting the construction site at Christ Hospital and company visits to HGC Construction and Messer Construction. They also had the opportunity to interact with guest speakers from the construction industry and Trades including: Anthony Ricciardi, ACI; Mike McIntosh, Construction Workforce Consultants LLC; Tom Wiseman, Dugan and Meyers, retiree; Cort Wayman – Sheet Metal and HVAC, Tony Aponete – Iron Workers, Christie Farrow – Apprenticeships, Chris Fridel – IBEW, and Valley Interiors. In addition, two days were spent with Barry Cochran, Equipment Trainer, Bobcat Enterprises where they were trained and tested in Aerial Work Platform Operator Training and Skid Steer Loaders. Successful completion and testing earned the youth Bobcat certificates. At the end of this intensive three-week training, the youth have continued training with Allied Construction Industries to earn NCCER and OSHA 10 certifications.

Jobs for Cincinnati Graduates Award

Cincinnati Youth Collaborative was recently awarded \$10,000 from the Duke Energy Foundation in support of the *Jobs for Cincinnati Graduates Work Readiness* program.

The Duke Energy Foundation is committed to supporting effective education programs and initiatives that span the kindergarten-to-career spectrum, with a focus on science, technology, engineering and math (STEM) skills, childhood reading proficiency and workforce development.

Like CYC, Duke Energy recognizes the need to grow and produce skilled workers who bring new ideas and innovations to the community. The Foundation's support of the JCG program will help increase the pool of diverse talent that helps businesses and industries respond to changing needs in our region.



In the News

American Grad Getting to Work Grant

At an Education and Workforce Development event held at the State Capitol, featured speakers State Senator Peggy Lehner and Stanford University Economist Eric Hanushek assessed the state of Ohio's workforce and looked to future needs.

Goal: By 2025, 65% of Ohio's workforce will have a 2-year, 4-year, or certified marketable skill.

There is important work ahead for our state given that today only 44% of Ohioans have reached one or more of these skill levels. Also notable is Ohio's rank as 33rd in the nation in educational attainment.

This informative video, packed with facts and statistics, is a joint effort between CET (Cincinnati) and WOSU (Columbus) as part of the Corporation for Public Broadcasting funded statewide public media collaborative, American Graduate: Getting To Work. The purpose of the collaborative is to assess workforce challenges and opportunities, and to produce content focused on the essential skills needed for students and workers to succeed in the job markets of today and tomorrow.

Video Link [here](#)



Kimber Fender served on the Southwest Ohio Region Workforce Investment Board (SWORWIB) during our start-up stage and again in 2014 when the Department of Labor finally recognized the importance of a partnership between library systems and workforce boards. In urban centers where there are many more library branches than there are workforce centers this partnership with the library system of Cincinnati and Hamilton County rose to fill that need, particularly during the Great Recession. President Marshall met with Kimber to crystallize such a partnership and formally entered into various partnership arrangements and a Memorandum of Agreement (MOA) as she served her "second cycle" on the SWORWIB. That partnership MOA became a model for the rest of the State of Ohio as Ryan Burgess with the Ohio Office of Workforce Transformation under Governor Kasich encouraged library and workforce board partnerships for the entire State. From partnering to improve the faxing tasks the library volunteered for helping its customers reach Job and Family Services to building Work Readiness Series on important employment topics in various branches across the county, Kim and her teams and the SWORWIB's teams worked to serve more citizens to prepare for and apply for work. This partnership is effective and meaningful and most of all sensible joint service to our shared customers. As Kimber retires from library service the SWORWIB is thankful for her dedication, commitment and willingness to try new things to serve more of our citizens as close to home as possible. Thank you, Kimber, for your meaningful service over these 30+ years.

**The SWORWIB and
OhioMeansJobs Center
Presents**

**Medical Marijuana
& Your Drug Free Workplace
Program**

an Informational Seminar on

**Friday, August 17th
9 AM - 10:30 AM
OhioMeansJobs Cincinnati-
Hamilton County
1916 Central Parkway
Cincinnati, OH 45214**



Click [here](#) for more information

Short Takes

