



ENTRENOUS (ENYE) BOARD MEETING  
Friday, December 2, 2017  
10:00-2:00  
1108 N. Oleander Ave., Compton

Minutes

1. Welcome our New Members

Tony called the meeting to order at 10:30. In attendance were Tony Normore, Cliff Seymour, Stefanie Holzman, Lorraine Griego, Alberto Uribe, and Neil Holmes. Also in attendance were Executive Directors, Kim Hughes and Sara Silva.

Tony welcomed everyone especially the new members.

2. Approval of Minutes

Stefanie moved that the minutes be revised with the new information (See revised minutes). Cliff seconded. It was voted 3 ayes; 3 abstentions.

3. Treasurer's Report (Where we stand, and shortfalls)

No report was presented at this time. **Sara** and **Cliff** will report at the next meeting.

4. Director(s) Report

Kim reported that we still struggle to bring enough people in for the ADA (expectation is 72 students per day). We currently have 80 students enrolled, however, we really need 100 students to get the ADA. The shortfall will be about \$80,000. (The average attendance is 61.4%). We have until March to get the bodies in the seat. We are addressing this by using our VISTA personnel to bring more people in the door. Also, we are also trying to increase the number of students in the independent study program to increase our ADA.

Because of the move, we are now in another geographical area. It has affected the culture of the program. We are also getting more minors which has increased the amount of time personnel has to spend on behavior.

We are doing a lot of recruiting including using social media especially automated text messages to candidates, and Facebook ads. The Vista staff supplies flyers based on a grid of the city of Compton, and also go to churches. Kim has been data-mining from programs that are no longer working. She is focusing on identifying older students for CYB. We are also trying to get to the Probation Dept. to show that we can be an alternative program instead of Camps. We are now enrolling students every day. There is no specific requirement that members live in Compton in order to be a member of CYB. We are trying to increase visibility organizations who deal with the same population that we serve. As a result of the need to increase ADA (and better serve students 16 – 24), Kim's role has really changed. Recruitment is a priority.

Neil suggested that we have open tours for politicians. 2018 is an election year and politicians need to have good things on their resume. CYB is something that might help the politicians while helping us. **Neil** is going to contact some people for tours (politicians) and find out who is over the probation department. Alberto added that the Probation Dept. has a lot of needs and money in which we might tap into. **Alberto** will help Kim and Sara through the process of getting in contact and into the Probation system. We need the world to be aware of CYB so that we become an active pipeline for students.

## 5. Discussion/Action Items

- a. Collect Signed Policy Forms
  - i. All Board members signed the 4 policies: Board Member Agreement, Conflict Policies, Roles, Give/Get,
- b. How to Best Utilize Committee Members
  - i. We were made aware of how much our Board Members have networks that we need to tap into.
- c. DOL Grant (Impact on Staffing Update)
  - i. The Grant is sun-setting now, but will be over in 2019. We will have a deficit of \$275,000 that we need to overcome for personnel including transition coordinator, case manager, director's salary, administrative assistance, and construction trainer. We are looking at new funding sources. Kim is working with Cliff to develop some. We are looking at grants including Violence Prevention and Calif. Development Block Grant. (We need to fill 20 slots. **Sara** is going to talk to Alberto about that. We are looking to open the trade

classes to 17 year olds and to other programs who might qualify). Funds from the DOL Grant run out June 30, 2018. We are spending down faster than we expected. We don't want to lose our personnel.

- d. Revisit the Evaluation Protocol for Executive Director(s)
  - i. Stefanie explained the changes in the Evaluation Protocol.
  - ii. Alberto made a motion that we approve the revised Evaluation Protocol. Cliff seconded. Motion passed unanimously.
- e. Review/Revise By-Laws
  - i. Based on the training Board Members went to yesterday (12/1/17), looked at specific areas in the By-Laws.
  - ii. Article 3, Section 10: Notice of Meetings:
    - 1. Lorraine moved the motion to approve the section as noted in the Manual. Cliff seconded. Unanimously approved.
  - iii. Article 3, Section 8: Regular and Annual Meetings
    - 1. Stefanie moved that Board meetings are bimonthly (every other month). Cliff seconded. 5 in favor. 1 not in favor. Motion passed.
    - 2. Stefanie moved that the Board's annual meeting be in the fourth quarter of the organization's fiscal year. Tony seconded. Unanimously approved.
  - iv. Kim suggested we create a taskforce to revise the By-Laws. **Stefanie** and **Lorraine** will be on that taskforce along with the staff.
- f. DACA Update
  - i. Really it is a safe access Board resolution. The Board spent time to edit the Policy.
  - ii. Cliff moved that we approve the revised Safe Access Policy. Alberto seconded. Unanimously passed.
- g. Grant Writer
  - i. **Kim and Sara will send the Board a copy of the Letter of Intent so that we can evaluate and make suggestions to increase our grant funding.**
  - ii. At this time, we are looking at alternate ways to fund grant writers. **The Board has decided that we will assist in the writing of grants.**
  - iii. The retainer for our current grant writer ended Oct. 31, 2017. The terms of the relationship will be renegotiated. **Sara** will speak with the grant writer.
- h. Local Industry Representation
  - i. This item is moved to the next meeting.

- i. California Development Block Grant (Approval Necessary for Application)
    - i. Stefanie went to the mandatory meeting for the CDBG and learned about the grant. This year every organization that applies must go to the mandatory meeting. At this time, the City of Compton did not know how much money they will receive, but the application is due in December.
    - ii. Cliff motioned that EntreNous apply for the California Development Block Grant 2018-2019. Neil seconded. The Board unanimously approved the motion.
  - j. Mobilecause (Information)
    - i. This started at a text messaging network for fundraising. When used, this mobile platform can generate a list of donors and a fundraising page. It will allow you to create an individual challenge. It also generates a donor report. It will make reporting easier for Sara. A thank you note is automatically sent along with the IRS letter.
  - k. Create a 50 Item List (Reasons to Join or Donate/Support)
    - i. This will be discussed after the Fundraising Committee meets.
  - l. Chairperson in Normore's Absence
    - i. Tony will be gone for the next few months. We need an interim chair while he is gone. Alberto volunteered 😊 to be the interim Chair.
6. Other
- a. Fundraising Committee
    - i. This new committee (**Stefanie** and **Lorraine**) will meet with the staff on Thursday, Dec. 7 from 12 – 4 at CYB.
  - b. Coffee with Assembly Member Mike Gipson, December 5, 2:00-3:00pm (at site)
  - c. Next Meeting: March, 2018
    - i. Meeting will be moved to February due to the new By-Laws. Kim will send out a Doodle to determine the exact date, place, and time.
  - d. Tony adjourned the meeting at 2:10.

Respectfully submitted.

Stefanie Holzman

Secretary