ENTRENOUS (ENYES) BOARD MINUTES
April 14, 2023

By delivering programs, resources and services, we foster resilient and self-sustaining young people.

Our purpose is to offer an integrated, human development approach to high-quality workforce and leadership development programs, education, resources, and services. Through the creation of an inclusive, equitable, and nurturing environment, we provide culturally relevant and rigorous instruction. The goal is to improve financial sustainability for youth and families in economically-distressed communities.

Content	Lead	Discussion/Decision	Actions
I. **Welcome & Community Building**	Stefanie		The meeting was called to order by Stefanie Holzman at 3:08 PM and she welcomed those that were present: Sayaka Ponce, Eric Shani, John Tretheway, Sara Silva, Kim Hughes, Isabel Kissani Lara, Jaida Finau, and Lorraine Griego.
II. **Closed Session**	Kim & Sara	Staffing Updates	Kim and Sara provided Staffing Updates in Closed Session.
III. **Consent Agenda**	Stefanie	• Approval of Minutes from Feb. 3, 2023 • Approval of Director's Report • Approval of the Treasurer's Report	Isabel Kissani Lara moved to approve the Board Minutes from 02/03/2023. It was seconded by Stefanie Holzman and the Motion was unanimously passed. YouthBuild Charter School of CA will no longer cover Program Assistant's salary, but ENYES will try to cover her salary. - Payroll Allocation provided to show how employees are multi-funded. - In the event of more cuts, multi-funding for positions may show where funds can be drawn from. - ENYES Financial Balance is positive. - Some funding reimbursements are late and impacts payroll of over $100,000 per month. - May be necessary to open a line of credit to utilize when reimbursements are late. - DOL Grant money has been received. - Violence Interruption Grant has not reimbursed any expenses since grant began on July 1, 2022. Sayaka Ponce moved to approve the Treasurer's Report. It was seconded by Isabel Kissani Lara and the Motion was unanimously passed.
IV. **Review of the Feb. 23rd**  **I EntreNous event**	Meegan, Jessica & Jaida	• Final tally • Amount spent • + Δ RX Review • Questions • Next Steps	Jaida Finau shared the following regarding the I ♥ Entre Nous Event on 02/23/2023: -Survey results: more structured auction, Hard Auction, move Auction to a digital platform, more vendors, and more interaction. -Event Financial Information: Revenue $1375, Donations $835. Raffle $2566. Silent Auction $3656. Total Profit $2870. (Most was donated.) - Jaida spent 60 – 80 hours preparing for the Event -What went well:

			Excellent Food/Catering, First time back together in person, -Presentations by Young Leaders, -New Culinary students 1st event
V. **Salary Compensation**	Kim and Sara	• Need to implement a salary scale for consistency • Review draft • Approve final version	Salary Plan -determined by grant amount and consistency -determined by the responsibilities of the Position -includes Merit considerations -Modeled after exemplars from other Non-Profits -Organized by ranges and increments -Based on performance Stefanie asked if raises are determined based on longevity or merit. Sara responded: -Longevity is 7+ years -Cost of Living factors considered -Salaries dependent on Grant funding Approval of the Salary Compensation plan is tabled until the next Board Meeting to allow for clarification of items listed.
VI. **Fund Development Plans**	Kim and Sara	• Consultant for Fund Dev. • Consultant for Strategic Plan • Update strategic plan from 2013-2014	-Cash flow is a problem. -ENYES needs a strategic plan to determine what Grants to pursue. As such, there is a need to hire a consultant for Fund Development, the Strategic Plan's update from 2013-2014 and to organize the Grant Application process. The cost of this consultant would be between $5,000 - $10,000. -John asked if ENYES has discussed what are the expectations of such a position. Sara stated that the person would determine which Grants are worth applying for and create/identify a list of people, organizations, and businesses for the establishment of a relationship and/or partnership. -The person being considered is an experienced, long-standing colleague that understands the dynamics of the relationship between ENYES and Youthbuild. In addition, the person that is being considered for the position has the skills to identify trends, knows who will fund programs, can seek out other funding sources (family funding) and understands the bigger picture. Stefanie shared that ENYES has the funding for this position. -The person hired for this position would be paid over time. -ENYES By-Laws state that expenditures under $10,000. can be approved by Kim and Sara. They are seeking feedback from the Board and shared that this would be a nominal investment with a big potential, will free up time for Kim and Sara, is a small investment with a long return, and will keep ENYES visible.
VII. **Role of the Board**	All	• What could you be doing?	What is the role of the Board? -Go to meetings -Plan and strategize business aspects -Engage donors -Fund raising -Support Kim and Sara -Stay informed about staffing, finances, and events -Keep ENYES on its course Board Members are expected to keep their word, be aware of fiscal concerns since all matters involve funding and is a fiduciary role. What are Board Members doing between meetings? -Complete 10 hours of work between meetings. -Have a common knowledge base about ENYES. Fact: 72% of giving comes from individuals, not events, bequests, or family donations.

				Fund Development Process: Identify>Evaluate>Cultivate>Solocit>Thank>Steward
VIII.	**Sara and Kim**		• **OTHER?**	
IX.	**Closing and Next Meeting date**	All	Discussion/Decision	-The next Board Meeting will take place on 06/09/2023 from 3:00 – 5:00 PM. -John Tretheway moved to close the Board Meeting at 5:06 PM. The motion was seconded by Stefanie Holzman and the Motion was unanimously passed.

Respectfully submitted,

Lorraine Griego
Board Secretary