ENTRENOUS (ENYES) BOARD MEETING MINUTES
June 9, 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 and Community Building**	Stefanie		Stefanie Holzman called the meeting to order at 3:01 PM and she welcomed those that were present: Sara Silva, Meegan Johnson, Kim Hughes, Eric Shani, John Treathway, and Lorraine Griego.
II. **Closed Session**	Kim & Sara	• Updates	
III. **Consent Agenda**	Stefanie	• Approval of Minutes from April, 14, 2023 • Approval of Directors' Report • Approval of Treasurer's Report	Meegan Johnson moved to approve the Board Minutes from 04/14/2023. It was seconded by Lorraine Griego and the Motion unanimously passed. -ADA is currently 46.57 while budgeted for 41. We are exceeding the minimum ADA and doing well. -Directors shared that the traveling they are required to do is worth the time, effort, and expense. Some of the travel listed is required/mandated and other travel events have been fruitful in providing valuable connections and new relationships. Lorraine Griego moved to approve the Directors' Report as submitted. It was seconded by Meegan Johnson, and the Motion unanimously passed. -Treasurer Meegan Johnson reported cash flow continues to be tight. -ENYES has applied for a Line of Credit with Southern California Edison Credit Union. Directors are awaiting an email approval. -There will be documentation to complete and ENYES will provide a non-refundable deposit of $2500.

			-The Line of Credit is needed to cover payroll due to the delays in reimbursement. Grantors often delay payment. -The fee for the LOC is 1% of the annual loan amount. -Sara Silva met with Auditor and they are making headway. Sara had to provide multiple documents from the past two years for comparison. -A total of 246 documents were required and about 90% have been submitted. -Upon review, the Auditor compiles relevant questions and requests additional data, if needed. -Sara Silva provided details as to how grant funding is received, deposited, and spent. -Goal: Submit everything by 07/15/2023. -ENYES had 10 years without an audit being required. New Grant Funding increases require an audit and relevant evidence as to how the money is utilized. -Meegan Johnson shared that the Audit will provide tracking which will help in the future. -Michael Brotchner, Budget Consultant, will identify new funding opportunities -Meegan Johnson met with Michael Brotchner to identify new budget opportunities, put systems and structures in place, and to prepare a new budget. There is $1522 excess revenue projected for the 2023-24 draft budget. While projections are solid, there is a need to procure unrestricted income through individual donations. -Packet includes specifics on Grant income, Expenses, Professional and Administrative Expenses, and Direct Program Expenses. Potential additional revenue is not included in the new budget. Risks include a negative cash flow as bills come due, but reimbursements are delayed from the State of CA and CDBG. A deficit may surface if contributions do not increase. -There is a possibility of hiring a second Executive Assistant. Lorraine Griego moved to approve the Treasurer's Report as submitted. It was seconded by John Trethway and the Motion unanimously passed.
		• Sign all Annual Forms & Documents	All Board Members are to print, sign, and scan the following documents and send to Jessica. • Conflict of Interest Document

				• Give or Get Document • Whistle Blower Document
IV.	**Open House Debrief**	Meegan	• Pluses, Deltas, RX • Next steps	Attendance was low. Pluses -Those in attendance were enthusiastic. -The building looked great. -A conversation with Christian Sorenson, Esplanade Builders, General Contractor, was held and there is a plan to meet in July to determine how organizations can continue to partner with ENYES. DELTAS and RX -Consider time change for the event to allow for more working people to attend. -Establish an Advisory Group • To establish relationships with professionals in the industry. • May bring in more investments. • Provides a support for program participants. • Create possible employment opportunities. • Increase networking. • Increase professional contacts. -Reach out to alumni and their families. -Find another way to, "touch," alumni.
V.	**Draft Organizational Budget 2023-24**	Kim & Sara	• Review PowerPoint • Review Draft Budget • Approve Budget	-Sara Silva shared a Power Point to provide understanding of the Proposed Budget. Lorraine Griego moved to approve the Draft Organizational Budget for 2023-24. It was seconded by John and Motion unanimously passed.
VI.	**Strategic Plan**	Kim, Sara	• Review Proposal from ESC • Create subcommittee for Strategic Plan • Approve costs for Strategic Plan	-Federal Employee Retention Credit Evaluation (ERC)Program – provides tax credit per employee. The IRS is now providing guidance for the ERC and Sara and Meegan will meet to determine the feasibility of submitting an ERC application. -A new Strategic Plan is long overdue. -Hire ESC to help formulate a new Strategic Plan. • The $10,000 fee can be spread into payments throughout the 2023-2024 Fiscal Year (4 installments of $2500.) • Stefanie volunteered to serve on a Strategic Plan subcommittee.

				• Others are welcome to join subcommittee. Lorraine Griego moved to approve the $10,000 cost for the Strategic Plan. It was seconded by Meegan Johnson, and the Motion unanimously passed.
VII.	**Salary Compensation**	Kim & Sara	• Salary Scale Implementation • Approve final version	Tabled
VIII.	**Fund Development Plan**	Kim & Sara	• Consultant for Fund Development	Completed
IX.	**Board Projects**	All	• Fund Development/Donor Engagement • Political • Strategic Plan • Staff Development	Heavy Lifts is now known as Board Projects. -Creating a new Strategic Plan is a Project – not just a committee. • Board responsibility. • Takes time and work. • Requires consultants. -Staff Development • Middle Management require more skills to manage their employees – example: FRISK. • Staff Development to be scaffolded for low level leaders. • Kim and Sara need Professional Development opportunities. -Board visits to CYB should increase. -John stated that the Board has many needs and wants. A work meeting should be planned to list them out, prioritize, and establish what commitment entails. We need to see the big picture to determine priorities and tasks, replace expectations with solid agreements, and embed consequences.
X.	**Closing and Next Meeting Date**	All	• Discussion/Decision • Calendar Meetings for August October December Board Retreat/Training	-Dates for remaining 2023 Board Meetings and the Board Retreat were calendared. Board Retreat – July 24, 2023 Check in Meeting – August 25, 2023 Board Meeting – October 13, 2023 Board Meeting – December 8, 2023 -Meegan Johnson moved to adjourn the Board Meeting at 4:47 PM. It was seconded by Stefanie Holzman and the Motion was unanimously passed.

Respectfully submitted, Lorraine Griego, Board Secretary