ENTRENOUS BOARD MEETING AGENDA
October 13, 2023 3:00 – 5:00 pm via zoom

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	Greeting and welcome to all.	
II. **New Board Member**	All	**Introductions:** BOD Applicants, Kim Miller Hershon & Will Moreland ---------- **Kim Miller-Hershon** Fun fact, I just won a BBQ cook-off against all men!! I have been coaching and consulting with an area of expertise in community skills, leadership development, and time management. My business has been open for 13 ½ years and I live in SF. I was introduced to the BOD by Meegan. I have a passion for EntreNous' mission and am excited for the opportunity to be of service. I have a Master's Degree in Nonprofit management, and have some background in fundraising. I am a pretty flexible, get-er'-done person who jumps in when needed. I have grown my business to where I'm comfortable to donate my time to other organizations. **Dr. Will Moreland** I was originally introduced to EntreNous via John and a mutual friend of ours. I'm originally from Compton, and grew up 5 minutes away from EntreNous! This opportunity to join EntreNous' BOD aligns with the opportunity I have been patiently waiting for. I'm a military vet, former pastor, former college president, and former HS principal. I have a consulting company that works with organizations and their staff/leadership to create cultures of inclusivity. On the nonprofit side, I have worked with other BOD's for the past 7 years. But I soon realized that I was on a lot of boards that I didn't have passion for. This specific opportunity registered with my heart alignment. I am at a place where I have the	BOD members Vote to add both candidates to the Board - Kim - passed unanimously - Will - passed unanimously

		relationship capital, knowledge base, and revenue-generating relationships to positively affect the BOD' I stand on. I currently reside in Arizona.	
III. **Closed Session**	Kim & Sara	Staffing Updates	
IV. **Consent Agenda**	Stefanie	**Approval of Minutes from June 2, 2023** *Meegan made the motion to approve the minutes from the last meeting *John seconded the motion **Approval of Director's Report** - Our current ADA (average daily attendance) exceeds what our budget is! - In partnership with YCSC, we created a budget off of 55 average young people attending a day. As of now we are exceeding that, with around 90 young people enrolled between classroom-based and independent study programs. - This was our strongest start since 2017! - In general, when we see really strong labor markets, there is a decrease in attendance and education programs, because young people can get jobs. - The good news is enrollment is going very well. - ADA is how CA pays all schools for students 'in' seats (CA only counts young people who are present). *Grants and Rewards* - $50,000 was granted to EntreNous for capacity building from the TTA program - $25,000 towards Apricot (a case management system) - Apricot will record benchmarks, goals, graduation records, and members personal records (replacing our current database, Airtable) - $10, 000 towards paying for the physical audit - $10,000 towards the Strategic Plan - $5,000 towards the Violence Interruption Team (CSI:STOP) for Training, Technical Assistance, and stewarding funder relationships *Why are some grants awarded and why are some declined?* - Some grants we have applied for have been nationwide opportunities that award 15 grants total but receive over 1000's of applications! We simply can't win them all! - A few grants recently submitted were written by staff. If a grant is not awarded, then we double back and use the declined grant to teach staff how to improve their grant writing skills. We try to make each grant writing experience a learning opportunity, regardless of the outcome.	**Approval of Minutes from June 2, 2023** - The BOD unanimously approved the minutes from June 2, 2023 as written. **Approval of Director's Report** - The BOD unanimously approved the Directors Report.

		- In the world of grant writing, if you apply for 10 grants and get awarded only 1, you are considered to be good! - EntreNous has a stellar grant writing reward average! - We only apply for grants that are within our wheelhouse - We don't apply for what we don't have the capacity to support - What we are looking to improve is funding from small donors and large funders - We signed a new 5-year lease on our building with no rent increase!!! *Sayaka put into motion the approval of the Directors' Report *Meegan seconded the approval of the Directors' Report **Approval of the Treasurer's Report** - EntreNous had a growth spurt in 2023. A LOT of hiring and 1 new program (CSI:STOP), which has made cash flow a little tighter. - We need more money! - We are having a challenge with cash flow. It's getting harder and harder to pay the bills. - A large majority of our grants operate on a reimbursement plan. We cover the costs upfront and then we are reimbursed later. But we are not receiving our reimbursements in time to comfortably float the expenses going out. - All of our systems have changed, so it was necessary to continue managing the six grants EntreNous wants to receive. - This puts a lot of pressure on the chief financial officer (Sara) - The purpose of having a line of credit is to have a cushion for making payroll. - We also need something to dip into to increase fundraising efforts. - Our current Audit is fairly large and has been months in the making, and has provided the opportunity to getting ideas out of heads and into systems. - We are barely entering the final stretch, but need to close the fiscal before we can close. - So an Auditor was brought on. This has been a learning experience but has also been overwhelming. - Michael (who owns a small firm with only 8 accountants, and primarily focuses on small Non-Profits) worked with Silva and Meegan last spring to create this year's budget. - Michael was recommended to us by our past firm! - There would be a cross-over period where Ivan (current support, BPM) would work with Michael to ensure crossover is made. - We haven't embarked on any new projects since then. - There is more capacity if we can clearly identify what we want to work on with him. - We can/will create a new proposal if need be.	**Approval of the Treasurer's Report** - All BOD members unanimously approved the Treasurers Report.

		- Sara and Meegan working on EntreNous taking advantage of the ERC Funds. - There are some grey areas that we brought in a consultant to manage. - Meegan and Silva need to meet with him next week for a rundown of what he thinks we can and cannot get. - It would be money from the government that we would not have to pay back. - We need to make sure we are in alignment with the requirements so we do not need to pay it back should an audit take place down the road. - 1st 6 months of fees could fluctuate, it depends on the needs and amount of support. - The monthly accounting is our responsibility to pay. - Big grants have an indirect cost rate, so we get some revenue. - The accountant will make sure we are following all of the rules. - John makes a motion to approve the Treasurer's Report - Sayaka seconded the motion to approve the Treasurer's Report	
V. **Board Secretary Role**	Stefanie	- The Minutes need to be sent to BOD within a weeks' time. - Lorraine is no longer available to act as Secretary. - Silva said it could remain vacant and can become a voluntary role. - Kim M.H. introduced Fathom (Zoom App) - The Fathom App. is AI generated and transcripts the entire discussion. It can also be set up to transcript notes directly on the BOD Agenda. - Sayaka and Kim M.H. will meet to discuss Fathom and decide if it's the program we will use.	Sayaka volunteered to take minutes with the assistance of AI programs. Sayaka and Kim M.H. will meet to discuss Fathom and decide if it's the program that will be used to take Meeting Notes at the next BOD meeting.
VI. Top 3 BOD Priorities for 2023-24	Kim & Sara	**Strategic Plan** - In progress! Due June 2024 - Includes BOD members Stefanie & Meegan **Fundraising Event** - Raise a quarter of a million with a fundraiser!! - Includes all BOD members, with Meegan & Sayaka on lead - Corporate Events and Individual Fundraisers - John working on Corporate w/ Stefanie working on Individual **Leadership Development**	**Fundraising Event** - Please add John to the next event planning meeting **Leadership Development** - The BOD needs to follow up on this during the next meeting - Leadership Committee members need to meet separately

VI. May 18, 2024 **I ❤️ EntreNous Event**	Meegan Sayaka	**Update** - Event Plan: Comedy Brunch. - Time: 11am - 2pm (comedy show would be an hour to an hour and a half). - MC: YouthBuild USA, Corey (in contact). - Attendance Goal: 250 – 300. - Location: Culinary Staffing has hotel connections who could have potential space. - For Corey, we may be able to get his travel paid for by YBUSA (which would help to keep EntreNous' financial input low). - We may need to utilize him in other ways if we want to justify YCSC covering his travel, for example, we can have him do some mentor work. - The event needs to be self-funded (nothing coming out of EntreNous' pocket). - This is our first LARGE event! - The Talent: Comedians – Corey's suggestion was $5,000. - Someone who has a local following with a strong local presence. - Pre-Event: Bring the comedian in before the event to interact with the members and get the event hyped up. - B-level comedian looks like $30,000 +. *Dr. Will* - The org is located in Compton, but Compton has quite a few celebrities who could partner with the org (such as Anthony Anderson). - An event like this is really driven by relationships! - Before we get intimidated by the price, let's focus more on the relationships we could use to get this great event done! - It needs to start with the end in mind. Identify the goal, and let's reverse engineer it. It's a monetary goal, do we want to clear $250,000 or do we want to surpass $250,000? - Is $250K what we really want? - People like to be part of something BIG. - Go so big that even if you fail, you still win! - Timeline? We are right in the sweet spot… 7 months! *Kim M.H.* - We could get Aimy Leevy to broadcast the event! - We can ask for donations and those funders would be recognized as lead funders (an incentive). - Corporate sponsors usually buy tables! - Don't think we should use Bar Tables because they are too small. - Maybe Brunch? - The fact that EntreNous isn't super well known may lead to hesitancy from funders. We have to pitch a better reason than "give EntreNous your money". - There is some PR work that needs to be done, sooner rather than later.	**Update** - Need to develop a budget for the performers. - Need to identify Corporate Sponsors and begin sending out our 'ask'. -

		- There has to be a purpose to the money collection. - Don't designate the funds so it's an 'AND' conversation, not an 'OR conversation. <u>*Sara*</u> - We want to ensure that young people are part of the event. - Possibly pitch the goal to open a Compton Community, Career and Educational Technical Space?! **Create Budget** **Assign Tasks**	**Create Budget** - Need to discuss at the next Event Committee meeting - Date: TBA **Assign Tasks** - Need to discuss at the next Event Committee meeting - Date: TBA - Add Kim M.H. & Dr. Will to the Event Committee
VI. Closing and Next Meeting date	All	**Discussion/Decision** - Next BOD Meeting is Friday, December 8th | 3pm - 5pm - Meegan motioned to close the meeting • Stefanie seconded the closing of the meeting **Adjournment -** The meeting adjourned at 4:58pm	Closing of the meeting was unanimously approved by all BOD members

To be sent out to Board Members: Minutes from last meeting, 2) Agenda, 3) Directors' Report, 4) Treasurer's Report