ENTRENOUS (ENYES) BOARD MEETING MINUTES
Oct. 21, 2024 2:00 – 3:30 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	Time	Lead	Discussion/Decision	Actions
1. Welcome	5 min	Stefanie	Meeting Started: 2:03 pm Attendees: Stephanie Holzman | Kim Hughes | Kim Miller-Hershon | Will Moreland | Anthony Normore | Sayaka Ponce | Sara Silva	

2. Consent Agenda	10 min	Stefanie
		
		Kim and Sara
			• Minutes from Aug. 19, 2024
			  • Approved unanimously with no corrections
			  • Move: Miller-Hershon | 2nd Normore
			• Director's Report
			  • Positive feedback on in depth and informative reports (Normore)
			  • Open positions: (2) Project Hearts (Instructor and Data Admin)
			  • Grant review
			  • EPA | capital and infrastructure for new building
			  • EDD | Workforce Development
			  • DOL | cautiously optimistic
			  • CalCRG | We are hoping to be approved to round 2, optimistic due to a stronger application
			  • SARE | appealing to request funding because they received a 96% score and they have undistributed funds.
			  • Asia Bryant, Grant Coordinator is doing a great job reviewing grants and determining if they are a good fit for the agency.
			• Treasurer's Report
			  • Caught up with Vendor payments
			  • Working to catch-up with audits, so we can apply for a large line of credit. The problem with credit lines is that we can't recover costs from interest payments.
			  • Contracted a new mid-sized CPA that was referred by Miller-Hershon. MPK will continue to prepare our taxes (due date November 15 | extension date May 15)	

3. In Case of Emergency		Kim and Sara	● Emergency Plan
			  • Lead and main contact: Sayaka Ponce (previous Executive Director of a YouthBuild and will know how to manage the organization and team)
			  • All of the passwords and codes should be in a shared drive.
			  • Passwords and codes should only be accessible to Board Chair and Executive Committee
			  • Suggested to use 1 password encrypted program (LastPass)
				● Transfer all business information from personal devices
				● Change passwords to LastPass

			• The Executive Assistants have access to all information needed and can assist. • Suggested IOS Legacy QR Code • The IT team is managing Apple products externally from Apple Manager.	
4. Updates of the Needs Identified by the Executive Directors: "The 6"	10 min	BOD	● Holzman | Donor Management • Contacting donors via phone, email and mail • Donor surveys included • Surprised by lack of donors ● Normore and Ponce | Van • Some progress. Reached out to 30 organizations (local and national) • Meeting with Asia and Mychal to integrate a link on the website for easy access. • Our approach can be used by others "How else can we attain a gift?" ▪ Different options beside grant writing such as significant vehicle discount, matching campaign, large donation, or a van. ● Will Moreland | EntreNous Champion • Contacted managers for the following: ▪ Anthony Anderson ▪ Kendrick Lamar ▪ Serena William Need to solidify an ask, but they are excited about the program.	● Holzman | Updates on returned mail. ● Normore and Ponce | meet with Asia and Mychal to create a media strength slide deck and/or website to share with others. ● Moreland | solidify ask
5. Defining our Future Ideal Board	30 min	Kim MH	● Ideal traits and needs for new board members • Diverse • Reflect the population • Finance • Legal • Formerly incarcerated • YPC (Youth Policy Council)/ Alumni • Diversity needed for grants. A diverse board helps us submit stronger grants, because funders are reviewing the board. • We want to select qualified candidates, not just diverse. ● Share-out potential candidates from personal network • Normore | Phillip Maldonado, Starbucks Manager • Normore | Brian Devot, VP Farmers and Merchant • Holzman | Aime Grat (spelling ??) • Holzman | Cheryl Sobel (spelling ??) • Ponce| Sheldon Parker (marketing) • Ponce | Marquetta Rios (City of Norwalk) • Ponce| Jamila Jones (lawyer) ● Create a process and procedure (examples) • Slide deck • Site visit	● Miller-Hershon | Follow-up with board match service. ● Normore | Phillip Maldonado – schedule a site visit. ● Print material • Slide deck to present to candidates ● Discuss in next meeting – • How to ask • What do I need to engage? • Attend a board meeting? • What do you need in order to have a comfortable presentation? ● Create a process and procedure ● Discuss Advisory Council ● Review board resignations. ● Every member should share 3 names for candidates.

			• Needs assessment • 2-year commitment ● Potential Advisory Council	
6. Working on the Strategic Plan	8 min	Stefanie	● Review Strategic Plan – we are committed to using this as a guide to accomplish outcomes. ● What area within the strategic plan do I have the skills and passion for? • Miller-Hershon | Goal 1 | Board of Directors • Dr. Moreland | Goal 1 Board of Directors and Goal 2 | Leadership Development | DEI • Holzman | Goal 2 | Leadership | FRISK • Ponce | Goal 3 | Fundraising • Normore | Goal 2 | Leadership Development and Goal 3 | Fundraising ● In the process of hiring an AmeriCorps VISTA to support the strategic plan.	● Re-read the strategic plan to identify other areas where you can support.
7. Closing and Next Meeting date	1 min	All	● End Meeting: 3:12 pm • Moved: Normore/ 2nd: Miller-Hershon	● **Next Meeting:** **Mon. November 18, 2024, 2:00 pm – 3:30 pm**