ENTRENOUS (ENYES) BOARD MEETING MINUTES
Nov. 18, 2024 2:00 – 3:00 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	Time	Lead	Discussion/Decision	Actions
I. Welcome	1 min	Kim MH	Meeting Started at 3:02 pm Attendance: Kim Miller-Hershon | Anthony Normore | Sayaka Ponce | Will Moreland |Kim Hughes | Sara Silva - out on Bereavement	

II. Consent Agenda	15 min	Kim MH
		Kim Hughes
			• Stefanie Holzman notified leave of absence from the BOD
			• Kim Miller-Hershon voted in as acting Chair
			  • Unanimously approved
			  • Moved: Anthony Normore | 2nd: Sayaka
			• Minutes from Oct.21 2024
			  • Unanimously approved with no corrections
			  • Moved: Anthony Normore | 2nd: Will Moreland
			• Director's Report
			  • Maxine Waters' Breakfast
			  • Open positions: Project HEARTS (2) Facilitators with data Management duties. Looking to hire in January 2025
			  • Asia Bryant, Grant Coordinator has asked to attend BOD meetings
			• Treasurer's Report
			  • Full report will be presented next meeting
			  • Would like an update on the new financial firm
			  • Received a large sum of payments that put us in a more comfortable state
			  • We are mindful of looking at how grants are funded before applying for them (reimbursement, lump sum, cost matching or installment payments)
			  • The firm can help with invoice efficiency	

III. Updates of the Needs Identified by the Executive Directors: "The 6"	10 min	1. Tony, Sayaka | Van
		2. Will | ENYES champion
			• Van Update | Sayaka and Tony
			  • Working with Mychal and Asia to design platform and campaign.
			  • Campaign letter submitted for review. Once approved, it will be sent to potential donors.
			  • Campaign launch date schedule January 2025
			  • Unanimous approval to move forward with campaign letter without BOD review.
			• ENYES Champion Update | Will
			  • He had a chance to visit the space last week. Spoke with Sara. The immediate need for a Director of Development and at least $300k in 2 years. Looking through contacts.
				• Van Campaign
				  • Kim MH will send Gemini edit suggestions
				  • Once edits are received Sayaka and Anthony can make changes and move forward to next steps
				• Review contacts for a Development Director

IV. Process for Recruiting New Board members	38 min	Kim MH & Will	• Process for recruiting new board members
			  • Define needs and identify ideal candidate
			  • We have already completed this
			  • Recruitment
			  • We have presented names from our contacts that we can ask.
			  • Use LinkedIn
			  • Develop a compelling recruitment message
			  • Recruitment letter presented
			  • Add application and/or link to application.
			  • Interviewing and Selection
			  • Sample questions reviewed
			  • When the board is larger, we can have a recruitment committee
			  • 1st interview | Directors
			  • 2nd interview | Chair and another board member
			  • Reference checks
			  • Share interview notes with board
			  • Onboarding
			  • Working on Board Manual revisions
			  • Share key documents
			  • Introduce to staff
			  • Assign mentor (possible)
			  • Offer ongoing training
			  • Retention
			  • Consider asking 3-year commitment
			  • Clear expectations | Working board with 20 - 30 hours per month, get hands dirty and fundraising
			  • New Candidate | Phillip
			  • Toured facility
			  • 1st interview with Sara and Anthony
			  • Schedule 2nd interview
			  • Have him join the next meeting 10 minutes after start time
			  • 2 additional board members needed
				• Review board application documents (Kim MH)
				• Complete Board Manual revisions (Ayesha)
				• Schedule 2nd interview with Phillip (Kim MH and Sayaka)
				  • Share interview notes with the board for discussion.
				• Contact Matthew Crehan about YPC member or YB alumnae (Sayaka)
				• Follow-up with contact (Sayaka)

V. Closing and Next Meeting date	1 min	All	• Reviewed action items • Meeting ended 3:10 pm • Motioned Sayaka | 2nd Anthony	**Next meeting: Monday, December 16, 2024** **2:00 pm – 3:30 pm** • Slack schedules to help determine future person meeting