



Mission

To inspire and enable all young people, especially those who need us most, to realize their full potential as caring, productive and responsible citizens.

Vision

Our vision is to raise up a generation of children who will change the culture of the community for generations to come!

August 2021 Board Packet

COMMITTEE REPORTS

Board Development Committee

The Board Development Committee met August 9th with Cordy, Betty and Regina in attendance. It was reported that Kara Jones Daly asked for a leave of absence from the Board through the end of the year which Stephanie approved. The nominations for Board member of the year were reviewed. There were 4 completed forms and one nomination that reflected only the name of the Board member nominated. It was decided to inform the nominator that if a completed form was received within 48 hours, it would be included in the final ballot. Tina will mail the ballot to all Board members and admin staff. The votes are to be returned to Tina.

The committee expressed concern that the corrections to the Web page and Board portal have yet to occur. Hopefully this will be addressed by the September 7th committee meeting. Cordy reported that the individual he contacted to be interviewed for the Board (Rick Galloway) decided the time commitment was too much. The individual Regina was to contact (Laura Wilson) has asked that the committee wait till later in the year to chat with her. The committee will move forward with the next 3 names to contact.

The major part of the meeting was spent working on the PowerPoint for Orientation. As Cordy said, "Betty you did a great a job." However, the committee did make some changes and will continue to fine tune the presentation. The presentation will include an explanation and overview of the Board Portal on BGCSI's website. It was decided to limit the fiscal information presented in the initial orientation and that it might work best, if after a few Board meetings, Kathie and Monique were to hold a casual question and answer get-together. Prior to the meeting Cordy distributed possible evaluation questions. The committee settled on which ones to use. Evaluation emails will be sent 2-3 days following orientation. The mentoring of new Board members will continue to be discussed at the next meeting.

Please note the next meeting will be TUESDAY September 7 at 5:30 PM at BGCSI's administrative office building.

Finance Committee

The Finance Committee met August 18. Stephanie, Toni, Regina, Tina and Monique were in attendance. Monique requested that the committee only review financials for the month of July. She is awaiting on feedback from the auditors before finalizing the June financials. The auditors are waiting on a couple of confirmations from our granting agencies external to the Club and a clarification from the Club on Bloomerang.

There were a few format questions about the July financials. For the first month of our new fiscal year our income was \$49,313 with expenses totaling \$105, 643 for a net loss of \$56,331. There were three pay periods in the month of July and grant income was down. Monique indicated this was not a major concern as it happened in the past with reimbursement grants. All the required paperwork through the month of June has been submitted for 21st Century, ASP and Teen Reach. 21st century and ASP have reimbursed up through February. Teen Reach has reimbursed through the month of April. The \$60,000 transferred from our Reserves to cover the initial delay in 21st Century reimbursements has yet to be returned to Reserves.

Monique explained that she prepared the cash flow projection sheet to reflect no grant reimbursements for the month of August. While she hopes this will not be the case, she thought it best, and the committee agreed, to look at where we would be if reimbursements continued to be delayed. Tina is hopeful the new liaison at ISBE for the Alliance will be able to move things along more quickly.

The Finance Committee reviewed the Renovation report for Marion. Toni indicated there was one more invoice to come from the electrician. The remaining Marion renovation invoices will be paid in full after the walk through is completed by Tina, Toni and Smith-Hafeli; at that time we anticipate an updated invoice to attach to the final check.

The committee expects a presentation from the auditors at their September meeting and will report to the Board at the October meeting.

Legal Committee

No legal matters this reporting period.

Resource Development Committee

The RD Committee has held two meetings since our last board meeting. On July 26, the committee met to continue planning the Blue Jeans 4 Blue Doors event scheduled for September 24 at Touch of Nature. The committee reviewed businesses for the VIB Partner of the Year award and chose Banterra Bank as this year's recipient. We are asking each board member to secure three items for the Wine and Dine Hay Pull at the event. Each of the items should be valued at \$20 or more. Miranda Willmore and band U-Foria will provide entertainment at the event. Kassie has put together board packets for all board members with information on what we

are asking of each board member for this event: Each board member is being asked to sell five (5) tickets and collect three (3) items for the Wine and Dine Hay Pull.

The committee also reviewed plans for our Annual Campaign: Board pledge solicitation began at our last meeting, staff solicitation took place the week of August 16, and our community/major ask campaign will take place August 23-September 23. Carry Out for the Cause Events will be at Pagliai's Pizza on September 9, Cool Spoons on September 16, and Subway on September 23. We are looking for other restaurants to participate. Board members will receive a packet at Monday's meeting with materials and information to reach out to donors from last year's campaign to donate again. In celebration of our 17th birthday, the board is challenged to reach out to 17 friends to request a \$35 donation. Kassie has prepared web pages for each board member to share personal pages and opportunities to give. This part of our GiveSmart program. This information is included in the packet board members will receive on Monday.

The committee also met on August 16 to further plan the BJ4BD event and discuss a COVID plan. We decided to explore the "move entire event outdoors" option. Cordy and Kassie met with Touch of Nature staff following our committee meeting and they were assured that an outdoor event would work. We are moving forward with ticket sales and sponsorships. At the time of our committee meeting, we have brought in over \$4,000 in sponsorships and ticket sales (\$2,000 was received in FY21). We have not had a lot of expenses. The committee also broke a tie resulting in the Marion Task Force's voting for the Blue Door Award (sponsored by US Bank). Mayor Mike Absher will receive this award.

Annual Campaign Update: Board Giving - \$7,796 (78% of goal), Staff Giving - \$6,730 (168% of goal). Culver's will host a Concretes for a Cause (\$1 for all concretes to the Club) - Date TBD.

Safety & Facilities Committee

Committee met on Thursday, August 19th. Present were: Allegra Frazier, Tina Carpenter, Rich Thalman, James Mayer, Hope Jones, Barb Shiplett, Stephanie Wood, and Jeff Franklin.

Agenda:

- Review current BGCSI COVID-19 Policies and Procedures to consider updates.
- Discuss COVID-19 Vaccination Confidence Efforts and the possibility of required COVID-19 vaccinations for all BGCSI staff, volunteers, and interns (SIU Students).

The committee discussed the steps necessary in carrying out successful COVID-19 Vaccination Confidence campaign and how those efforts could be implemented with BGCSI staff and volunteers to encourage full vaccinations. The committee discussed required vaccinations and anticipated barriers and concerns that could surface within the organization.

The committee is recommending BGCSI begin a Vaccination Confidence/Educational campaign that will target staff, volunteers, interns, families, and the community. Initially, these efforts will focus on vaccinations being: Accessible, Beneficial, and Convenient.

More detailed information will be shared at the full board meeting on August 23, 2021.

Building Task Force/Feasibility Study

Work with city council, city and county officials are ongoing. More detailed updates will be available at the September board meeting.

Marion Task Force

Toni and Tina will do a walk-through with Smith-Hafeli on Tuesday, August 24th. We hope to have a full understanding of what remains to be completed before the building is ready for youth.

Fundraising is ongoing with approximately \$60,000 remaining to raise before the doors can open to youth. There are several people identified for the remaining dollars and working diligently to make these asks in the next several weeks. The Elks of Marion will be holding a large concert on September 24th and anticipate raising \$20,000 - \$30,000 for the Club with possible naming rights.

Advisory Council

Committee Mission: Create a team of diverse people to ensure we are making BGCSI as great as possible for children and the community.

- Concerns:
 - Fun, but not enough to do, many members want more time on their phones or more activities, good place to get help with homework (Club Member)
 - No regulations - some kids have gotten hurt at CMS (parent)
 - Not enough staff and sometimes kids are out of control at Lewis School (parent)
 - Not enough consequences and clear policies, needs to be stricter (parent)
- Possible solutions that Jenna suggested based on her teaching
- Improve communication consistency with parents/guardians - closures, safety changes, etc.; consider offering P/T conferences to help improve relationships
 - Behavior Management Plan for BGCSI that lists expectations (Club-wide policies)
 - Incentive program
 - Individualized Behavior Plan with 1-5 or smiley face chart to discuss concerns with member to help them improve (30 seconds-1 minute)
- Hiring
 - Try the news job board that they share each week and go on in the morning and do a live segment about BCGSI and their openings
 - Schools-not as much success, but Allegra could make flyers to help distribute to specific advisors/majors on campus and to the schools
 - WSIU interview or press release
 - SIU RSO Fair/Move-in @ SIU (Tables)
 - Set-up hiring booth at Multicultural Festival

- Job Fairs, City of Carbondale is hosting one at the end of September, JALC & SIU Job Fairs
- Increasing Enrollment
 - BGCSI basketball team or sports
 - Kahoot
 - Ads on TV
 - District 95, build relationship to help increase enrollment, i.e. work with their administration in a larger capacity to help with consequences and share with us students that could benefit from BCGSI services/activities
- Goals
 - Generally, many of the topics naturally became our goals for the committee.
 - Safety and develop behavior plan
 - Improved messaging and communication
 - Recruitment/Hiring more staff



BOYS & GIRLS CLUBS
OF SOUTHERN ILLINOIS

Boys and Girls Clubs of Southern Illinois
Board of Directors Meeting
Meeting Minutes
JULY 19, 2021

BOARD OF DIRECTORS MEETING

Attendance

Board Members: Russell Williams, Kathie Fralish, Cordy Love, Jeff Franklin, Jenna Jamieson, CJ Nelson, Betty Montgomery, Rich Thalman, Ginger Murray, Hope Jones, Toni Perkins

Staff Members: Tina Carpenter, Kassie Taylor

Mission Moment

Tina expressed how proud she was for Boys and Girls Club to have received the One Region All Neighbors Neighborly award from WSIL. This recognizes the excellent work by the youth directors at the club.

Meeting Minutes

Motion to approve: Kathie

Second: Cordy

The minutes from the June meeting were approved.

Yearly Forms

Code of Ethics (new)

Tina reviewed the code of ethics form; this is the one that BGCA uses. Board members are encouraged to keep the code of ethics for our records after signing the form and returning it to Tina.

Background check

Tina asked members to fill out the background check form and return it to her with \$13 for processing

Pledge Form

Russell instructed board members to make a monetary pledge to BGCSI and return form to Tina

Stewardship Moment

Russell presented a 5 x 5 plan and handed out packets to board members. Board members are asked to make contact with the assigned donors five times every 12-month period. We are trying to stay connected to our top 80 donors.

Blue Jeans 4 Blue Doors

Cordy and Stephanie are co-chairs. They have visited Touch of Nature to see the facilities. Several games have been decided, a drink special is being invented, and plans are being made for a band. This brand-new event will be on our anniversary; it is a casual outdoor fundraiser.

Four awards will be given:

- 1. VIB partner of the year: SIH, Banterra, Black Diamond are our contenders
- 2. John Cherry Heart and Soul Award- a surprise recipient
- 3. Blue Door Award-for a task force member of the Marion site
- 4. Outstanding Board member award

Kassie detailed some of the games to be played at the event. Board members are asked to provide two items for the prizes. The items should be a minimum \$20 value, because the fee for the game is \$20. These items should be related to food or drink and need to be given to Kassie by early September.

We will be mailing invitations beginning of August. Tickets are \$45 for the event on Friday, September 24. So far, our lead sponsors are: SIH and Jan Paine and Associates.

Marion Unit update

The fixed price contract for the Marion site was \$181,500. Changes had to be made to satisfy BGCA safety measures. The final cost for updating the building is \$265,000 with all of the change orders and security measures. We have an excess of \$5000 for the building fund.

The operating fund for the upcoming year is \$165,000. We are \$60,000 away from having the amount needed prior to opening the Marion site. We are just now beginning to fundraise from smaller businesses and individuals, and Toni is hopeful that we will raise the funds quickly.

On July 31 painters are needed at the Marion site. Paint and supplies are being donated for use on that Saturday from 9am until 3 PM.

August Board Meeting/Mini Retreat idea

Russell presented an idea that came out of Board Development of having a mini- retreat so that board members could get to know one another better. It was discussed that following the August 23 regular board meeting we would have some sort of social hour. Kathie Fralish has offered her home for us to congregate in following the board meeting.

Motion to adjourn: Kathie

Second: Cordy

Meeting was adjourned at 6:26pm

**Regular Board Meeting
Monday, August 23, 2021 at 5:30 pm**

**Boys and Girls Clubs of Southern Illinois
Chief Executive Officer Board Report
August 2021**

SUCSESSES

- Fully moved into the new Administrative Center.
- Grants Coordinator, Yahaira Heller was hired and started on August 16th.
- Several staff engaged in self-care and took time off.
- Hired Unit Director Dara Weaver-Holmes for Springer Street. She is a Club alumni and graduate of CCHS. She and Halston graduated the same year. She has a Master Degree in Rehabilitation Counseling from SIU.

Upcoming Fundraisers

The Elks of Marion will be sponsoring a concert “Dr Zhivegas” on Friday, September 24th at the Lake of Egypt and the proceeds are to go to the Marion Campaign – this could bring in \$20,000.

Due to the national coin shortage, Banterra is collecting change and helping the BGCSI. From now through August 31st, bring in coins for deposit or exchange with no processing fees. Banterra will donate 10% of the coin value collected to BGCSI (up to \$20,000).

IKE Honda and VW of Marion have listed us as one of the nonprofits to receive financial support during the #IKE Gives campaign. Anyone can go to IKE Honda or VW of Marion, get a wooden nickel and vote for us. The more votes, the large piece of the pie!

Staff Training Opportunities

Along with the weeklong training that occurred during the week of August 16th, staff engaged in several other BGCA trainings that were available online, the first 2 weeks of August. They also did several team building activities together, helped the organization paint some of the spaces at the administrative center as well as at the Marion location.

CHALLENGES

PERSONNEL

Hiring and retaining staff continues to be, by far, our most significant challenge for the last several months. All admin and lead staff are stepping in to assist with interviewing and hiring of staff.

Human Resources Report

We are establishing wonderful practices to assure efficiency and strong follow through with all HR practices. Having an HR Manager has truly made this system possible. From the early

stages of the hiring process, background checks, reference checks, onboarding and training, Allegra has centralized a system that used to be split between myself, Monique and Elycia. The following are the areas and positions that remain unfilled:

Administration – 100% filled

Springer Street – 70% filled

Still needing Social Worker, Teen YDP, Bldg Maintenance

CMS – 55% filled

Still needing front desk, 4 YDPs

Lewis – 50% filled

Still needing front desk, 4 YDPs

Rebound – 55% filled

Still needing 5 YDPs

Marion – Unit Director and Bldg Maintenance hired

On Tuesday, August 24th, Allegra and Monique will be trained by the Carbondale Police Department on how to do fingerprinting. We now own our own fingerprinting kit!

BGCA

We were informed this week that Kelly Sears our BGCA liaison, Director of Development will be leaving the Midwest Team and taking a position with National as the Senior National Philanthropy Officer effective October 1st. We have been assigned Pam Clarke as our Interim DOD. I have a call with both Kelly and Pam on Tuesday. I wish Kelly the best in her new position with BGCA and she will be missed. Pam Clarke although an interim at this time, knows our Club and will be an easy transition for us, however this will be 24 Clubs for her.

Respectfully submitted, Tina B. Carpenter, M.S. Ed, LCPC