



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!

**September 2021
Board Packet**

COMMITTEE REPORTS

Board Development Committee

The Board Development Committee met September 7th with Cordy, Betty, Regina and Tina in attendance.

Final plans were made for the presentation of the Outstanding Board Member of the Year award. Tina assured the committee that all the corrections and updates to the Board Directory and Board Portal would be completed this week. Following discussion about the use of Board pictures it was decided that a consent to use photos should be drafted for Board members. The Board Development Committee will review requests to use Board photos. The committee and Tina also decided that the FACEBOOK Board of Directors Page should be taken down. Communication between Board members and with staff, should occur via email, text or telephone, not on FACEBOOK.

The committee decided to ask for input from the entire Board about the newly designed Orientation PowerPoint. This will be part of the October Board meeting. The committee then discussed several strategies to address attendance at Board meetings. It is important that Board members notify Tina, Stephanie or Regina PRIOR to a Board meeting if they are unable to attend. The committee asked Tina to send a calendar invite out for all upcoming Board meetings. BDC will also contact absent Board members.

The two final topics were prospective Board members and revision of the by-laws. Cordy and Regina will meet with an individual suggested to Tina. The individual is a retired police officer who still works with the Club on emergency trainings. Cordy volunteered to work on designing a card to assist with recruitment of future Board members.

Our present by-laws require bi-annual review. Recently, BGCA as part of the new membership requirements, has stated review will occur annually. It is the responsibility of BDC to facilitate review of the by-laws and this process will begin in October with the goal of having any needed revisions completed by the December Board meeting for a full vote by the Board.

The next meeting of BDC is Thursday October 14 at 5:30 PM.

Finance Committee

Due to unavailability of several committee members, the Finance Committee did not meet this month. The Financial Summary for the month of August will be available at the October meeting.

Legal Committee

No legal matters this reporting period.

Resource Development Committee

The committee has been working diligently to prepare for the Blue Jeans 4 Blue Doors event on Friday, September 24th at Touch of Nature. Doors open at 5:30 pm. Tickets continue to sell and the Raffle is selling very well. Please let Kassie know by Monday, if you haven't already, if you will be joining us.

Annual Campaign updates will be provided at the meeting on Monday night. However, there is a report that will be emailed with the board packet with the status at this time.

Safety & Facilities Committee

Committee met via Zoom on 8/31/21 via Zoom to discuss and craft a recommended policy regarding vaccination and testing requirements due to the Illinois mandates. Recommended policy was sent via email to the board to review and vote due to the short timelines in compliance with the schools.

The policy accepted and voted on by 13 of the 15 board members with 100% affirming the policy. The policy reads as follows:

All employees of BGCSI must supply the Human Resources Manager their vaccination status. Fully vaccinated is 2 weeks after the final dose of Pfizer, Moderna 2 shot series; and 2 weeks after the Johnson & Johnson vaccine. If fully vaccinated, proof must be submitted and will be kept in their file. Unvaccinated or yet to be fully vaccinated staff must schedule to be tested for COVID19 every Friday. Results of testing must be turned in to the Human Resources Manager on Monday mornings. Proof can be submitted via email, screen shots of their MyChart record or a paper copy. Employees will receive guidance and support in the testing process. There will be no costs to the employee or organization for the COVID19 tests or vaccine.

Health screenings will continue to be completed daily for ALL employees. All employees will need to continue following policies on masking, social distancing, Health Department protocols if tests are returned as positive, etc.

Not following policies and procedures which includes providing falsified records or information could lead to termination of employment at BGCSI. Although we are not mandating the vaccine at this time, however, vaccination is the leading public health prevention strategy to end the COVID-19 pandemic according to the Centers for Disease Control & Prevention (CDC).

Building Task Force/Feasibility Study

Work is ongoing, more updates coming soon.

Marion Task Force

The painting is nearly finished, the place is looking nice. A few more electrical work items need to be completed and we are looking to receive bids from a different electrician. On Tuesday, Tina and Scott Murrie will be meeting with Floor Scapes to look at the bathroom, kitchen floors and a few areas we may need carpet fixes. Alex is working hard with Andre to complete the painting and setting up his office. We had a wonderful turn out for the 9/11 day of service to paint the pavilion, finish the front lobby and started on the hallways. Thank you to Jenna and Cordy for bringing people to paint. We were joined by Naomi Grisham – the CCHS Girls Golf coach, the golf team and Naomi’s husband Charlie. Cordy brought Nick, his son a CCHS high school student and previous Club member. Thank you also to Yahaira and Victoria for getting the hallways started.

Fundraising is ongoing with approximately \$53,000 remaining to raise before the doors can open to youth. Walt’s Pizza campaign in August resulted in about \$3000. I will be doing a check presentation on Tuesday morning with Scott. We hope to hear soon from Southern Trust Bank (Travis Clem) and Marion Toyota (Jeff Mayer) about their commitment. There are several other 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.

Next meeting will be via Zoom on 9/28/2021 at 5:30 pm.

Advisory Council

Met on 9/8/2021- minutes submitted by Jenna Jamieson

Safety Goal Updates

- Shared with parents and community our strength-based approach - meaning members that need to be re-focused will be to try to improve their behavior while mentoring them in the process
- Individualized learning plans for kids as needed, not necessary for all members, guidance from social workers.
- Weekly awards + incentives per room, SMART goal per room to try to accomplish
- Cool Tools - tools to help with behavior regarding riding school bus, voice levels, hallway. Ex: PAWS: positive attitude, accountability, work hard, self-control
- Overall, less incident reports than there were previously

Possible new committee members: Kennedi Rollings, Erica Hines

Staffing/Hiring Goal Updates

- Brief conversation on what roles need to be filled and the qualifications of YDPs (Youth Development Professionals) and Social Workers
- RSO Fair, Social Worker Fair, City of Carbondale Job Fair
- Possible Incentives to retain staff
- Earn additional day off, spotlight board, little appreciation treat bags, member cards (designed for staff)/little member videos/draw pictures, possible staff engagement team/committee - distribute snacks, soda, treat, lemonade, cookies, activities during lunch, staff night out, (bowling, movies), Miners game/SIU game, member cards (assigned to them) for a specific staff member

Chili Supper (Day of Lights Fantastic)

- Volunteer planning and preparation for fundraiser
- Discussion on possible donation of items

Increasing Enrollment Goal Updates

- Other options - brainstorm to consider what to add

Communication Goal Updates

- Evaluating possible subscriptions that could be used to communicate with parents/members
- Apps such as Remind
- Updates to Facebook
- Calendar on website



**BOYS & GIRLS CLUBS
OF SOUTHERN ILLINOIS**

Boys & Girls Clubs of Southern Illinois

Meeting Minutes

August 23, 2021

BOARD OF DIRECTORS MEETING

Attendance

Board Members: Russell Williams, Cordy Love, Jeff Franklin, CJ Nelson, Betty Montgomery, Toni Perkins, Stephanie Wood, Regina Glover, Marc Morris, Jeff Franklin,

Staff Members: Tina Carpenter, Kassie Taylor, Elycia Freeman, Monique House

Mission Moment

Tina reported success of staff giving Campaign ‘*Dunkin for Kids*’ fund raiser and children’s involvement. She also expressed an interest in having an open house for new staff.

Meeting Minutes

Motion to approve: Betty Montgomery

Second: C.J. Nelson

The minutes from the July meeting were approved.

Treasurer’s Report

Regina reviewed the financial summary included in the board packet emphasizing that grant income was down and that hopefully 21st Century will come through soon. She pointed out also, that BGCSI operated at a net loss during the month of July. See Financial Summary in Board packet for further information.

Safety Committee – COVID19

Jeff reported that a mandate for vaccination of all staff was addressed by the Safety Committee. A decision was made to not move forward with a mandate but rather to wait and see what decision the schools make regarding vaccination requirements. In the meantime, it was suggested that BGCSI be prepared for the outcome of either decision regarding vaccination.

The committee is also 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.

See Board packet for full report.

Board Motion

To request waiver of the Fidelity bond for the raffle license for the city of Carbondale.

Motion: Regina Glover

Second: Cordy Love

Motion passed.

Stewardship

Russell distributed thank you notes for board members to send to 8 previous donors. These will be sent with a personal note thanking them for their interest in BGCSI. See blue folder distributed to each member.

Annual Campaign

Russell distributed information about this year’s Annual Campaign, *Road to Great Futures* with a message that each board member has been challenged to get 17 people to contribute \$35 each to the campaign. See blue folder distributed to each member.

Blue Jeans 4 Blue Doors

On-going plans for the following were discussed: outdoor venue, raffle items as opposed to games, awards to be presented, entertainment, presentation and serving of food. The committee asked that the board move forward with ticket sales and sale of raffle tickets (yet to be distributed).

Board members were reminded that each is asked to provide three \$20 items for the raffle.

Marion Unit update

The building walk through to determine progress is scheduled for August 24. There have been some problems with completion of electrical projects. Hopefully they will have been resolved by August 24.

It is anticipated that some work will be completed on September 11, the Day of Service.

The campaign has slowed down and is \$60,000 short of having enough money to open the doors. On September 24, Marion Elks Club is planning an event to raise money for the Marion Unit. Dr. Zhivegas will be performing.

Motion to adjourn: Cordy Love

Second: Toni Perkins

Meeting was adjourned at 6:53 p.m.

Regular Board Meeting

Monday, September 20, 2021 at 5:30 pm

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

SUCSESSES

- Held first bi-annual retreat with the Administrative Team and Lead Team on 9/9/21.
- Working on an Inclusive Statement with leadership to present to the board
- Yahaira submitted a grant through the Panera Foundation for \$50,000 to support Workforce Education at both the Marion and Carbondale units.
- Grant income flowing again! We did get over \$65,000 deposited last week. The funds are flowing again.

Fundraising

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.

IKE Honda and VW of Marion delivered a check on 9/17/2021 for \$1480.00 for the organization. So exciting to bring on a new business partner.

We will be the sole recipients of the Great Carbondale Pumpkin Race this year that is hosted by the Carbondale Breakfast Rotary. Get your pumpkins ready!

The Light’s Fantastic Parade is on, so far, this year. That means we are able to move forward with our Chili Supper at the Civic Center before the parade. Who’s hungry?

Staff Training Opportunities

Starting on Thursday 9/23, Kassie, Monique, Elycia and I will be taking part in the Executive Advanced Leadership Program (ALP) virtually with 13, weekly, 90 minute sessions from 11:30 am to 1:00 pm. This will culminate in a 2 day, in-person session in Schaumburg. I am excited to have been invited to take part in this leadership development. There is no cost for the training.

Board Member meetings with the CEO

Thank you to James and Ginger for scheduling a time to meet with me. Please use the link below to schedule a time between 9/28/2021 and 10/29/2021 with me to review goals, and vision for our organization.

<https://doodle.com/bp/tinacarpenter/board-of-directors-121>

CHALLENGES

Personnel:

- Please see the Human Resources report below, things are looking up.
- We did have a recently terminated employee file a grievance with me. However, after fully reviewing the file that had multiple disciplinary issues around attendance, my final determination was that the termination was warranted. The determination was reviewed

with BGCA HR (as is now recommended) then submitted by email and priority mail to the terminated employee.

Human Resources Report

Since the beginning of the new fiscal year, hiring has been in a definite upswing. Not only are we seeing more applicants, but Elycia and Lead Team have streamlined the process so they can build their teams efficiently and effectively.

We have three hiring fairs lined up, COVID permitting, including a fair at SIU specific to Non-Profits in February 2022, and have been seeing considerable interest in Marion, which accounts for nearly half of our 84* applicants since July 1.

We do need to nearly double our staff Club wide, with the majority of available positions being YDPs. With so many applicants, we are taking care to hire candidates who are truly ready to support our youth and our mission. This does require consistent availability when our youth need our YDPS most (2:00 pm – 7:00 pm Monday through Friday), which is not compatible with many applicant schedules, especially students. We always encourage them to volunteer when they are available and apply again next semester.

As for retention, employee departure is nearly equal to hiring, at 13 hired since July, and 11 no longer employed. The reasons for these departures vary widely, from termination, to personal illness, to returning to school after summer employment, etc. The majority of these departures have worked for the Club for fewer than 90 days.

Allegra prepares a very thorough report for me on a monthly basis and if anyone would like to see more detail, please let me know. This is the first time in nearly a year, where we are feeling optimistic that things are moving in a more positive direction.

*84 as of 9/16/2021

BGCA

Townhall meetings for the Phase 3 Membership requirements begin later this month. The vote for these membership requirements will be in July. I am attending the Townhall at the end of the month and will provide more details in my report next month. The changes for this next phase could have a larger impact on our Club with changes incurring costs, such as a yearly external safety audit. I have requested to be part of the next pilot of the safety audit, which means no cost yet and an ability to see where our strengths and challenges are upfront. More to come.

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