

# Youth on Their Own BOARD MEETING MINUTES

October 24, 2019

5:30pm

YOTO Multi-Purpose Room  
1642 N. Alvernon Way, Tucson, AZ 85712

**Board Members in Attendance:** Tony Cazzato, Jane Klipp, Linda Montes-Cota, Sean Murray, Eva Murzaite, Jay Peskoe, Deb Salaiz, Kristina Scott, Julie Stevenson, Bill Stoffers

**Board Members Absent:** Sean Denlinger, Katina Koller

**Staff Members in Attendance:** Daniela Figueroa, Bethany Neumann, Deb Ramsey, Elizabeth Slater

## 1. Call to Order

Deb Salaiz

Deb Salaiz, Board President, called the meeting to order at 5:32 pm. She announced that Tom Hoyt has resigned from the Board.

## 2. Mission Moment

Samantha Gutierrez

Samantha, YOTO ambassador, shared her story. When asked what her goals are, she explained that she would like to run a nonprofit organization offering youth experiencing homelessness a place to express themselves through art.

Elizabeth shared an update on Oscar and noted the Light the Night Leukemia walk his family and friends were participating in.

## 3. Big Picture

Vance Falbaum

Vance shared an overview of the state of the economy. Aaron Crowley from RBC Wealth Management shared an overview of YOTO's investments and CDs.

## 4. Review and Approval of August 22, 2019 Minutes

Eva Murzaite

Motion to approve 8/22/19 Minutes: Bill Stoffers

Second: Jay Peskoe

Discussion: None

**Vote: Approved unanimously**

## 5. Governance Committee – New Board Members

Sean Murray

Sean explained that the committee strives for member diversity. The three potential board members are Elaine Babcock, Maria Cuadra, and Michelle Dunaski (Singer).

Motion to approve three board members: Jay Peskoe

Second: Bill Stoffers

Discussion: Discussion on the male/female balance of the board was held.

**Vote: Approved unanimously**

## 6. CEO Report

Elizabeth Slater

Elizabeth recapped what she had accomplished during her first 90 days as CEO. She also explained that the January retreat focus will be the strategic plan. YOTO is hiring for two positions: Program Coordinator and Development Manager, Annual Giving.

## 7. Employee Handbook

Deb Salaiz

It was noted that by approving the Employee Handbook, the following policies will inclusively be approved: Anti-Discrimination/Anti-Harassment, Grievance, Whistleblower, Confidentiality, Conflict of Interest, and Code of Ethics.

Motion to approve Employee Handbook: Bill Stoffers

Second: Jay Peskoe

Discussion: None

**Vote: Approved unanimously**

## 8. Safety Policy

Deb Salaiz

Motion to approve Safety Policy: Tony Cazzato

Second: Jay Peskoe

Discussion: There was discussion on staff members knowing the location of and how to turn off utilities.

**Vote: Approved unanimously**

## 9. Finance Report & Financial Statements

Deb Salaiz/Tony Cazzato

Deb explained that our balance sheet shows a decrease in assets but an increase in our investment funds as we moved funds from our bank account into investments. Expenses have increased due to the monthly stipend allowance increase and salary/benefit increases. Audit will be ready for review at November meeting.

Motion to approve Financial Statements: Jay Peskoe

Second: Bill Stoffers

Discussion: None

**Vote: Approved unanimously**

## 10. Investment Policy

Deb Salaiz/Tony Cazzato

Per Finance Committee member Lynn Karabinas' suggestion, the highlighted section with guidelines for asset classes was added.

Motion to approve Investment Policy: Tony Cazzato

Second: Jay Peskoe

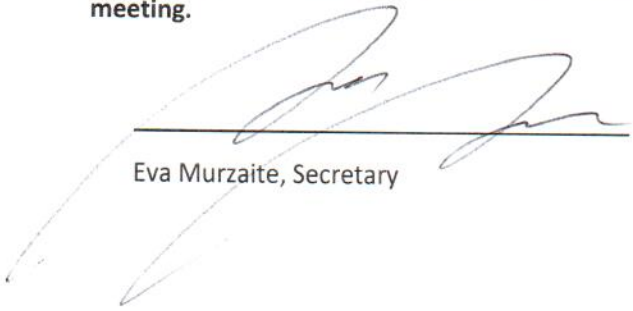
Discussion: None

**Vote: Approved unanimously**

## 11. Meeting adjourned at 7:02 pm

*Submitted by Deb Ramsey on behalf of Eva Murzaite, secretary.*

I certify these minutes were approved by the Board of Directors at the November 21, 2019 board meeting.



A handwritten signature in black ink, appearing to read 'Eva Murzaite', is written over a horizontal line.

Eva Murzaite, Secretary

11.25.19

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Date