

Youth On Their Own BOARD RETREAT MINUTES

Saturday, January 28, 2023

8:00 AM – 12:00 PM

CATALYST Arts & Maker Space – Tucson Mall

Board Members in Attendance: Elaine Babcock, Eric Dupree, Viviana Fimbres, Tom Hoyt, Amanda Kippert, Amanda McCraw, Katie Maxwell, Linda Montes-Cota, Mark Papoccia, Paola Ponce, Cori Rodriguez, Antonio Rubio, Deb Salaiz, Georgina Smith, Tony Spear, Julie Stevenson

Board Members Absent: Enrique Aldana, Sean Murray

Guests: Rex Scott

Staff Members in Attendance: Daniel Armenta, Todd Brown, Daniela Figueroa, Bethany Neumann, Deb Ramsey, Elizabeth Slater

1. Call to Order

Julie Stevenson

Julie called the meeting to order at 8:33am. She welcomed the two new board members, Antonio Rubio and Tony Spear. She shared that Kristina Scott has resigned from the board.

2. Review Agenda & Goals

Elaine Babcock

3. Board Buddy Activity

Daniela Figueroa

Daniela led an activity which instructed each board member to text three photos that represented them to their board buddy and explain the relevance of each picture. She then handed out the Board Buddy User Guide for board buddies to complete and discuss with each other.

4. Review and Approval of November 17, 2022 Minutes

Linda Montes-Cota

Motion to approve 11/17/2022 Minutes: Katie Maxwell

Second: Eric Dupree

Discussion: None

Vote: Approved unanimously

5. Approve Finance Report

Paola Ponce

- Paola reviewed the finance summary provided to the board with no concerns. Paola shared that our reserves are 4.27 months in cash. The operating reserve is at 14.16 months.
- Paola noted that we continue to see volatility in the stock market, with a \$150,992 unrealized loss in our investment accounts in December. We expect continued volatility in the market for at least the first quarter of 2023 and maybe longer.
- Program expenses continue to be lower than projected, which program is working on as explained in the November summary. Enrollment numbers are ahead of targets, so we can expect to see spending increase in the coming months.
- Even though overall fundraising is ahead of budget, individual contributions are down by \$137,934. We feel this is due to the weaker economy and inflation, and our donation levels

normalizing to pre-covid numbers. Our Development Department has a plan to address this, including additional foundation prospecting to infill with foundation grants.

- The demo work on the new buildings is over 90% complete. We are going to start seeing a higher balance on our Line of Credit as construction is getting fully underway.

Motion to approve December 2022 Finance Report: Mark Papoccia

Second: Tom Hoyt

Discussion: None

Vote: Approved unanimously

6. Conflict of Interest Disclosure

Julie Stevenson

Julie asked the board members to sign and turn in their Conflict of Interest disclosure forms. Any disclosed conflicts of interest will be reviewed at the February board meeting.

7. YOTO's Advocacy Policy

Amanda Kippert &
Daniel Armenta &
Elizabeth Slater

A copy of the Advocacy Policy was shared with the board prior to the retreat. Amanda, Daniel, and Elizabeth reviewed YOTO's Advocacy Policy explaining that YOTO primarily engages in issue advocacy. YOTO's Core Advocacy Issues were presented and discussed. Some additional real-time edits of the Advocacy Policy were made.

Motion to approve Advocacy Policy: Amanda Kippert

Second: Tom Hoyt

Discussion: Members discussed and added edits to the Advocacy Policy draft

Vote: Approved unanimously

8. YOTO's Advocacy Platform

Amanda Kippert &
Daniel Armenta &
Elizabeth Slater

Amanda, Daniel, and Elizabeth shared the five issues which comprise YOTO's initial Advocacy Platform. These issues are:

- Funding K-12 public education
- Access to post-secondary education
- Affordable housing
- Basic needs
- Tax incentives for YOTO donors
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The connection to YOTO's mission, sample actions/activities, collaborators, and potential risks were discussed for each issue.

Motion to approve Advocacy Platform: Amanda Kippert

Second: Elaine Babcock

Discussion: None

Vote: Approved unanimously

9. Reimagining Nonprofit Boards

**Elaine Babcock &
Paola Ponce &
Elizabeth Slater**

Elaine, Paola, and Elizabeth attended a conference organization by Community Foundation for Southern Arizona. The topic was "Reimagining Nonprofit Boards." They reported to the board an overview of what they learned at this conference. A discussion activity was held and results are summarized in the attachment. Elaine announced that she will be forming and chairing a new ad hoc committee to explore possible changes to the board structure and operating norms. Members were asked to let Elaine know if they would like to serve on the committee through June 2023.

10. Construction Update

Linda Montes-Cota

Linda shared the status of the demo on the new buildings.

- Elizabeth and Todd did a walk through with the general contractor on January 5th and have started weekly meetings with the construction team.
- Demo is more than 90% complete.
- Several discoveries were made during demo.

Linda shared the budget implications of the overages due to remediation and insulation costs.

Linda noted the next steps.

- Permitting – We are responding to questions regarding our construction permit from the City of Tucson. We paid to fast-track the process. Timeline TBD but we hope soon.
- Budget – As final numbers are known concerning the budget, the Property Committee will advise us on potentially asking the board for an increase if needed.
- Selling Alvernon Properties – Elizabeth, Todd, and Linda are meeting with our agent from PICOR on February 6 to discuss timeline and potential list price for properties.

11. Group photo and meeting adjourned at 12:07 pm.


Julie Stevenson

Submitted by Deb Ramsey on behalf of Linda Montes-Cota, Secretary.

I certify these minutes were approved by the Board of Directors at the February 23, 2023 board meeting.



 Linda Montes-Cota, Secretary



 Date

REIMAGINING YOTO Board - Group Brainstorm Notes

WHAT WE WANT TO KEEP

Diversity G1
Inclusion G1
Safety G1
Camaraderie G1
Mix in person/remote meetings G1
Balance of governance/not G1
Flexibility – for working moms, consideration of diverse backgrounds G1
Support for each other G1
Meeting structure (frequency, in-person, times) G2
Number of board members G2
Formality/order (the way it is now) G2
Don't require prior board experience G3
Retreats (meaningful) G3
Continue to bring new persons onto the board G4
We would like to see smaller groups or more socializing = being joyful/create fellowship G4
Alumni participation G5
Board members not just selected for fundraising connections G5
Board buddies G5

WHAT WE WANT TO CHANGE

Consent agenda (frees up time) G1
Agenda – Focus 1st (less time), provide more time on priority items G1
Create alumni board G1
Provide G1
More alumni G2
Service (more!) G2
More time for brainstorming (committees) G3
Less formal (less intimidating) G3
More of what do we need/statistics
What is lacking? G4
Make physical space more comfortable/less structured/more organic (meetings vs gatherings) G5
Liberate at least Program Committee and FDC G5
Find way to involve more voices (same people often talk, maybe less focus on motions and procedural stuff, maybe smaller groups, more conversational) G5
Check out other board meetings to get a sense of how others do things G5
Advertise our board meetings publicly (community stakeholder sessions, coffee chats) G5
Reframe how we onboard (not so assimilating) G5
Norms – talk about step up, step back, opportunities to share G5

REIMAGINING YOTO Board - Group Brainstorm Notes

WHAT STOKES YOUR PILOT LIGHT FOR YOTO?

More volunteer communications (want to help fulfill mission) G1
Make it easier to volunteer (smaller time slots) G1
Celebration/grad party for student (where board can interact more with the youth) G1
Minimize events during week (Spring Lunch) G1
Board service events G2
Advocacy G2
Root issues – how do we help so we're not needed? G2
New building G2
Success stories (hearing more) – use of word "success" G3
How many we served (data) and impact G3
More opportunities for board to work, volunteer, or shadow (maybe quarterly appts.) G4
Remove the veil and spend more time with the kids G4
Basic needs must be fulfilled (food/hygiene products) G4
Bonus incentive – post high school too G4

Group 1 (G1) – Antonio, Cori, Eric, Mark, Paola
Group 2 (G2) – Georgina, Katie, Tony, Amanda K.
Group 3 (G3) – Amanda M., Viviana, Elaine
Group 4 (G4) – Linda, Julie, Tom, Deb
Group 5 (G5) – Elizabeth, Daniela, Bethany, Todd, Daniel, Deb