

Youth On Their Own BOARD MEETING MINUTES

**Saturday, January 27, 2024
8:15 AM – 12:00 PM**

Board Members in Attendance: Elaine Babcock, Ragan Edwards, Amanda Kippert, Linda Montes-Cota, Mark Papoccia, Paola Ponce, Cori Rodriguez, Tony Spear, Sean Murray, Georgina Smith, Allen Kinnison, Katie Maxwell, Eric Dupree

Board Members Absent: Anahi Ortiz, Tom Hoyt, Antonio Rubio

Staff Members in Attendance: Brooke Blizzard, Todd Brown, Bethany Neumann, Elizabeth Slater, Daniel Armenta

1. Call to Order

Elaine Babcock

Elaine called the meeting to order at 8:18 am.

2. Ice Breaker

Bethany Neumann

Bethany lead the group through an icebreaker to get us thinking about what kind of organization YOTO should be going into our strategic planning cycle.

3. Review and Approve Minutes for 11/16/2023

Linda Montes-Cota

Motion to approve 11/16/2023 Minutes: Cori Rodriguez

Second: Allen Kinnison

Discussion: None

Vote: Approved unanimously

4. Presentation and Approval Finance Report for December 2023

Paola Ponce

Based on board feedback, Paola adjusted her financial report to help the board interpret the organization's financial documents.

Highlights from Paola's report and board Q&A:

- Currently \$570,000 short of budgeted income. This is driven by a number of key factors, such as pending funds from Angel Charity and increased student enrollment/stipend participation. YOTO is to receive Angel Charity funds in the next week or so. We're keeping an eye on enrollment but expect to exceed the annual goal of 1,500 enrolled youth. Board believes the increased stipend participation is a good message for fundraising.
- Annual Fund giving is lower than our goal, but major gifts and donations to the tile campaign (building) are trending higher than projected.
- Point Source Youth is new grant funding for a direct cash transfer pilot for YOTO alumni. Will increase both income and expenses on the P&L.
- Currently have an overall investment gain for the year even though December showed investment losses.
- Operating reserves are still over 12 months, and well over the minimum requirement of 9 months.

Motion to approve Finance Report for December 2023: Katie Maxwell

Second: Ragan Edwards

Discussion: No additional discussion

Vote: Approved unanimously

5. Review and Approve 990

Paola Ponce

Paola presented the draft 990 and asked for input from the board about what kind of information is helpful for them to receive from the Treasurer when reviewing the draft. Board members suggested:

- Any big changes from previous year
- Any areas of concern
- Review of the governance components
- Differences between the audited financials and the 990

Allen reminded everyone that 990s are public record. Donors will utilize 990s as a way to decide where they donate their money to.

Motion to approve 990: Allen Kinnison

Second: Eric Dupree

Discussion: No additional discussion

Vote: Approved unanimously

6. New Policies

Elaine Babcock

Based on Better Business Bureau's requirements for accreditation, YOTO is missing two board-approved policies to receive BBB re-certification: An Effectiveness Policy and a Donor Privacy Policy. Drafts of the policies were reviewed by the board prior to the meeting. YOTO already has these procedures in place, but not board-approved policies.

Motion to approve Effectiveness Policy and Donor Privacy Policy: Ragan Edwards

Second: Allen Kinnison

Discussion: Tony observed that there is no mention of youth in the presented privacy policy. BBB's policies are specific to donor privacy but YOTO has a written student privacy policy in our Program Manual. Additionally, there is a confidentiality agreement form that staff complete.

Vote: Approved unanimously

7. Conflict of Interest Disclosure

Elaine Babcock

The Board completed conflict of interest disclosures. The Board completes conflict of interest disclosures each year during the January Board Retreat and disclosures will be reviewed at the following board business meeting.

8. CEO Report

Elizabeth Slater

Elizabeth shared:

- Subaru has loaned YOTO a car for one year! Staff and volunteers can drive the car to meetings, events, and to pick up or deliver supplies to youth.
- YOTO's solar panels will be installed by mid-February. Then will need to be connected to TEP meter. This project is funded by a grant from CFSA.

- Elizabeth Camarillo Gutierrez is a YOTO alumna who recently published her memoir *My Side of the River*. She is speaking at three different panels at the Tucson Festival of Books. Additionally, she will be a featured speaker at the Spring Lunch and attending the next Board Issue Dinner. The Board Issue Dinner will focus on youth separated from parents due to immigration barriers.
- Collection of the Angel Charity grant should happen in the next week.
- Elizabeth shared info about board member volunteer opportunities. See Basecamp for more information.
- Elizabeth asked that board members attend the Greater Tucson Leadership Community Impact Awards. Elizabeth is receiving an award, which is great publicity for Youth On Their Own.
- Elizabeth shared the Organizational Dashboard, a new tool created in partnership with the Executive Committee, to showcase how YOTO is doing with key performance indicators. The Board will receive an updated Dashboard every month.

9. Advocacy Policy Overview

Amanda Kippert

The Board-approved Advocacy Platform lets the public know where YOTO stands on key issues. YOTO's advocacy policy and platform guides what legislation we support and what actions we take. This also allows the organization to back up what they're endorsing. The platform highlights 5 key issues related to education, housing, and tax incentives. Per policy, any position on legislation must be voted on by the Board. Through lobbying for specific legislation, YOTO can better serve our youth. The committee feels as if these positions align with the work YOTO does.

We can all be advocates, inviting your friends and family to learn more about YOTO is advocating for our cause or writing a letter to editor. Advocacy becomes lobbying when we specifically endorse a position on a piece of legislation. Both are important actions for bringing awareness and change. The Advocacy Committee is asking the Board to approve lobbying for legislation.

The committee presented four pieces of legislation that they recommend YOTO to support: Homeless Child and Youth Act, Earn to Learn Act, Homeless Minor Consent Bill, and Tax Exemption for Menstrual Products. If the Board votes to approve this proposal, YOTO would put a statement of endorsement on our website and social media, contact partners, and reach out to elected officials.

10. Discussion and Approval of Legislation Endorsements

Amanda Kippert

Summary of board comments during discussion:

- Thanks to the committee for including potential risks of endorsement as part of their presentation. We should be prepared for backlash and the opportunity to defend our position.
- Reminder that our attorney advises us to be careful and intentional with the legislation we lobby for. These all have bipartisan support.
- All these bills are fledging and are waiting to be re-introduced in a future session. Approval of the board now will enable YOTO to act in the future once the bills have been re-introduced (if not significant change to the bills).
- YOTO may have more influence/leverage over the state bills and it's very important that we partner with other organizations. The more agencies that come together, the louder the voice.
- If board approves action, committee will provide the board with action steps, contact info, template language, etc to use for individual action to support bills.

Motion to approve Legislation Endorsements as presented: Tony Spear

Second: Georgina Smith

Discussion: Mark asks for clarification on what the advocacy policy states needing board approval for.

Tony responded that any lobbying activity requires approval from the board.

Vote: Approved unanimously

11. Strategic Plan FY25-27

Sara Habib

Consultant Sara Habib presented on the purpose of strategic planning, the different types of strategic plans, and role of board and staff when creating and executing strategic plans. She led the board through visioning activities and a discussion of how the board sees YOTO developing in the next 10-30 years.

Elizabeth presented about nonprofit lifecycles and discussed the challenges for organizations in the "Mature" phase to remain relevant to need. Healthy organizations rotate through cycles of growth and stability. Given YOTO's recent period of significant growth and change, Elizabeth recommended that board consider a Stability Cycle for the next three years to position the organization for another growth phase in 4-5 years.

Activity: The board worked in groups to answer a series of questions about what YOTO should focus on in the coming strategic plan cycle and what the role of the board will be in developing and executing plan objectives.

Timeline: Over the next six months, staff will listen to board input and work on building out a 3-year plan. The Executive Committee will meet and present a draft plan in the spring. The strategic plan will be presented to the full board for discussion and potential approval at the July Board Retreat.

12. Meeting adjourned at 11:54 pm.


Elaine Babcock

Submitted by Brooke Blizzard on behalf of Linda Montes-Cota, Secretary.

I certify these minutes were approved by the Board of Directors at the April 25, 2024 board meeting.



Linda Montes-Cota, Secretary



Date