

SAY San Diego, Inc.
Board of Directors' Meeting (Zoom)
January 21, 2025
Minutes

Vision

Opportunity, equity, and well-being

Mission

SAY San Diego partners with youth, adults, families and communities in reaching their fullest potential.

**Powerful
Impact Goals**

Child and Youth
Development

Youth, Adult and
Family Wellness

Community
Engagement

SAY San Diego's Strategic Priorities 2022-2025

- 1) Equity, Diversity and Inclusion:** We will ensure that equity, diversity and inclusion actions are visible and broadly inclusive, to produce structural, anti-racist changes within SAY San Diego, across our spheres of influence, and in the systems and communities where we work.
 - 2) Communications:** We will strengthen and support all staff, board members and partners to confidently talk about SAY San Diego's overall results and mission.
 - 3) Leveraging Resources:** We will improve our comprehensive approach to whole person and whole family care by implementing a SAY San Diego resource and referral hub.
 - 4) Sharing Expertise:** We will actively share staff expertise in healthy living and healthy relationships across our communities, partners and workforce.
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Board members present: Dhalia Balmir (after consent vote), Omar Baza, Theresa Carter, Nancy Gannon Hornberger, Sara Hyzer, David Kern, Tibyasa Matovu (after consent vote) Trisha Monteleon (after consent vote), Danielle Pena, Barbara Ryan, Janie Wardlow

Regrets: None

Staff present: Mary Baum, Lisa Bridges, Joe Buehrle, Jane Drover, Chris Jewell, Allie Lindsley, Kevin O'Neill, Kelly Vales

Guests: Jenny Lambert – Senior Director of Data and Evaluation

Minutes taker: Allie Lindsley

Quorum Present? Yes, 12 of 13

PROCEEDINGS:

The meeting was called to order at 4:02 pm by President, Theresa Carter

CONSENT ITEMS

Approved June Consent items included:

- Board Minutes October 2024
- Retreat Minutes Sept. 2024
- Executive Team Updates and Mission Moment
- Finance Committee Report
- Strategy and Development Report
- Grants/Fundraising Report

Theresa Carter announced the Board Farewell dinner for Nancy Gannon Hornberger happening on Thursday 2/13 at 6 pm. Nancy thanked the board for its partnership and support over the 11+ years she has been serving as CEO.

*On a motion by **Omar** and a second by **Sara** the **January 2025 Consent Items** were approved by unanimous consent.*

ACTION ITEMS:

Nomination of Carly Couture – On behalf of Trisha Monteleon, Nancy presented the nomination of Carly Couture. Carly has expertise in business development, and recently launched a consulting firm. Carly met with Nancy and Trisha at our Viewridge office and she had many insightful thoughts and great questions. She felt she would be able to connect SAY San Diego with the business community as a champion for our work. Nancy also mentioned that Carly sponsored Play4SAY in fall 2024. Theresa mentioned that she had lunch with Carly and feels that Carly brings many of the key qualities and relationships that board needs. Both Nancy and Theresa were supportive of Carly's nomination for the board.

*On a motion by **Theresa** and a second by **Sara**, Carly Couture was unanimously approved as a new board member, beginning her service in February.*

DISCUSSION ITEMS:

Annual Compliance Update – Omar Baza presented the annual compliance update to the board on behalf of the Compliance Committee. He outlined the purpose of the SAY San Diego Compliance Plan, the Compliance Code of Conduct, the board's role in Compliance and the structure of the Compliance Committee. Jenny Lambert, Senior Director, Monitoring and Evaluation, highlighted the successes of 2024 and areas for improvement. Board members inquired whether staff sign off on the Code of Conduct annually. SAY staff receive the Code of Conduct in their employee handbook upon hire and complete annual ethics training. The board suggested sending the Code of Conduct to all staff each year for acknowledgment and review.

Initial Insights into Implications of Incoming Administration – Nancy initiated a conversation about our collective insights about the new Presidential Administration. Board members are encouraged to engage in more discussions at future meetings as developments unfold. The Executive Team is closely monitoring community concerns related to immigration, DEI, funding, and other challenges. In the past, we have collaborated with community partners and public agencies to honor sensitive locations doctrine, but we understand that the current Presidential Administration is already seeking to remove these protections. We have begun internal

discussions about policy and practice to reinforce SAY San Diego's commitment to serving our clients and program participants, while safeguarding their confidential information, safety and their personal well-being, as well as that of our workforce. We remain dedicated to being a trusted community partner as we navigate the new administration. We will engage in advocacy and lean on our relationships and partnerships to stay abreast of changes and how we can maintain our integrity and our core mission. Nancy touched on funding changes that might be anticipated. Some may be sudden, like bolts of lightning, and others may take longer to work through because the states, localities and courts will be involved. Our direct federal funding is most vulnerable for Dads Corps, ATOD, and a few other areas. Most of our funding that originates with the federal government passes through the state to the county or school district. Board member Janie Wardlow suggested getting our community members involved in creative ways to overcome problems that arise. Board member Dhalia Balmir recommended working with the Governor's office. Nancy mentioned our close alliances with community partners, schools, the city and county, and the Governor, will be helpful, indeed.

Fundraising Committee Report – Mary Baum gave an update on our Holiday Hopes campaign. We exceeded our fundraising goal of \$25k and ended the campaign bringing in \$32k as a result of individual contributions. A big thank you to board member Sara Hyzer for her generous \$5k contribution, which drove a matching campaign for the first \$10k. The program served 250 families, and more than 700 children this year, with a \$100 gift card to Target and toy shopping. Big shout out to Orange Theory Fitness for their 2nd annual toy drive. They donated toys totaling over \$20k for our families to shop for their children. The team has a stretch goal to serve 300 families in 2025.

Finance Committee Update – Dave Kern gave an update on behalf of the Finance Committee. Our balance sheet looks good. The November financial report shows an overall year to date excess of \$274K. A draw of \$400K from the line of credit to carry cash flow was necessary and the amount was fully repaid on 1/2/25. Board members asked questions about the fee based preschool timing, and Jane explained that the income from subsidies is recorded when received, which can cause a lag in the actual reporting of income. The Finance Committee will bring forward more details about the reserves and financial position at the February meeting.

The board meeting was adjourned at 5:01 pm by Theresa Carter, President. The board met for a closed session. Closed session notes are filed and available at board member request.

Next meeting: February 18, 4 pm on Zoom

Trisha Monteleon, Secretary

Date