

SAY San Diego, Inc.
Board of Directors' Meeting
4775 Viewridge Ave. San Diego, CA 92123
March 18, 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.
-

Board members present: Omar Baza, Theresa Carter, Carly Couture, Sara Hyzer, David Kern, Tibyasa Matovu, Danielle Pena, Barbara Ryan, Janie Wardlow

Regrets: Trisha Monteleon

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

Guests: None

Minutes taker: Allie Lindsley

Quorum Present? Yes, 11 of 12

PROCEEDINGS

The meeting was called to order at 12:01 pm by President, Theresa Carter

CONSENT ITEMS

Approved March Consent items include:

- Board Minutes February 2025
- Mission Moment
- Fiscal Summary Report for FY 24-25
- Strategy and Development Report
- Grants/Fundraising Report

*On a motion by **Sara** and a second by **Barbara** the **March 2025 Consent Items** were approved by unanimous consent. (11 in favor, 0 oppose)*

ACTION ITEMS:

Resolution of the Board of Directors - Banking Signatories – Jane Drover presented the Resolution for additions and removals of signatories to the Torrey Pines Bank account. Resolution of the Board of Directors of Social Advocates for Youth, San Diego, Inc.

Be it resolved, that effective this day, Tuesday March 18, 2025, the Board of Directors of Social Advocates for Youth, San Diego, Inc., hereby approves the following changes to the corporate banking account held with Torrey Pines Bank ending in 7540:

Addition of Authorized Signatories:

Luong (Louie) Nguyen - Chief Executive Officer
Mary Baum -Associate Vice President
Lisa Bridges -Associate Vice President

Removal of Authorized Signatories:

Nancy Gannon Hornberger – Former Chief Executive Officer

Continuation of Authorized Signatories:

Joseph Buehrle
Jane Drover
Christine Jewell

*On a motion by **Omar** and a second by **Dave** the **Banking Signatories Resolution** was approved by unanimous consent. (11 in favor, 0 opposed)*

DISCUSSION ITEMS:

Board Committee Updates–

Risk & Opportunities Committee – The committee is in process of reviewing our funding. To date we have seen a small cut of \$150k grant for tobacco prevention that was reduced 25% this quarter. This grant will be monitored each quarter for sustainability. The Valencia Park healthy start grant is 100% federal pass through to the County. Kevin's unit has excess revenue in another grant to cover this program should more cuts come. We expect it will be a harsher

impact next fiscal year. The committee is continuing to track funding sources and potential cuts.

Fundraising – Tibyasa has been working closely with Mary to set fundraising goals. Stretch goals include increasing unrestricted giving 20%, increasing Play 4 SAY revenue by 50%, and increase corporate support/number of corporate partnerships.

Louie's welcome event will be held on Thursday 4/10 at the home of Theresa Carter. This event is a wonderful opportunity for donors, foundations, and partners to meet Louie, along with our Board, leadership team. WE aim to elevate the visibility of the organization, increase awareness, and introduce SAY to new potential supporters. Tibyasa has generously stepped up and sponsored ½ of the event with a \$1500 contribution. We hope to have 100% board funding of this event. It is a great opportunity to give for board members who have not made their fiscal year 24/25 giving.

Finance Committee – The committee did not meet this month due to scheduling conflicts. A full summary of activities can be found in the board report. Our cash position is strong and our receivables are current. We are showing an excess due to our investments, however our operation budget is in a small deficit. Our Child and Youth Development funding from Extended Learning Opportunities department at SDUSD is stable and guaranteed through 2027. Board Treasurer noted that we have jumped from a \$21M budget to a \$30M budget due to an increase in programming and additional ELO revenue through PrimeTime.

Executive Team Updates –

Chris Jewell (Child & Youth Development) – WIN: The Marvin Elementary afterschool program increased their licensed capacity by 40 students this month. This enabled families to enroll in the program after being on the waitlist. CHALLENGE: Multi Family Housing developers would like to partner with SAY to open up childcare centers in their housing developments. This is a great opportunity as the developer will provide the space, however, SAY would need to build out the space and get it licensed, which is costly without revenue coming in.

Community Engagement – WIN: Crawford Community Connection received a 2 year extension on their OCAP grant. CHALLENGE: With the current administration in place, there may be cuts to Community Organizing. Start to explore using the boards voice to advocate for funding with decision makers and legislators. Kevin will work with board members interested in advocating on behalf of SAY.

People and Culture – WIN: Rolling out protocols to support staff who may encounter ICE at their programs/sites. CHALLENGE: Workforce is concerned for their jobs, families and clients in the current political climate. HR is sharing resources including, Employee Assistance Program (EAP), qualifications for leave of absence, and space for employees to share their concerns.

Finance – WIN: New Accounts Receivable Clerk is on board. CHALLENGE: The 25 Salary Survey was returned to Jane and Lisa and the salaries we currently pay are quite deflated in comparison to the survey data. We are not currently in the 25% for staff. The team has begun analysis of the data and will drill down in future meetings as we begin budgeting for fiscal year 25/26.

Youth, Adult, Family Wellness – WIN: Neighborhood Networks program secured permanent

housing for 14 homeless clients in January/February. CHALLENGE: FFPSA funds are federal and future billing is not guaranteed.

The board meeting was adjourned at 12:29 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: April 15, 2025 virtual on Zoom

Trisha Monteleon, Secretary

Date