

GOODWILL EDUCATION INITIATIVES, INC.
BOARD OF DIRECTORS MEETING
August 8, 2022

MINUTES

The Board of Directors of Goodwill Education Initiatives, Inc. met at 10:30 a.m. August 8, 2022, at Goodwill's headquarters. Present were:

Gita Baker, present

Tiffany Fletcher, present

Perry Griffith, present

Kent Kramer, present

Jay Oliver, present

Don Palmer, present

Laura Pickett, present

Doris Pryor, present

Josh Shelton, not present

Staff/Other:

Shelley Ashley

Jaylyn Brown

Katie Bustamante

Ivan Cropper

Anne Davis

Betsy Delgado

Rachel Eble

Corey Emery

Lynn Greggs

Miriam Henry

Kim Myers

Lakia Osborne

Khalilah Palmer

Dan Riley

Dan Scott

Sarah Thomas

Jen Wade

Board Chair Doris Pryor presided and called the meeting to order.

On a motion by Jay Oliver, duly seconded, the meeting minutes for the May 2, 2022, Board of Director's meeting were approved as previously distributed. Roll call by individual members' present were all in agreement of approval.

Dan gave the Treasurer's Report for the period ending June 30, 2022. Dan noted Central Office total year-to-date revenue is \$5,486,000, \$36,000 behind budget (GEI only) and total year-to-date operating income of \$357,000, \$321,000 ahead of budget (GEI only). The National Office total year-to-date revenue is \$1,455,000, 355,000 ahead of budget and total year-to-date operating income is \$646,000, \$624,000 ahead of budget. Grants total year-to-date revenue is \$912,000, \$912,000 ahead of budget and total year-to-date operating income is (\$141,000), \$180,000 ahead of budget. Private funding is ahead of budget due to the receipt of the Annie E. Casey grant to support the National Office expansion initiative, and several smaller grants not budgeted. Service Fee Income - Other is ahead of budget due to the completion of work for Colorado, Arizona, Kentucky, and Northern Florida. Depreciation expense will be increased over the next several years for computers and equipment purchased with prior year grants.

On a motion by Don Palmer, duly seconded, the financials through June 30, 2022, were approved unanimously. Roll call by individual members' present were all in agreement of approval.

Kent Kramer gave the Legislative Update, highlighting the following:

- Nurse-Family Partnership work that has been completed in the last couple of weeks will help our 2023 Excel Center efforts.

- We landed on an ask of 1,650 seats, which will help growth in existing schools, as well as add Excel Centers in Evansville, Terre Haute, Indy (near Community Justice Center) and Columbus.
- Attending multiple evening events to connect with elected officials and spread The Excel Center message and impact.
- Rep. Tim O'Brien (Evansville) and Senator Jon Ford (Terre Haute) have agreed to push the 1,650-seat agenda for Goodwill. Rep. O'Brien serves on the Ways and Means Committee and Sen. Ford is on the Appropriations Committee.
- There will be an event at Notre Dame this fall with key decision makers and former Speaker of the House Paul Ryan.

Kent then reported on the Annual Board Self-Assessment Survey, noting the following:

- Assessments are good practice and are required by our authorizers.
- 7 of 8 Directors completed the survey.
- Results will be utilized to help form topics for future meetings.
- Overall, a very good survey with only one "strongly disagree" measurement, which was in reference to clearly defined responsibilities between the board and staff.
- There were a few "I don't know" responses, which will also help to frame future topics for board meetings and communication.
- Areas to focus on:
 - Clearly defining roles and responsibilities of staff and board
 - Clearly explaining and reviewing strategic planning process
 - Clearly explaining fundraising expectations
 - Clearly explaining the Governance Committee process for identifying and vetting new board member prospects

Jaylyn Brown reviewed the Phase 1 and 2 statuses of Goodwill's noted in the National Office report.

There was further discussion on these updates.

Katie Bustamante commented on Goodwill's in Phase 4 and 5, noting they have reached 10,000 confirmed graduates across the network. Katie also reported that they are on track to reach 85 schools by 2030 from their 2019 Strategic Plan goal. The mid-term goal of 40 total Excel Centers is nearing at a current 32 schools.

Ivan Cropper pointed to the Equity Work Plan 2022-24 embedded into the current Strategic Plan. He highlighted Goodwill's Priorities (Diversity, Equity, and Inclusion) and noted the Goals and Key Actions under each priority.

Lakia Osborne shared the Diversity. Equity. Inclusion. Report dialed into Goodwill Education Initiatives (GEI) and noted Education and Professional Development, Data Collection and Shift in Practices as priorities for GEI. She also commented on partnerships and next steps.

There was discussion on messaging to the larger community, keeping up to date with language changes, voluntary training and extending training to board members.

There was further discussion on interest or formation of a student DEI group to create opportunities and leadership skills.

Dan Scott and Lokia Osborne commented on the Recidivism Intervention Study done by the Lab for Economic Opportunities (LEO) out of Notre Dame University. He highlighted the following:

- Why? –
 - 68% state prison inmates did not receive a high school diploma
 - Two in five inmates released from corrections system are incarcerated again within three years
 - 35% of Excel Center graduates recidivate within three years
- Research Question –
 - What effect does a justice-involved intervention have on the reduction of the recidivism rate amongst Excel Centers students and graduates?
- Intervention –
 - Enroll
 - Complete 1st Term
 - Eligibility Requirements Met
 - Earn College & Career Readiness (CCR)
 - Graduate
- Desired Outcomes –
 - Reduce Recidivism
 - Increase Employment
 - Improve Personal Life
- Why We Need an Answer –
 - Tools to Disrupt the Cycle of Poverty
 - Designed Intervention

There was discussion on the national average at 93% and state average at 78% versus the Excel Center average at 35%, which should be highlighted.

Lokia noted that they had received a \$250K grant from the Wilson Sheehan Family to help support this work.

The meeting was adjourned.