

**GOODWILL EDUCATION INITIATIVES, INC.
BOARD OF DIRECTORS MEETING
November 6, 2023**

MINUTES

The Board of Directors of Goodwill Education Initiatives, Inc. met at 11:00 a.m. November 6, 2023, at Goodwill's headquarters. Present were:

Gita Baker, present

Kofi Barko, present

Garland Graves, present

Perry Griffith, present

Kent Kramer, present

Jay Oliver, present

Don Palmer, present

Laura Pickett, present

Doris Pryor, not present

Josh Shelton, present

Staff:

Shelley Ashley

Shannon Brown

Katie Bustamante

Josh Cooper

Ivan Cropper

Betsy Delgado

Rachel Eble

Laura Fehr

Matt Fortney

Lynn Greggs

Mirian Henry

Brandon Marks

Kim Myers

Don Palmer

Kari Podany

Dan Scott

Sarah Thomas

Guests:

Aden Avery, Charter School Growth Fund

Kim Bassett, Goodwill, Evansville

Joe Ferguson, Charter School Growth Fund

Amanda Simmons, Goodwill Evansville

B. Smith, Goodwill, Evansville

Board Chair Gita Baker presided and called the meeting to order.

On a motion by Don Palmer, duly seconded, the meeting minutes for the August 7, 2023, Board of Director's meeting were approved as previously distributed. Roll call by individual members' present were all in agreement of approval.

Matt Fortney and Josh Cooper gave the Treasurer's Report for the period ending September 30, 2023. Josh noted the Central Office total year-to-date revenue is \$1,360,000, \$109,000 ahead of budget (GEI only) and total year-to-date operating income of \$246,000, \$247,000 ahead of budget (GEI only). The National Office total year-to-date revenue is \$186,000, 60,000 behind budget and total year-to-date operating income is \$5,000, \$2,000 ahead of budget. Grants total year-to-date revenue is \$108,000, \$108,000 ahead of budget and total year-to-date operating income is (\$93,000), \$93,000 behind budget. Private funding is behind budget due to the timing of the expected grants for National Office (Charter School Growth Fund and Annie E. Casey Foundation) – still expect to receive both grants. Service Fee Income – is ahead of budget due to timing of National Office work. It is budgeted evenly across the year as we cannot accurately predict when partner Goodwills will sign on for the next phase of work.

On a motion by Jay Oliver, duly seconded, the financials through September 30, 2023, were approved unanimously. Roll call by individual members' present were all in agreement of approval.

Kent Kramer gave the Legislative Update, highlighting the following:

- With tomorrow's election, Betsy and Kent have been busy touring elected officials through sites and attending fundraising events.
- In October they attended three fundraising events.
- Toured Representative McQuire and Representative Hall through the Meadows Excel Center.
- Toured speaker Huston and Representative Tim O'Brien through the space that will be an Excel Center in Evansville.
- Kent had a chance to spend some quality time on an Indy Chamber trip to Switzerland with several elected officials, including speaker Huston.

Betsy Delgado added that budget increase plans will focus on securing an additional \$1,000 per seat in funding. She acknowledged that it has been eight years since the last increase and that they have not been able to access certain funding increases due to their category as adult high schools. Betsy discussed the importance of being competitive in salaries and benefits to attract younger families and noted that they are always looking for new ideas.

Jaylyn Brown remarked on Goodwill Easter Seals Miami Valley and Goodwill Industries of Southern New England out of Connecticut have expressed interest in entering Phase 1. Jaylyn then reviewed Phases 1-3 of the National Office Report commenting on Goodwills in each of the categories.

Katie Bustamante reviewed Goodwills in the Implementation and Membership phases, four and five respectively. She discussed the processes in place to gather feedback and improve services for their members.

Betsy noted that there are now 41 total Excel Centers across the country. She commented on a successful resolution reached with a challenging leadership team in Austin, leading to the opening of another school and a partnership in the prison system. She discussed the quarterly reporting system, which included intermediate goals and additional data such as staff retention and college readiness. The goal is to identify and address issues earlier to ensure the quality of schools. Betsy mentioned the strategic growth plan to have 85 schools operating by 2030 and their work on changing policies in multiple states to allow adults to earn a high school diploma. They are advocating for legislation that prioritizes evidence-based funding.

There was discussion about the feedback loop with various Goodwills to evaluate the performance of the National Office.

Miriam reported on GEI's Leadership series. She commented that the series is for directors to develop their skills and provide opportunities for growth within the network. The program has been successful, with positive feedback from participants, and they plan to continue developing it for the internal team. She pointed to the graph of sessions including:

- Session 1: Vision, Leadership and Developing Others
- Session 2: Data and School Performance
- Session 3: School Culture, Mission, and Values

Session 4: Liability and Ethics

Session 5: School Operations: Strategic Planning and Execution

Rachel Eble gave the Foundation update, noting progress on the Unboxed event. She commented that despite initially aiming to attract new supporters, the event attracted mostly those already connected to Goodwill, including board members, donors, and corporate partners. The event sold 509 tickets, a 30% increase from the previous year, and raised \$260,000 for the annual fund, contributing \$140,000 after expenses. Rachel discussed plans to further increase corporate sponsorships and reduction of expenses for future events, aiming for a contribution of \$200,000 – 250,000 to the annual fund campaign. She encouraged the board to give and achieve 100% participation.

Laura Fehr, Justice-Involved Coordinator for the Marion County High Schools, and the LEO Project, remarked on adding the Southeast site has given the group a boost with five locations and 173 participants receiving services. She noted the coaching tool introduced to measure students' progress from crisis to empowerment, and 14 students were able to have expungements, improving their job and housing prospects. Notable community partnerships include MCRC, Pace, and Marion County Probations' youth probation office. Laura highlighted the success story of a graduate, Ms. Latoya, who was homeless and was able to secure an apartment and a job with the center's help. She also shared an update on a partnership with the University of Notre Dame's Lab of Economic Opportunities (LEO), which conducts research on the effectiveness of the Excel Center's work.

There was a discussion on LEO.

The meeting was adjourned.