GOODWILL EDUCATION INITIATIVES, INC.
BOARD OF DIRECTORS MEETING
August 12, 2024

MINUTES

The Board of Directors of Goodwill Education Initiatives, Inc. met on August 12, 2024, at Goodwill's headquarters. Present were:

Gita Baker, present
Kofi Barko, present
Patricia Castaneda, present
Garland Graves, present
Perry Griffith, present
Kent Kramer, present
Jay Oliver, present/virtual
Don Palmer, present
Laura Pickett, present
Josh Shelton, present/virtual

Staff/Other:

Shelley Ashley
Shannon Brown
Katie Bustamante
Josh Cooper
Ivan Cropper
Dennis Cuffel
Betsy Delgado
Rachel Eble
Corey Emery
Matt Fortney
Emily Fritsch
Lynn Greggs
Amanda Grube
Miriam Henry
Brandon Marks
Kim Myers
Madison Ortman
Lakia Osborne
Kari Podany
Eric Schlegel
Sarah Thomas

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

On a motion by Perry Griffith, duly seconded, the meeting minutes for the May 13, 2024, 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 June 30, 2024. Matt/Josh noted Central Office total year-to-date revenue is $8,042,000, $3,221,000 ahead of budget (GEI only) and total year-to-date operating income of $3,293,000, $3,221,000 ahead of budget (GEI only). The National Office total year-to-date revenue is $1,516,000, 533,000 ahead of budget and total year-to-date operating income is 366,000, $354,000 ahead of budget. Grants total year-to-date revenue is $643,000, $643,000 ahead of budget and total year-to-date operating income is at a loss of ($357,000), $357,000 behind budget. Goodwill funding is ahead of budget due to draws on Foundation funds (Dustman/Retail WAS – barrier removal funding). Private funding is ahead of budget now that both expected grants and some additional smaller grants have been awarded.

On a motion by Don Palmer, duly seconded, the financials through June 30, 2024, were approved unanimously. Roll call by individual members' present were all in agreement of approval.

Kent Kramer commented on the legislative update, noting an ask is being discussed for the upcoming legislative session to request an additional $1,000 per seat. He commented on the upcoming Governor's election and would like this to be included in the Governor's budget. Kent also reported on the hosting of the Delegate Assembly in June 2025, with representatives from across the Goodwill network in attendance.

Katie Bustamante reported on Phases 1 – 5 of the Excel Center National Office report, reviewing updates, highlighting the success of various Goodwill organizations, and upcoming meetings.

Lakia Osborne reported on the DEI – Positive School Discipline Institute Training update, highlighting the following:

- The board requested a follow up regarding this work in a previous meeting
- GEI sent two cohorts to complete a four-month training to learn about restorative practices through Positive School Discipline
    - Provided professional development on foundational culturally responsive practices and restorative discipline strategies
- IMET started training three years before TEC. This is their second cohort training.
    - Grant to attend provided by the Indianapolis African American Quality of Life Initiative
- Goal is to strengthen practices to move from Trauma Awareness to Trauma Informed
- Mental Health data shows evidence of need
- Each school developed a three-year plan. Will discuss year 1:
    - TEC Year 1: From Sensitive to Responsive
        - Connect with IMET to learn about gaps and opportunities with Excel Center approach
        - Maintain mental health services for students
        - Align policies/practices to trauma responsive strategies
    - IMET Year 1: From Responsive to Informed
        - Partner with mental health service agent to train holistic approaches to trauma-informed work
            - Determine strategies that work and can be implemented: coping, relationships and celebration
        - Enhance community engagement strategies
            - Including voices that can support with blind spots
        - Implement a three-tier approach to multi-tiered system of support (MTSS)
            - Increase extra-curricular
            - Community partnerships
            - Incentives for positive behavior in combination with social emotional growth
- Knowing our students deal with trauma, we should begin to be known as a trauma informed model. Practices should be evident and able to articulate. Authorizers should consider this in accountability and more.

Rachel Eble provided updates on Goodwill's upcoming fundraising event, Goodwill Unboxed, and its goal to raise $300,000. She reported that 500 people were expected to attend and that 480 tickets had already been sold. The event will be a unique experience, focusing on the organization's mission programs and education. Board members were encouraged to invite anyone they thought would benefit from attending. Additionally, the foundation has transitioned to a fiscal year and is kicking off its annual fund campaign.

Gita discussed the results of the GEI Annual Survey, which indicated that the board is viewed positively and that there is a desire to learn more about fundraising, board committees and committee assignments.

The meeting was adjourned.