



363 S. PARK AVE. SUITE 104, POMONA CA 91766
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JU4Y Board of Directors Minutes

January 24, 2022 | 5-6:30 PM

Virtual Meeting via Zoom

Members of the Board

Adrian Greer, Board President -P
Peter Hidalgo, Vice President – P
Dr. Tina Solórzano, Secretary – P
Kimberly Johnson P
Mario Rodriguez P
Natalie Delgado – P
Claudia Kidmey – P
Derek Torrey – P
Jose Rivera – P
Aurora Suarez -P
Anthony Cantonese -P
Ron Alexander – P
Sergio Maldonado Aguiniga, Treasurer – Abs.
Victor Lee – Abs
Sarah Watson – Abs.
Marta Galeana (requested to step down) abs

Staff Present

Eric Vasquez, CEO
Paul Hudak
Ines Vasquez (assists with
translation to Span. and
board min. written
Josey Ramírez

GUESTS - credible Mess./Gang Int.
Anthony Hostetler
Michael Stevens
Sammy Martínez
Jehova Moreno
Esperanza Padilla
Andrea Zendejas

I. Call to Order (Adrian Greer, President) – Meeting was called to order by Adrian at 5 PM.

II. Roll Call – (Josey Ramirez) - Josey did roll call. Those Present and Absent are noted above.

III. Organizational Mission Reminder (Adrian G.) – guests above noted were introduced as Credible Messengers or Gang Interventionists. Adrian invited guest Michael Stevens, 59 years old, to introduce himself and give his story which signifies what our mission is in this community. Having served a 39 yr. sentence beginning in his youth as a 3-striker, although his offenses were victimless crimes, he has been hired as a credible messenger, desiring to change minds and hearts of youth to motivate them toward good conduct, termination of gang affiliation, better educational success, and successful lives outside of the prison systems.



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IV. New Year Narrative/ Board Orientation (Derek Torrey)

Derek indicated that this Board's responsibility is to set roles and responsibilities of the board, and he indicated that he notes that our board does very well in maintaining those responsibilities and staying out of the details of running the organization and let staff handle these ("the weeds"/unless staff requests our assistance). As a board, we are responsible for the following:

1. Setting a Vision and directive for the organization
2. Continually revisit vision to stay marching to that which was set – Eric has really helped the board by bringing youth/staff to share the real-life stories so that we keep this before us.
3. Provide the necessary resources to make this vision take place
4. Remove barriers preventing the vision from taking place

Adrian Greer encouraged the board members to be open to reminders to stay out of the details and focused on the vision we have set.

V. Approval of October 25th, 2021, Board Meeting Minutes (Dr. Tina Solórzano, Secretary)

Derek Torrey motioned to accept the minutes of Oct. 25th, 2021. Ron Alexander seconded motion. No discussion/questions. Motion carried unanimously.

VI. Approval of August and September 2021 Financial Report (Adrian Greer)

Tina Solórzano motioned to approve financial reports for August and September as presented. Peter Hidalgo seconded motion. There were no discussion/questions. Motion carried unanimously.

VII. Meet and Greet (Credible Messengers and Gang Interventionists)

Board members went into various virtual rooms to meet the above-named guests. Board members were grateful for the opportunity to meet and hear these guests stories.

Eric explained some of these individuals are now part of our staff. As indigenous leaders, they are now investing their lives to better our youth. Eric thanked the guests who had a long workday and still made time for this board mtg. Board members expressed appreciation. Adrian also informed the board that the last 2 items on agenda would be switched in order.



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VIII. JU4Y Action Items and Updates (Adrian Greer, President)

6.1 JU4Y Property Pay-Off – Paul Hudak and/or Eric provided the following information:

- a) When we purchased the property we now own, we gave a large down payment of \$1.9 million
- b) We owe 2 Hard Money loans totaling \$826,000.00. Paul did not have Interest rate on these loans easily accessible.

The request is to consider :

1. Paying off total or partial amount of loans - \$826,000.00
2. Refinance full or partial loan amounts to a 15-year or 30-year commercial loan at 6-7% interest rate.

The positive side is that our payment will pay interest and towards loan balance.

Paul indicated that we are fiscally in a good place to consider any of these options:

Fiscal stance at present:

1. We have \$600,000 put aside for a 6-month rainy day for core staff
2. We have \$1.9 million in our checking account
3. We have \$707,000 outstanding pledges coming in in the next 30 days or so.
4. Our present contracts cover our overhead without other moneys being spent.

When asked for his preference, Eric indicated that he would like able to pay off loans because he feels this will be an asset in considering purchase of other property. He expressed a desire to build a gymnasium to conduct a variety of sporting activities for youth during peak hrs. day and night. It is difficult to rent space for sporting events and the city has minimal sports activities occurring within this city.

Discussion and/or request for additional information:

- a) Derek wanted to see interest being paid for present Hard Money loans to make a better decision.
- b) Natalie voiced that she would like to see us complete construction on present building. This would include supplying the costs for its completion. Paul provided estimated cost of construction is \$1,000,034,000.00. This cost is with buffer. Cost thus far has been under budget. Presently, City has been delayed construction.
- c) Mario – Feels we should pay off loans. The money we are paying on interest can be used to go toward youth activity/services. The building can be used as collateral as we look to purchase other properties.



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d) Artie inquired of Mario whether paying off property loans was beneficial even without building completion. Mario indicated that the income expended for that interest that goes nowhere. The interest moneys paid are a wash and this money could be saved toward other endeavors. When we know the interest and total dollars paid monthly, we can evaluate better.

Peter recommended that we meet with Finance Committee. Adrian indicated that since we do not have a finance committee, that the Executive Board have a meeting in the near future, once staff gathers the information requested by the board to make final recommendations.

6.2 County Grant Budget Approval

Paul indicated that most grants we apply for require a yearly budget. Paul was asking if the board needs to approve a yearly budget for organization. Both Paul and some board members expressed difficulty in setting up budget when our budget is not aligned to dates that most contracts are approved (School calendar year vs. our fiscal calendar year Jan – Dec. budget). This would make our program budgeting easier. This item would require our report submissions to State, Feds etc. to also be aligned. Look to get advice from CPA and revisit after referring to our fiscal filings to gov. etc.

6.3 Audit Approval – Staff has explored going rates for an external audit. It is approximately 10K. Discussion was held as to the need for such an audit, with its primary benefit being preparation for any possible IRS audits in the future. Peter Hidalgo motioned to approve expenditure for audit, approximately 10K. (The audit will be conducted by a CPA that our own CPA recommended). Ron Alexander seconded this motion. Motion carried unanimously.

6.4 Security for JU4Y Property. – Eric explained that JU4Y has a 3-month security service contract with Daniel Garcia, a previous mentee of Eric's. This contract is going well but as we near its renewal, we have found that there are other companies such as Safety Zone, that are quoting a much lower hourly rate than Mr. Garcia's. Eric mentioned that Daniel hires many of the previous youth mentees under JU4Y and he has always tried to develop more jobs for this population. Mario suggested that perhaps they would consider renegotiating contract if he received subsidized employee salary assistance through other available programs. This would offset his cost and he could reduce our fees to compete with other companies wanting our business. Other board members were supportive of us hiring a company who wants to help our youth



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employment. This item was tabled for further discussion during execute mtg. Daniel will be approached regarding renegotiating his price and possible subsidized employment assistance.

IX. JU4Y's 2025 Vision – Update (Eric Vasquez – CEO) (2021-2025)

Eric gave a summary update of our Vision – Strategic initiations for 2021-2025:

1. Strengthen data collection systems – we have done this and are able to make monthly reports on program participation, etc.
2. Enhance Restorative Justice Efforts – Board members will be receiving an email of how they can get involved in specific ways.
3. Provide Support and Care to At-Promise Youth minors and ages 18-24. These youth are system-impacted and have need for such things as emergency housing, mental health services, substance abuse support in school campuses and transitional youth. We are working to develop this service provision within the organization, through Pac'D and STAY programs.
4. Strengthen JU4Y educational component to improve academic success for at-promise youth. (Improve vocational opportunities and readiness and pathways to higher education.)
5. Develop and offer additional housing readiness – pathways, etc.
6. Develop a culturally diverse leadership training program and center.
7. Improve advocacy of at-promise youth through legislature work, legal and policy changes. Eric has gotten involved in this area representing the needs of Youth.
8. Develop an alumni network for former clients.
9. Improve parent engagement and services.
10. Improve digital mentoring access for youth around the globe.

In his last 5 minutes of time, Eric shared that in his quiet time of contemplation, the 2022 clear THEME surfaced: STAY COMMITTED TO OUR STREETS. Advocate to bring down walls of indifference and advocate for at-promise youth like never before with the help of those with lived experience. Create the facilities, the services that will continue to meet the needs of youth. The building of a gymnasium that could provide a place for healthy physical activities, coaching, mentoring, direction, alternatives, and development of future dreams, is in the planning.

President Greer thanked Eric for his Vision for this community and for keeping it before us. He also indicated to the staff to set up the Executive Board Meeting as soon as



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possible to handle the items already mentioned that needed additional information before the Board can approve.

Meeting was adjourned at 6:33 PM.

Next regular meeting will be March 28th, 2022, 5-6:30 PM