



JUST US 4 YOUTH
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363 S. PARK AVE. SUITE 104, POMONA CA 91766

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Just Us 4 Youth

September 26, 2022

Board of Directors Meeting Minutes

- I. **Call to Order** – President Adrian Greer called the meeting to order at 5:00PM
- II. **Roll Call:** J. Ramirez called the roll.

Present	Absent
Adrian Greer, President Peter Hildalgo, Vice President Dr. Tina Solorzano, Secretary Kimberly Johnson Natalie Delgado Mario Rodriguez Anthony Cantanese Derek Torry Aurora Suarez Lola Flores <u>Staff</u> Eric Vasquez, Executive Director Josie Rameriz, Non-Profit Apprentice John McKellar, STAY Supervisor Michelle Young, VIP Supervisor Osahon Obazuaye, KEEP Supervisor Samantha Zacko, Grant Supervisor	Artie Delgado Sarah Watson Jose Rivera Sarah Watson Claudia Kidmy

- III. **Organizational Mission Reminder** - President Greer called attention to the Values section of the mission statement – the Value of Integrity, Honesty, Transparency, Sincerity. He indicated statement was pertinent for today’s meeting as the Board examines ways to increase transparency and will discuss adoption of a policy for public comment.
- IV. **Public Comment** – There were no public comments.
- V. **Consent Calendar** - A motion was made by Vice President Hildalgo and seconded by member Torry to approve the items on the consent calendar. The item passed unanimously.
- VI. **Discussion Calendar** –
 - Public Comment Policy.** J. Ramirez reviewed the proposed policy for public comments that included: up to five members of the public may speak with a limit of 3-minutes for items on the agenda. Speakers must address the Board in a respectful manner and may be removed from the digital meeting if they violate these policies. Vice President Hildalgo suggested the Board would have the authority to add additional time to allow more than five members of the



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public to speak. President Greer suggested a general public comment item on the agenda for members of the public to speak for items on or not on the agenda to allow the meeting to run in a more efficient manner.

Transparency Update – This item was presented later in the agenda. Director Vasquez reported that JU4Y prides itself in listening to staff concerns and though not always necessarily felt by the majority of staff, management feels it important to address issues as they are brought to light. He indicated a staff concern regarding diversification resulting in an internal committee established to help with awareness and reach out to Black community leaders. With regard to the feeling of inequity by some female employees with children, this was addressed publicly, reminding staff of their value to the organization. Lastly, a concern of decisions being made by the Executive team without input from other leadership has also been addressed by adoption of a shared model to allow leaders to participate in discussions and then passing the information on to larger groups. The Executive Director’s regular email communication, that includes training opportunities, messages of inspiration and general updates will also assist with this

- VII. **Action Items** – Approval of Policy for Public Comments. A motion was made by Vice President Hidalgo and seconded by member N. Delgado to approve the policy on public comments. The policy would allow time for five members of the public to speak for a limit of 3 minutes for items on or not on the agenda during the public comment section of the agenda. The Board may use their discretion and have the authority to increase the time allotted. Speakers must adhere to the time limit and address the Board with respect. Public comment speakers may be removed for not adhering to the public comment policy. The item was adopted. M. Rodriguez abstained.
- VIII. **Staff Communication** – VIP Program. Michelle Young reviewed establishment and the purpose of the CalVIP program and its current funding. Break the cycle of violence. Our proposal is interdepartmental. Three goals reduce gang related violence in Pomona. RJCare – hosting conferences. 300 restorative conferences are planned, increased street outreach efforts will be achieved by hiring three additional staff. Host resource and special events events and partnerships with Southern California Crossroads to provide bedside services and case management. Interdepartmental work with help from YES, staff can promote diversion to gangs by assisting with job training and skills for them to become gainfully employed. She reported the TREE program will be hiring a case manager and the PAC program will also increase case managers by three to service higher levels. Lastly, healthy community collective advocacy neighborhood clean ups and beautification, the Friday Nights Lights program will be funded for three years. Lastly we can continue to provide arts and self-expression classes funding conceptual art therapy. STAY Program – John McKellar, Supervisor reviewed updates of the STAY program that included, preparing rooms for additional clients, hired a resident advisor and we were awarded \$20K Mayor Grant to cover incidental costs. JU4Y is awaiting news on a YHDP grant that could fund the program for two years. STAY nurtured maternity home discussions continue with donors looking to purchase us a home for JU4Y to house young mothers. **Director Vasquez is meeting with the donors soon to conclude this endeavor.** Refined intake process. He reviewed the program and requirements for STAY clients. It was recommended that if the grant is successful clients continue to be required to



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pay rent as a good financial disciplinary measure. Grants - Samantha Vacko updated on the Board on grants. JU4Y was working on a proposal with the Ahmanson Foundation for \$50K to support building renovations to be submitted mid-Oct. An application was submitted to LA84 for \$36K for the Summer 2023 basketball league, with an expected decision in October. We are awaiting a decision from the Amity foundation for funding for three programs - \$750,000 over 3 years for the YES program, \$750K for Connect, and \$900K over 3 for STAY. JU4Y received \$230,000 for safe passages for the 2023 academic year at Ganesha. She indicated JU4Y has received one federal grant so far but stressed the importance of partnerships for competitive applications. She commended the staff at Merchant McIntyre and indicated that she was hopeful JU4Y would continue the partnership. KEEP Supervisor Osahon Obazuaye reviewed information on the ten schools JU4Y is currently serving. He reminded the Board that KEEP is the educational arm of JU4Y with after school tutoring. He indicated we have the capacity of serving 50 students per site and most sites are just over 50% but we're ramping up hiring to accommodate the site needs. He shared that there have been improvements made to the on-boarding process and an increased level of training. In addition, JU4Y is partnering with TLC (the learning connection) to bring all afterschool programs under the umbrella of TLC. He also shared that JU4Y piloted a 7-week summer program to focus on learning recovery in the Del Rosa and Angela Chanslor areas. He shared that at the beginning of the program staff realized that for many of the students, English was a second language for them. By the end of this particular program some of our students were successful in increasing their language skills and had more confidence in speaking English. Director Vasquez thanked the KEEP team for their efforts and staying committed to the streets. Director introduced Ruben Cueva, Connect Cluster Lead and working at San Gabriel Schools.

- IX. **Meet & Greet** –J. Rameriz updated the Board on activities she accomplished through the Non-Profit Apprenticeship program stating during the nearly two-year program she has gained experience and confidence in many areas. She indicated she was very proud of her progress stepping up acting on behalf of the Executive Director and in public speaking, recently speaking at the Rotary Club. She also reached out to area leaders to get their ideas on self care as well as learning about recruiting volunteers.
- X. **Board Member Communication** – Vice President Hidalgo thanked the staff.
- XI. **JU4Y Updates** - There was no discussion.
- XII. **Adjourn.** The meeting was adjourned at 6:17PM. The next meeting would be held on November 28, 2022 at 5PM.