



BOARD OF DIRECTORS MEETING AGENDA

Details

Date: February 27, 2020

Location: YMCA OC – Board Room

Presiding

Rosanna Coveyou, Board Chair

Call to order –Rosanna Coveyou, Board Chair

Invocation – Mike Proud, 5 minutes

Presidents Report – Jeff McBride, 5 minutes

Approval of Minutes – Rosanna Coveyou, Board Chair

- January 30, 2020

Annual Campaign – Dolores Daly, 15 minutes

Consent Calendar

- Board Resolution – Childcare Designated Staff Change for Licensing – Kaycee Martin
- Board Resolution – Compensation Committee – CEO

Mission Vision Values – Mike Proud

- Continuance of prior meeting(s)
- Values Definition

Committee Meeting Minutes - Attached for your information

- Finance Committee, CARES Committee, Governance Committee, PDF Committee, Investment Committee

Other Business/QA

Adjourn



BOARD OF DIRECTORS MISSION VISION VALUES

BODs MISSION STATEMENT: To advance the YMCA of Orange County's Mission through vision and governance to ensure a focused, sustainable and impactful organization.

BODs VISION STATEMENT: Servant Leaders working together to be the best nonprofit board by:

- Challenging the status quo with inspirational ideas
- Promoting the brand and protecting its resources
- Shaping strategic direction and priorities

BODs (proposed) VALUES:

1. FAITH: Courageously preserving our Christian Principles

- **FAITH**
Faith, trust, courage, boldness, grit, healthy, perseverance

2. RESPONSIBILITY: Owning our role as fiduciary leaders

- **RESPONSIBILITY**
Responsible, judicious
- **LEADERSHIP**
Lead, leadership, leading, decisive, developmental, accountability, visionary, shape, wisdom
- **FIDUCIARY**
Fiscally responsible, knowledge sharing, protect, generative conversations, financial growth
- **STRATEGIC**
Future focused, think outside the box, intentionality, self-discipline, inspire, proactive, innovative, creative, purposeful, encourage positive thinking, brainstorming with encouraging ideas

3. RESPECT: Demonstrating openness and collaboration with all

- **RESPECT**
Positive, grace, mutual respect,
- **OPENNESS**
Openness, listen, honor, diversity, transparency, open minded, collaboration, inclusive, encourage different opinions/debates
- **TRUST**
Integrity, honesty, authenticity, trustworthy, fairness, character

4. PASSION: Authentically committed to our community through YMCA services

- **PASSION:** Passionate, passion for the y
- **SERVE**
Servant Leadership, self-sacrificing, giving, humility, giving, generous, stewardship, philanthropic, stewardship
- **CARING**
Empathetic, kindness, empathy, love, kind, compassion
- **COMMITMENT**
Uses their voice, excellence, commitment, meaningful work, energy, involvement, engaged, involvement, energetic, supportive
- **COMMUNITY**
Community, community oriented, partnership, family, ambassador



FOR YOUTH DEVELOPMENT
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

BOARD of Directors MEETING MINUTES

January 30, 2020

BOARD OF DIRECTORS

Meeting Minutes

Details

Date: January 30th @ 7:30am

Location: YMCA OC – Board Room

Presiding

Rosanna Coveyou, Board Chair

Call to order –Rosanna Coveyou, Board Chair @ 7:40am

Invocation – Mike Proud, 5 minutes

Luke Chapter 18

Approval of Minutes – John Rochford, Secretary, 3 minutes

- October 31, 2019
- John asked the BOD if everyone had a chance to read through the minutes and asked if there were any questions or concerns.
 - Michael Hahn motioned to approve the minutes
 - Sean Peasley seconded the motion to approve
 - No nays or abstentions

Mission Vision Values – Mike Proud

- Continuance of prior meeting(s)
 - Creation of Board Values

BODs MISSION STATEMENT: To advance the YMCA of Orange County's Mission through vision and governance to ensure a focused, sustainable and impactful organization.

- Mike Proud
 - VALUES are the basic and fundamental beliefs that guide or motivate attitudes or actions. They help us determine what is important to us. Values are the motive behind purposeful action. They are the “how” the board will do the work What should be the values of the BOD?
 - EXERCISE – Everyone took four minutes to review the provided list of values (see below) and group them into four key categories. Once everyone completed their review, the group discussed and determined final four values. They are as follows:
 1. Passion
 - a. Serve, Caring, Commitment
 2. Responsibility
 - a. Leadership, Fiduciary, Strategic
 3. Faith
 4. Respect
 - a. Openness, Trust
 - NEXT STEPS: Mike Proud, Jeff McBride and Anna Romiti to create definitions for each new value, share with the board and finalize and next board meeting.

Action Items/Consent Calendar

- John asked the BOD if everyone had a chance to read through action items and consent calendar and if there were any questions or concerns.
- Board Resolution – Change Annual Meeting Date
 - Brian Constable motioned to approve the resolution
 - Michael Hahn seconded the motion to approve
 - No nays or abstentions
- Board Ratification – Email Vote Approving 2020 Budget
 - Brian Constable motioned to approve the ratification
 - Dave Lamb seconded the motion to approve
 - No nays or abstentions
- Board Approval - New Board Member: Tony Spriggs
 - Dave Lamb motioned to approve the new board member
 - Sean Peasley seconded the motion to approve
 - No nays or abstentions

Other Business/QA:

Christine Salas and Anna Romiti presented the Celebration of excellence event invitation and overall description of the event.

Adjourn

9:15 am



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CONSENT CALENDER ITEMS

**YMCA OF ORANGE COUNTY
BOARD OF DIRECTORS
ACTION ITEM**

FOR BOARD ACTION ON:

Thursday, February 27, 2020

RECOMMENDED BY:

Jeff McBride, CEO
Dolores Daly, COO

RECOMMENDATION:

The Board of Directors approves the resolution appointing and authorizing Kaycee Martin, Executive Director, to act on behalf of the YMCA of Orange County in working with the California State Department of Social Services, Community Care Licensing Division on any childcare licensing related issues.

REASON FOR ACTION:

California Department of Social Services requires a resolution authorizing designated staff to act on behalf of YMCA of Orange County regarding childcare licensing matters.

FINANCIAL IMPACT AND FUNDING SOURCE:

None



FOR YOUTH DEVELOPMENT FOR HEALTH LIVING FOR SOCIAL RESPONSIBILITY

CERTIFICATE OF RESOLUTION OF THE YMCA OF ORANGE COUNTY

WHEREAS, the YMCA of Orange County operates childcare facilities licensed through the Department of Social Services of the State of California, and

WHEREAS, the Department of Social Services, Community Care Licensing, Title 22, Division 12, Chapter 1 regulations state that all licensing documents be signed by the licensee or their authorized designee;

WHEREAS, the Department of Social Services requires a resolution of the Board of Directors of the YMCA of Orange County authorizing Kaycee Martin CYD Executive Director to be the designees;

NOW, THEREFORE, BE IT RESOLVED, that the YMCA of Orange County hereby appoints and authorizes Kaycee Martin CYD Executive Director to act on behalf of the YMCA of Orange County in working with the California State Department of Social Services, Community Care Licensing Division on any childcare licensing related issues.

The undersigned certifies that the following resolution was adopted at a duly called and convened meeting of the Board of Directors of the YMCA of Orange County on February 27, 2020.

Date: February 27, 2020

Signed:

John Rochford
Secretary
Board of Directors



FOR YOUTH DEVELOPMENT FOR HEALTH LIVING FOR SOCIAL RESPONSIBILITY

YOUNG MEN'S CHRISTIAN ASSOCIATION OF ORANGE COUNTY

RESOLUTIONS AND MINUTES OF A MEETING

HELD BY THE BOARD OF DIRECTORS

The Board of Directors (the "Board") of Young Men's Christian Association of Orange County, a California nonprofit public benefit corporation (the "Corporation"), acting pursuant to Section 5211(a) of the California Nonprofit Public Benefit Corporation Law (the "Law"), adopted the following resolutions by the required votes at a meeting duly noticed and held on February 27, 2020:

I.

CHIEF EXECUTIVE OFFICER COMPENSATION

WHEREAS, pursuant to Section 6.10 of the Bylaws, the Board has delegated to the Compensation Committee of the Board (the "Committee") the authority to review the compensation of the Chief Executive Officer annually and whenever a modification in compensation is proposed, and to approve just and reasonable compensation amounts for such officer;

WHEREAS, the Corporation's Chief Executive Officer role includes long-term strategic oversight, the development of strategic partnerships, and extensive operations, fiscal oversight, and communications duties;

WHEREAS, the Committee has found it to be in the best interests of the Corporation to maintain a compensation structure intended to enable the Corporation to retain a Chief Executive Officer with high levels of expertise to perform such duties;

WHEREAS, as a California nonprofit public benefit corporation described in section 501(c)(3) of the Internal Revenue Code of 1986, as amended, the Corporation may not pay more than "reasonable compensation" for services rendered to the Corporation by its Chief Executive Officer in his capacity as such;

WHEREAS, pursuant to section 12586(g) of the California Government Code and Section 8.11 of the Bylaws, the Committee must review and approve the compensation of the Chief Executive Officer as "just and reasonable" (a) once the officer is hired, (b) upon any extension or renewal of the officer's term of employment, and (c) when the officer's compensation is modified (unless all employees are subject to the same general modification of compensation);

WHEREAS, the Committee was tasked with obtaining, reviewing, and considering appropriate data and determining an appropriate discretionary increase to the Chief Executive Officer's annual salary and/or bonus compensation amount (the "2020 Merit Increase and Bonus Package"), taking into account (i) the Corporation's size, industry, and location, (ii) Chief Executive Officer's role, responsibilities, and 2019 performance, and (iii) other relevant factors;

WHEREAS, the Merit Increase and Bonus Package (approved by the Committee on February 6, 2020) consists of a 2% increase to the Chief Executive Officer's 2019 annual salary, effective as of March 1, 2020, and a bonus amount representing approximately 20% of his 2019 annual salary. The 2% increase is in line with the Corporation's budgeted 2% merit increase pool. The Merit Increase and Bonus Package was presented to the Chief Executive Officer on February 6, 2020;

WHEREAS, the Committee engaged the services of Dana Krieg, an independent consultant, to assist the Committee in compiling and analyzing appropriate compensation data with respect to the Chief Executive Officer, including from GuideStar *Nonprofit Compensation Report 2019* and Sullivan, Cotter & Associates *Not-for-Profit Manager and Executive Compensation Survey Report 2019*;

WHEREAS, the comparability data indicated that the Chief Executive Officer's current total compensation is aligned between the median and 75th percentile of the established competitive market data, and that his total compensation, as modified by the Merit Increase and Bonus Package, is well aligned with the compensation packages for chief executive officers of peer organizations;

WHEREAS, the Committee considered the comparability data provided by Dana Krieg, including her express conclusion that the Chief Executive Officer's current total compensation is "within the competitive range ... at the median of the market" (i.e., within 15% of the competitive market), and other relevant information provided by the Corporation's VP of Human Resources and Quality Assurance;

WHEREAS, the Chief Executive Officer was not part of the Committee's deliberations or voting on the issue of Chief Executive Officer compensation, and those members of the Committee participating in the deliberations and voting thereon did not have a conflict of interest;

WHEREAS, the Committee has indicated that there was a full and frank discussion among such members regarding the appropriate level of base and bonus compensation for the Chief Executive Officer in the amounts ultimately set forth in Merit Increase and Bonus Package, taking into account (i) the Corporation's size, industry, and location, (ii) the Chief Executive Officer's role, responsibilities, and 2019 performance with respect to previously established metrics, and (iii) other relevant factors, including his specialized skills and experience and the Corporation's executive compensation philosophy and strategy;

WHEREAS, the Committee found that compensating the Chief Executive Officer above the approximate median nonprofit chief executive officer compensation package is appropriate in light of the variety of roles, increased level of commitment and specialized knowledge and experience required from the Corporation's Chief Executive Officer; and

WHEREAS, in accordance with the Corporation's Bylaws, the Committee has found that the Merit Increase and Bonus Package represents an appropriate, just and reasonable adjustment to the annual compensation awarded to the Chief Executive Officer, and that it is in

the best interests of the Corporation to compensate the Chief Executive Officer in accordance therewith;

NOW, THEREFORE, BE IT RESOLVED, that the Board, without counting the vote of Mr. Jeff McBride, hereby acknowledges and confirms the Committee's approval of the Merit Increase and Bonus Package on behalf of the Corporation pursuant to the authority delegated to the Committee by the Board.

II. **FILING**

BE IT RESOLVED, that the Secretary of the Corporation is hereby directed to file and maintain these minutes of the foregoing proceedings of the Board with the corporate records of the Corporation.

(Secretary's certificate follows)

CERTIFICATE OF SECRETARY

I, the undersigned, hereby certify:

That I am the duly elected, qualified and acting Secretary of the Young Men's Christian Association of Orange County, a California nonprofit public benefit corporation (the "Corporation"); and

That the foregoing resolutions and minutes of the Corporation accurately reflect the discussion held and resolutions adopted at a duly noticed meeting of the Board of Directors of the Corporation held on the date first above written and attended by at least the required quorum of the directors of the Corporation.

John Rochford, Secretary



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FOR SOCIAL RESPONSIBILITY

CARES Committee MINUTES

February 4, 2020

CARES COMMITTEE

Meeting Minutes February 4, 2020

In attendance:

Lisa Alonso, Mike Proud, Michael Hahn, Jeff McBride, Dolores Daly, Anna Romiti

Guest(s): Rikki Bains and Nick Saltas

Devotion

Mike Proud

Exodus 33: 12-17

“Knowing Him. That is what is most important.”

Funding Request (Fullerton)

Rikki Banes & Nick Saltas

- Introductions of all in the room to our guest.
- Overview of Mercy Commons Church from Pastor Saltas
- Presentation of request for funding for a part time position.
- Q & A about proposal, measurement of investment and opportunities.
 - Mike Proud made the following motion: Approve up to \$25,000 for fiscal year one (2020). With additional funds pending approval up to \$35,000 the following two years with the condition that each year the program will be reviewed for continuation.
 - Motion to approve: Mike Proud
 - Second the motion for approval: Lisa Alonso
 - All in favor. No nays.
- Add this program to the next Finance Committee agenda.

Mission, Vision and Values

Mike Proud

Purpose: To optimize opportunities for people to experience and know Christ through YMCA programs and partnerships with Christian churches and organizations that provide services and support to staff, members, volunteers and the community.

Mission: To identify needs, seek connections and leverage resources for the implementation of the purpose.

- Reviewed the mission and vision (purpose) statement and agreed it remains as is.
- Values: The Cares Committee will adopt the approved Board of Directors values.

Misc:

- Branches to create pdfs/scans of prayer requests and send to Crystal monthly to share with Cares prayer team.

Adjournment – 1:20 p.m.

- Jay motioned to adjourn
 - Michael Hahn seconded the motion



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Finance Committee Meeting MINUTES

February 21, 2020

FINANCE COMMITTEE MEETING AGENDA
February 21, 2020 @ 12:00pm

Present: Sean Peasley, Juliette Meunier, Minh Hoang, Jeff McBride, Dolores Daly, Crystal Immerman
Phone: Brian Constable, Ara Bonyadian, Ryan Fessler, Greg Custer (Investment)
Absent: Joyce Kirchhofer

1. Review/Approve Meeting Minutes

Sean Peasley

- January 17, 2020
 - Sean asked if everyone reviewed the minutes and if there were any changes/additions, etc.
 - Brian Constable motioned to approve the minutes as presented
 - Ryan Fessler seconded the motion
 - All approved, no nays or abstentions

2. Investment Summary

Greg Custer

- Greg Custer gave a brief summary
 - Portfolio Summary Bahnsen tracks more towards the dow verses the S&P
 - The portfolio allocation of 60% stocks, 30% bonds, 10% Alternative is consistent with the IPS
 - Net return for 2019 was 17.48% and \$1.8M
 - Interest and Dividends increased \$80k from 2018 to 2019
 - Risk is not the same as volatility. We have a 7.79% volatility in our portfolio, Dow Jones Industrials was at 15.33%
- Juliette: At what point will we have enough guidance from GRO to start that generative discussion?
 - Jeff: There are so many variables. We currently have \$12M in a fund that is not restricted by BOD or donor, we have GRO, we have potential a large endowment donation that would require the answer to that
 - Right now, it is too fungible to answer that question
- Sean: The portfolio and the way it is set up now it is fairly conservative. We probably do not want to go more aggressively
- Greg – The allocation is appropriate given all the valid information (eg. Market). We have money if we *need* to pull it out
- Sean Peasley to attend the August Investment committee meeting (mid year performance review given by Bahnsen)

3. CARES Funding Request

Dolores Daly

- Dolores – Fullerton YMCA/Mercy Commons CARES Partnership
 - Presented to CARES on 2/4 and was approved
 - \$25,000 for year 1 with additional funds of \$35,000 for year two and three
 - Funds will support YMCA staff whose primary responsibility will be to advance the partnership between the Y and Mercy Commons Church
 - Sean: The goal is for CARES/PDF to fund for the first 3 years then they can become self-sustainable
 - Dolores: CARES committee will review at the end of the year one to ensure it's effective to move forward
 - Brian: Should we ask these committees to present to the BOD
 - Jeff: We are working on having annual presentations to the BOD

Next Meeting: March 20, 2020 @ 12pm

- Juliette: These things should be on our social media, crab feast, etc
- Sean approving the \$35,000 for years two and three
 - Juliette Meunier motioned to approve
 - Brian Constable seconded the motion
 - Approved, no nays or abstentions

4. Financials

Dolores Daly

- YMCA
- Dolores gave an overview financials. See Financial Summary in FC Packet
 - Fullerton – Performance over prior year is down. This branch has had multiple staff changes, facility changes and is under and new leadership (Rikki Bains). We have no doubt the new leadership will bring this back
 - Juliette: Why is there a \$3M move under Net Assets (Current Operations - YMCA exc. Tipper, LLC) and (Unrestricted/Temp/Perm Restricted)
 - Joyce: This is a reclassification of Net Assets from closing 2019 so it moves from the current P&L lines (1st 3 rows below) and adds it to the Unrestricted/Temporarily/Permanently Restricted line to get the new balance in the following year. The accumulation of net assets from prior years is in the 4th row below. This is why the 2019 column (far right) ending balance of \$29,230,024 shows up as the balance for the “unrestricted/temporarily/permanently restricted” line in 2020. The \$1.4M I mentioned on the phone related to the Orange Y restricted funds was recorded after the preparation of Balance Sheet for the Finance Committee so that is not part of what you see below. At the May Finance Committee meeting we will go over a reconciliation of the originally reported December P&L to the Audited P&L so you are aware of any big changes between what was reported vs the audit numbers.

Net Assets		
Current Operations - YMCA exc. Tipper, LLC	194,171	3,173,343
Current Operations - Tipper, LLC	(31,756)	(129,622)
Current Operations (Restricted,Capital & Endowment)	(157,643)	(89,240)
Unrestricted/Temporarily/Permanently Restricted	29,230,024	26,275,543
Total Net Assets	29,234,796	29,230,024

- Juliette: What is FR allocation/scholarship?
 - Dolores: This was basically a budgeting issue/AO fundraising
- Sean: Joyce mentioned that the Y is changing accounting methods for Adventure Guides. We now have the ability to move funds from one year to the next.
- Minh – The first paragraph of the narrative states “.....we have just under 1 month worth of expenses covered in cash & cash equivalents”
 - Joyce: As of the January month end, the Cash & Cash Equivalents was about 30 days worth of expenses because we cannot count the Orange Y and AS&F restricted cash. To add context to this, during the first week of each month we do increase our cash by about \$2.5M due to the draft for Child & Youth Development Fees and Membership Fees. This adds just over 20 days worth of annual expenses. We have not experienced any issues with this level of cash.

Adjourned - 12:50pm

Next Meeting: March 20, 2020 @ 12pm



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Board Governance Meeting Minutes

February 21, 2020

BOARD GOVERNANCE COMMITTEE
February 21, 2020 @ 9:30am

Present: Sean Peasley, Juliette Meunier, Jeff McBride, Dolores Daly,
Phone: Dave Lamb, John Rochford, Rosanna Coveyou,
Absent Mike Proud

Call to order at 9:38am

- Juliette asked if everyone had the opportunity to review meeting minutes from January 13, 2020
 - Dave Lamb motioned to approve the minutes
 - Sean Peasley Seconded the motion
 - Approved, no nays or abstentions

2020 Calendar

- Juliette: Asked the committee for thoughts and or recommendations on the 2020 chart of work
 - The Committee agrees that the calendar is approved as is. This is a working document and can change as we move forward; not set in stone
 - Jeff: Would like to work on bringing Branch Boards back
 - Must have continuity between Board Governance and Operations
 - Emilio Sosa, Director of Ops, needs to be part of the creation of branch boards.
 - John: Assessment tool and process needs to be done before we talk about Branch Boards.
 - Sean: The mission/vision of branch boards needs to be defined prior
 - Jeff: We (a task team) will design what their mission, vision and values are
 - Branch boards have no fiduciary responsibility
 - Clear delineation of duties.
 - John: Does YUSA have branch boards and procedures?
 - YUSA does not have this information
 - John: Look at the private sector to help us understand what the branch boards should be doing (E&A, Deloitte, etc)
 - Jeff will keep board governance informed of a time line
 - Jeff and staff will assign a task force over the next few months
 - Task force will start the process of branch boards and will bring recommendations to board governance
 - December Calendar:
 - Committee chairs to discuss achievement and celebrations at retreat
 - Start the process now so they can be prepared
 - Juliette will send it out to the committee chairs

- Mission Vision Values
 - Board Member Expectation Document
 - Jeff and Crystal will review once the Mission Vision Values process is complete and will revise
 - Mission Vision Values needs to be added
- Onboarding Taskforce
 - Jeff and Crystal will reconvene the task force
 - If chair is not available we will move forward without
 - The onboarding documents needs to be integrated into the assessment and orientation process
- Assessment Tool Vendors
 - Task Force will be comprised of staff (executive leadership)
 - Task Force to narrow down vendor selection to 2-3
 - Vendors to be aligned with Mission, Vision, Values
 - Proposed Vendors
 - Spencer, Shank & Capers (John R)
 - Susan Tweed (John R)
 - Hiring by Design (YMCA current vendor)
 - Jim Ashby's contact (Jeff to obtain)
 - Jeff to ask Gigi for recommendations
 - Suggested Vendors (Crystal will email the board)

Adjourned at 10:24am

Calendar for 2020

Month	Agenda items
February 2020	Calendar, Charters & MVVs <ul style="list-style-type: none"> - Review draft 2020 calendar - Confirm Mission, Vision, Values completed - Preliminary discussion of assessment vendors to present at May meeting <ul style="list-style-type: none"> o Do we need a taskforce, or should we handle at the GC level? o Which vendors should we ask? o How many should we ask? o Should we have a formal RFP process or just ask them to come in and present? o Discuss scheduling the vendors for May
March-April 2020	Evaluate Board Diversity <ul style="list-style-type: none"> - Review the Board as a whole as compared to race, gender, age, area served, etc. - In advance, Dolores & Crystal to move forward with research of diversity of 1) communities served & 2) current members; connect with Mike Proud on tool he has - Develop draft guidelines as to what mix of demographics we would aspire to have on the Board
May-June 2020	Review & Select Assessment Tool May - Presentations by 3 vendors being considered (30 mins each) June – Evaluation of the tools presented <ul style="list-style-type: none"> - Make sure that assessment tool questions are geared toward volunteers and not employees - Make sure that assessment tool will measure the 3-5 characteristics we determine important - Once we select a tool, need to put in a process whereby GC is involved with new member assessments and Trisha (or other assessment facilitator) presents to GC
July-Sept 2020	Review the Board Chair Role <ul style="list-style-type: none"> • Determine desired characteristics of Chair <ul style="list-style-type: none"> • Characteristics (from Board Source) • Speak with Trisha (or other assessment facilitator) regarding complementing CEO's strengths/weaknesses with CVO's strengths/weaknesses Chair succession plan process (could be an assigned task force): • How to identify more than one possible chair candidate 3-5 years into their terms • Process by which potential Board chairs sit on or leads certain committees prior to taking on chair role (finance, governance, etc.) • Education needed for future chair, and newly appointed chair

Oct 2020	Planning Next Year Structure & Committees <ul style="list-style-type: none"> • GC determines what structure is needed for the following year <ul style="list-style-type: none"> ○ Standing committees & taskforces ○ Desired characteristics of committee chairs ○ Select committee chairs • Approve for recommendation to the Board at the annual meeting in December
Nov 2020	GC Achievements & Planning for Next Year <ul style="list-style-type: none"> • Prepare GC thoughts for annual meeting in December <ul style="list-style-type: none"> ○ Purpose/strategy of committee ○ What they achieved during the year, and celebrate ○ What still need to do, which will carry into the next year & new items ○ Review committee charts of work; Are agenda items on calendars achieving the goals? ○ Review committee composition, and desired committee characteristics; committees should have some “non-experts” on them as well as those who specialize in that field ○ Succession planning processes ○ Term limits of committee chairs & committee members
Dec 2020	Planning for Next Year Committee Planning <ul style="list-style-type: none"> - At Annual Meeting (1st week in Dec) - Committee chairs report out to the board: <ul style="list-style-type: none"> ○ Purpose/strategy of committee ○ What they achieved during the year, and celebrate ○ What still need to do, which will carry into the next year & new items ○ Review committee charts of work; Are agenda items on calendars achieving the goals? ○ Review committee composition, and desired committee characteristics; committees should have some “non-experts” on them as well as those who specialize in that field ○ Succession planning processes ○ Term limits of committee chairs & committee members - Annually – Review Mission/Vision/Values – How we will accomplish the Mission, which will change to meet new or unrealized needs; Board agrees on vision/values - Board agrees on what structure is needed for the following calendar year – standing committees & taskforces, and then commissions are drafted



FOR YOUTH DEVELOPMENT
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Investment Committee Meeting

January 30, 2020

INVESTMENT COMMITTEE MEETING MINUTES
January 30 @ 9:30am

PRESENT: Greg Custer, Don Saulic, Dave Lamb, Jess Meyers, Jeff McBride, Joyce Kirchhofer
GUESTS: Sean Peasley, David Bahnsen
CALL TO ORDER: 9:33am

1. Review Investment Performance – David Bahnsen

- David handed out the following:
 - YMCA Investments 12/31/19 (year in review)
 - Quarterly Investor Overview (4th Quarter)
 - 2020 Perspective
- David discussed multiple aspects of the two investment accounts and performance
 - Fees are low at 25 basis points
 - The portfolio allocation of 60% stocks, 30% bonds, 10% Alternative is consistent with the IPS
 - Net return for 2019 was 17.48% and \$1.8M
 - Interest and Dividends increased \$80k from 2018 to 2019
 - David summarized the performance history and talked about monthly swings tied to trade talks, China and other things happening in the U.S. and the world.
 - Risk is not the same as volatility. We have a 7.79% volatility in our portfolio, Dow Jones Industrials was at 15.33%
 - Bond portfolio yield to maturity 3.23% and duration 2.29 years. Largest sector distribution:
 - 1. 49% Investment grade
 - 2. 21% US Treasury & Cash
 - 3. 17% Bank Loans

2. Discuss Future Needs - All

- Joyce brought up GRO and what they have done and the impact of construction but that won't be for awhile
- Jeff stated we will likely have cash infusion first due to potential sale of properties
- A process will be developed for excess funds and the Investment Committee will be informed

3. Other Business

- Sean requested a summary of the investments is given to the Finance Committee. Selected pages will be provided and Greg Custer will attend the next Finance Committee meeting
- The economy and potential recession was brought up. David mentioned most recessions are noticed when they are almost over, if a recession hits only modest adjustments will be needed. Our portfolio is disconnected from normal market forces.

Meeting Adjourned at 10:35am



FOR YOUTH DEVELOPMENT
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PROGRAM DEVELOPMENT FUND

PROGRAM DEVELOPMENT FUND COMMITTEE

MINUTES

Present: John Rochford, David Lamb, Jay Scott, Jeff McBride
Dolores Daly, Anna Romiti

Guests: Dorain Cassell, Staci Costello, Andie Prabhu, Cheli Cuevas-Resendiz

1. Program Update

- Villa Plumosa & Oakcrest Terrace Programs – Cheli Cuevas-Resendiz
 - PowerPoint Presentation is available for review
 - Program lost a private donor due to health issues; \$20k/year
 - Current PDF funds exhaust at the end of 2020
 - Current monthly budget for program and food is \$250/month for 30+kids
 - John – Would like to increase the funds for this program
 - Bridge Plan to fund an additional \$5,000 for 2020 and \$10,000 for 2021
 - Committee in agreement
 - Jeff – Look into microwaves and/or convection ovens for the site.
 - John – Would like the program to look into improving the snack options (eg. more substantial, higher protein, etc).
 - Crystal to work with Cheli to determine costs and code restrictions.
 - John Rochford motioned to increase fund \$5K for 2020 and \$10k for 2021
 - Dave Lamb seconded the motion
 - All approved, no nays or abstentions
- Camp Oakes – Andie Prabhu
 - PowerPoint Presentation is available for review
 - Andie thanked the committee for the funds (\$12k) awarded for 2019.
 - Andie presented the highlights of camp including attendance demographic, photos, camp survey results and commentary from campers and parents

2. New Program Request

- Expanded learning “Pop Up” clubs – Dorain Cassell & Staci Costello
 - \$75,000 being requested for a 3 year commitment
 - \$25,000 funded 2020, 2021, 2022
 - CYD participants will be engaged in “clubs” such as Art, Engineering, Film, etc. Pop Up clubs will support engagements and will make our current programs more meaningful

- Funds Use
 - First 6 months would be to pilot the program and purchase materials
 - The hope is that the program will become self sufficient by the end of year 3
 - Dolores – We have had a few employee changes that have freed up some money in our budget so the YMCA will be covering the “salary” for this position and will not use the PDF funds for employment, only program costs
- John Rochford motioned to approve the request as presented
 - Dave Lamb seconded the motion
 - All approved, no nays or abstentions

3. Minutes Approval

- January 7, 2020
- Crystal asked the committee if everyone had a chance to review the minutes from the January 7th meeting
 - John Rochford motioned to approve the minutes as presented
 - Jay Scott seconded the motion
 - All approved, no nays or abstentions

Adjournment 12:58pm