



BGCCC Board Meeting

Tuesday, August 30, 2022

Meeting called to order at 5:31 pm.

- I. Members attending in BV: Duncan Campbell (Board Chairman), Brian Beaulieu (Club Director), Deb Payton (Secretary), Kent Davidson, Chasadee Weaver, Jen (BGCCC/BV)
Via GTM: Jan Schmidt (Treasurer), Gwen Allen (Board Vice Chair), Felicia Hermosillo, Cara Larimer and Austin
- II. Moment for Kids with Jen—Four club members joined us. During summer programming, Seanato liked to go on hikes with Brandon. They would hide in the bushes and duck heads to surprise others. Since they were short on shirts they'd group up and share them and try to walk with two kids in one shirt. Vezire was a peer leader and found it hard to get kids to behave. They sometimes spoke back and she needed extra help from the older counselors. (Ashley their mom was in attendance), Logan attended a pottery workshop at Wildstone with level painting which adds soap and water with paint to create neat effects. He also does the rocketry program with Greg Justis. The rockets went everywhere, including the roof and it was a lot of fun. Pie in the face involved making pies with whipped cream and sprinkles and then they chose to throw the pie at Nathan, their favorite counselor. Leia did fiber arts and included finger knitting to make blankets scarfs gloves, etc.
- III. Review and approval of June Board Minutes. Gwen Made a motion to approve, Kent seconded. Unanimously approved
- IV. EC Meeting notes (Duncan reporting, docs attached) Q&A—The Executive Committee deals with hot topics and has 5 members including Duncan, Gwen, Jan, Debbie and Brian. This months meeting included a proposal to pay Abe Hochman monthly, staffing challenges with Brian reporting that two AmeriCorps positions unfilled. He re-hired Nathan and Olivia, who are high school students. Jen, Kiki. Sue, Bryant and McKenzie were retained. Alpine achievers provided 6 good, dynamic individuals to cover one position. We hired Gianna Fritz as our new art teacher. Many students today are not taking a gap year for AmeriCorps and are going right into grad school
- V. Summer Program results & insights (Brian reporting)This was a great summer with no safety issues whatsoever. The staff did a great job accommodating record numbers for BV with 75 on many days. They continue to work out of a hallway and cafeteria at Avery Parsons school. Salida averaged 80-100 students/day. These numbers doubled in the past

couple years. Moving forward, we will have to work harder to pull teens in. Teen nights were done five times this summer and were quite successful with good parent feedback. Gwen thanked the staff for their dedication. Gov. Polis supports clubs who work to prevent juvenile delinquency and helped with extra funding which allowed BGCCC to do everything that they wanted to do this past summer.

VI. Stewardship, money raised and final push for the Gala (Brian reporting for Marji)—

- A. We set a goal of \$100k and have raised \$104K. The committee and staff continue stewardship and are actively searching out sponsors. Marji has been on top of the development team with a set schedule supporting McKenzie and Tessa.
- B. **The Gala is September 28th, Wednesday at Mount Princeton. Cocktails start at 5:30pm.** Tessa is our point person with staff in charge of check-in and shepherding the guests, dinner is at 6pm with a buffet line served by Mt Princeton staff. There is a vegetarian and meat option. The program will start at 7pm with a video that thanks our lead sponsors. The BV Club heroes are Rob and Katie Ferris who are pillars of the club in BV. The Club hero for Salida will be Greg Justis who has been a leader in our STEM programming and oversees the rocketry program and the Robotics in the past. Jim Wilson and Brian will run the live auction. Donation items include half a cow from Scanga Meat, Ark Anglers, The Brady's Cape Cod house, a Denver experience with Hotel and Denver Center for the Performing arts tickets, a Monarch Ski Pass and Potentially a gift from a ski shop. Also in the live auction. Fund-a-future now has two challenge pledges totalling \$8500. The fund-a-future includes pledges of \$2500, \$1200. and \$600. Monthly sustainable giving is now in place and it is possible to donate automatically every month. The comedian will be Chris Voth, who is a teacher and comic. Tickets are available through EventBrite and all Board members receive a free ticket but need to go online for the tickets for the Gala

VII. Board Assessment results and recommendations (Duncan reporting, docs attached)—
Done through BGA and 10 of 13 Board Members filled out the survey.

ACTION ITEMS:

- A. We need to work on Diversity, equity and inclusion within the club. We will ask Wendell Pryor to assist us in this very important task.
- B. The Governance Board wants more training on fiduciary responsibilities and succession planning.
- C. Culture- We need to actively share EC Meeting info. Minutes attached.
- D. Safety- Areas to improve risk management and crisis management need to be addressed. We will form an action plan.

VIII. Update on the Board Member Commitment Pledge form (Duncan). All board members should know the mission statement, the Case for Support was put together by Marji. Board member expectations are as follows; At least 75% participation in monthly

meetings is expected, ongoing stewardship of the club, personal financial support, board development with specific candidates.

IX. Committee Reports:

- A. Finance (Jan)—See attached docs—Cash balances are over \$2.2 million (CC Campaign included) with most of it in Fidelity money market account. The endowment fund is invested in mutual funds. Operating expenses for 6 months is set aside and not invested. For the first month of the year we are in a loss position due to timing of grants. The Gala and other income is over budgeted income. Surplus for the fiscal year will go to \$30k for Salida Facility and \$97K will go into the endowment fund which is currently at \$297k.
1. Austin is looking at uncollected pledges and determining which are collectible. We've booked a reserve in the budget for uncollected receivables to allow flexibility. Austin is also working on the Capital Campaign.
 2. The auditors will come next month and are requiring significant information which Austin is currently working on. Metrics for our finances will be available on the Board Website.
 3. The new IT provider is Computer Technologies and they provide a significant savings for our club.
 4. Gift acceptance policies are being updated. (Gwen indicated that endowment marketing is good tool for the club to use.)
 5. The Salida building still has some ongoing improvements including the Performance Center.
 6. The EC and Finance Committees are assessing Abe Hochman's contract to see if a monthly fee and new contract is in order.
 7. The Finance Committee and investment committee are screening wealth advisors to manage the \$297k in the endowment fund. They are awaiting specific proposals from these advisors with an expected 1% fee. We received \$250k in stock. We are allowed under our policies to hold the stock.
ACTION ITEM: Financial training will be implemented for the Board.
- B. Facilities (Brian reporting for Dustin)—The Salida facility is proceeding with the performance room with completion expected this winter. Solar is in the long range plans for the Salida Club at a cost of approximately \$50K.

C. Safety (Mitch)—Report will be attached post meeting. Congratulations Mitch on a new baby girl, Winona Josephine Wright, born on 8/26.

D. Capital Campaign (Cara)—

1. There have been two Meetings of the CC Phase 2 committee and they have formed teams with Scott, Cara and Karen team leaders . Packets have been updated with campaign kits completed and ready to present to donors this fall. Julie completed the training for the team.
2. We currently have \$ 2.5 million pledged for the new facility. Conrad Nelson and Rob and Katy Ferris have given significantly. We're hoping for a single \$1m grant to come through with an Oct 1st decision.
3. There are currently three architects in the running for the final design of the Phase 2 building. All have strong proposals with fees between \$450-600k.
4. In late November there will be another stewardship event. All Board Members are encouraged to attend.

E. Governance (Duncan)—

1. Board recruitment we are looking at financial skills and strategic planning with the focus on BV Leadership.
2. Alicia Sparrow was recommended by Chas. Alicia works at HCB as a residential loan manager. Chas will set up an introduction meeting.

F. Programs (Brian reporting for Marji)—RD is off to a great start.

1. The concerts on South Main Street earned the club \$1400. Tessa and Austin worked hard to get \$20. each from concert goers.
2. Carlin from Eddyline has pledged \$1100. Grants for the first quarter include Excel and State Grants (Casey, ED of Larimer County BGC will start as head of this position)
3. Volunteers are needed for the Autumn Color Run in BV which is usually run by staff on September 17th.
4. Jan and Marji are putting the club on a good track. Bill Sample and Becky will restart the drone program. Greg Justis will recreate 25 foot dinosaur. Amy Dennison from CMC EMT course will come to the BGC Salida and will use students as victims who need medical intervention. Fred Maxwell will hopefully send some students from the early childhood programs. Gwen says that CMC is soliciting feedback into possible alternative education tracks for students with internships.

X. Upcoming Events—The BGCA Southwest Leadership meeting will be September 12th-14th in Denver. An online option is available

Meeting adjourned at 7pm.

The next Board meeting will be held on Monday, September 26, 2022 at 5:30pm at the Salida Club and will offer a dial-in link for those who cannot attend in person.

Accrual Basis

		Jul 31, 22	Jul 31, 21	\$ Change	% Change
ASSETS					
Current Assets					
Checking/Savings					
	0000 · Cash	1,861,605	950,795	910,810	96%
	1019 · Restricted or Board Designated	367,277	366,011	1,266	0%
	Total Checking/Savings	2,228,882	1,316,806	912,076	69%
Accounts Receivable					
	1089 · Pledges Receivable	142,563	527,857	-385,294	-73%
	1101 · Sponsors Receivable	21,500		21,500	100%
	1110 · Grants Receivable	1,410	12,075	-10,665	-88%
	1200 · Property Taxes Receivable		8,469	-8,469	-100%
	Total Accounts Receivable	165,473	548,401	-382,928	-70%
Other Current Assets					
	1040 · Petty Cash	85	105	-20	-19%
	1056 · Investments	764,684		764,684	100%
	1150 · Utility Deposit	1,216	4,325	-3,109	-72%
	12000 · Undeposited Funds	632	15,238	-14,606	-96%
	Total Other Current Assets	766,617	19,668	746,949	3,798%
	Total Current Assets	3,160,972	1,884,875	1,276,097	68%
Fixed Assets					
	1600 · Salida Club 709 Palmer	1,202,936	872,136	330,800	38%
	1602 · Land	267,272	267,272		
	1699 · Accumulated Depreciation	-94,640	-41,256	-53,384	-129%
	Total Fixed Assets	1,375,568	1,098,152	277,416	25%
Other Assets					
	1160 · Pre-Paid Expense		50,000	-50,000	-100%
	Total Other Assets		50,000	-50,000	-100%
	TOTAL ASSETS	4,536,540	3,033,027	1,503,513	50%
LIABILITIES & EQUITY					
Liabilities					
Current Liabilities					
Accounts Payable					
	2010 · Accounts Payable	502	2,697	-2,195	-81%
	Total Accounts Payable	502	2,697	-2,195	-81%
Credit Cards					
	2050 · Credit Card	5,399	8,699	-3,300	-38%
	Total Credit Cards	5,399	8,699	-3,300	-38%
Other Current Liabilities					
	2100 · Payroll Liabilities	1,772	5,305	-3,533	-67%
	2120 · Accrued Paid Leave	19,268	17,089	2,179	13%
	2121 · Accrued Payroll & Taxes	25,525	19,414	6,111	31%
	2400 · Mortgage Short-Term	43,526	43,526		
	Total Other Current Liabilities	90,091	85,334	4,757	6%
	Total Current Liabilities	95,992	96,730	-738	-1%
Long Term Liabilities					
	2750 · Collegiate Peaks Bank - 0162	404,293	451,474	-47,181	-10%
	Total Long Term Liabilities	404,293	451,474	-47,181	-10%

BOARD PERFORMANCE ASSESSMENT
PREPARED FOR BOYS & GIRLS CLUB OF CHAFFEE COUNTY

DETAILED RESULTS WITH COMMENTS REPORT
AUGUST 01, 2022
PARTICIPATION: 10 BOARD OF DIRECTORS

**Boys & Girls Clubs of Chaffee County
Financial Statement Highlights Memo
July 2022**

Key Items

- Total cash balances increased to \$2.28m, \$912k (69%) higher than in July of 2021. Of that amount, \$1.401m is held in our fidelity money market account. Value of Investments as of 7/31 was \$765k with the total amount held in Fidelity totaling 1.401m All cash (operating plus MM) and investments totaled \$2.165m. With an average cash expenditure of \$66.5k (average of last 12 calendar months) per month, this represents 10.5 months of operating available (net of restricted funds). All investments at the present time are current assets (will be converted to cash within a year or immediately convertible).
- Pledges recorded as receivables (and revenue) decreased from \$276.5k to \$142.6k. We collected two pledge payments in the amount of \$33.8k. A significant part of the drop was due to adjustments for our audit. I found that some outstanding pledges had already been paid but the receivable had not been properly relieved. That's been corrected now.
- Total Ordinary Income was \$74.9k (127.78% of YTD budget)
- Total Operating Expenses were \$101.4k (100% of YTD budget)
- Net Ordinary Income (income less expenses, excluding capital campaign activity) was \$-26.5k. Compare this to our July 2022 financials which showed Net Ordinary Income of \$11.5k, a decrease of \$38k year over year. This drop is primarily due to timing on grants in FY22 vs FY23.
- Net Other Income / Expense (Capital Campaign) is \$252.1k
 - Income – \$252.1 from cash in and pledges for capital campaign for this fiscal year.
 - Expenses – \$0 (non-operating costs only. Composition of expenses listed below in C.C. section).Total Net Income generated was \$225.6k (ordinary income + capital campaign combined amounts)

P&L Budget Performance

Line item variances of \$5,000 or more:

Operating Income:

- 4130 Current Year Sponsors is over budget by \$7.7k. All of the solicitors are doing an excellent job on obtaining sponsors and following up on check collections. We expect this to slow during August in preparation of the Gala event.
- 4520 State Grants is \$7.4k under budget. We expected to be able to bill for another grant earlier than we were allowed to. The budget allocation (across the twelve months) will need to be adjusted in light of this information to account for this change.
- 5550 Other Income is over budget by \$16.8k. This is a bit misleading as the budget for this account is entirely allocated to interest and dividends. What is pushing this account over budget is the unrealized gains that we had during July of \$17.1k. This will fluctuate with the stock market and may be drastically different from month to month.

Operating Expense:

- 7310 Salaries & Wages is over budget by \$6.4k. We hired two additional staff member to help with the last few weeks of summer. That pushed this account slightly higher than anticipated. Should not be a problem for future months.

Other Income/Expense:

- Salida report is available for review. We have \$80,566 is uncollected pledges for the Salida campaign, with \$10,399 being expected in the current year and the remainder in future years.

Respectfully submitted,



BGCCC Executive Committee Meeting. August 11, 2022 at 5:03pm

Attendees: Duncan Campbell, Gwen Allen, Jan Schmidt, Deborah Payton and Brian Beaulieu

1. Summer program wrap up and lessons learned: Programming has completed in Salida and BV continues through this week. In 2023 Buena Vista will go to a four day school week. Through the summer, the BV club averaged 75-80 kids/day with the best attendance since 2015. Kids are still sitting in the hallways and looking forward to a new building. Salida averaged 100 students/day with a couple days exceeding 100. There were no incidents this summer with high approval ratings from parents. Chaffee Cares Fund provided some tuition assistance for students/families who were unable to pay. The community center is a great present and future partner for space sharing.
2. Proposal and monthly billing for Abe Hachmann: Abe has been involved since the beginning of the BV building project as our owner's rep and would prefer to be paid monthly now that the workload is ramping up. The amount is approximately \$1400.-\$1500./month for the next 18 months. Tasks include monitoring costs, RMP, meetings with the town as our rep, etc. We will need to review the existing contract (Gwen) and update needs (Duncan). To this point, he has billed based on project needs. Austin will run a tally of his payments. Of note that he and his wife contribute back to the club. Jan's Finance Committee meeting will be on August 17th for review and vote on the proposal to move Abe to a monthly retainer fee.
3. Gala readiness: Sept 28th. There was an R&D meeting yesterday. Marji has us ahead of schedule with Tessa as staff lead and McKenzie as marketing lead. Sponsorships are at \$81K with a goal of \$100K. Preparations are complete. At this point, Sponsors need to RSVP for tickets. We would like to fill all 185 seats for dinner. Logistically, the menu is set, it will be a cash bar. Staff will man the front desk. Audio visual will be set up by Austin and Brian. Board members are free to circulate and speak with attendees.
4. Staffing for 2022 - 2023 given the AmeriCore recruiting challenges: Our best staff was retained as long term employees with specialized skills as a direct result of pay increases. This summer high school students as staff worked well. There were no AmeriCorps staff members hired this year due to lack of availability. We had Tiffany and Lucy this past year. Alpine Achievers provided seven volunteers who cover one job, with each rotating off on days worked. Continuity is difficult. We're still short on Mondays and Tuesdays. Brian did hire Gianna Fritz for 3 days/week, she is in the CMC program. Olivia and Nathan as will work through the school year and are high school students. Kuper and Maci are looking at other opportunities closer to the colleges that they attend. In BV Brandon and Sue oversee High School Students who work as staff members.

Deborah Payton, Secretary



Executive Director Monthly Accomplishments and Challenges Report

July 2022

Employee: Brian Beaulieu

July 2022

<ul style="list-style-type: none">■ Fundraising, Marketing/ Advocacy	<ul style="list-style-type: none">■ Secured 2022 business sponsorships from Blue Truck Ice Cream (new) 500, Souled Out T-shirts 500, Heart of the Rockies Anytime Fitness 1250■ Secured state grants of TGYS and UHC/UHG (21k and 23k), secured \$55k Colorado Health Foundation Spark funding (up from the 25k expected!)■ Foundation Grants awarded in July: American Family Insurance (\$5k), Xcel Energy (\$10k)■ Received \$750 Sunrise Rotary award for summer STEM program■ Worked with Marji, Karen Santoni and Tessa on RD plan drafts 1 and 2 (lead by Tessa!)■ Worked on Gala preparation w/Marji and Tessa■ Attended Xcel Energy grant reception (virtual)■ Completed end of year (fiscal) and mid year grant reports on Metab, TGYS, Wells Fargo, OBH■ Worked with Rural CO Club peers to submit our Esser funding application (asked for 50k)
<ul style="list-style-type: none">■ Capital Campaign	<ul style="list-style-type: none">■ Assisted Julie with 4 capital campaign leadership training sessions■ Completed CC kit editing, sent to printer■ Secured a \$250 stock gift and a \$200k pledge (anonymous)■ Updated anonymous foundation rep for 1M+ ask for meeting in August■

▫ **BOARD PERFORMANCE ASSESSMENT
PREPARED FOR BOYS & GIRLS CLUB OF CHAFFEE COUNTY**

DETAILED RESULTS WITH COMMENTS REPORT
AUGUST 01, 2022
PARTICIPATION: 10 BOARD OF DIRECTORS

Date Closed: **August 01, 2022**
Board Size: **13**
CEO Tenure: **8 years or more**
Revenue: **\$600,001 - \$1,000,000**

10 Completed / 13 Invited

ASSESSMENT PROCESS

The board of directors completed the assessment online, responding to questions that are quantitative and qualitative across the following areas:

BOARD PERFORMANCE

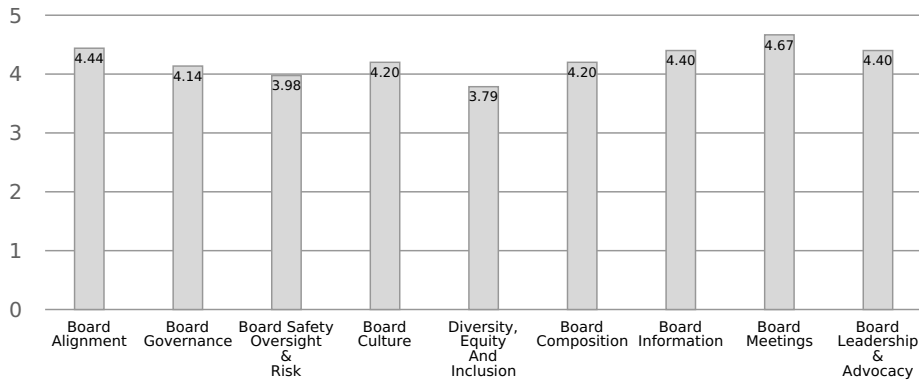
- Board Alignment
- Board Governance
- Board Safety Oversight & Risk
- Board Culture
- Diversity, Equity and Inclusion
- Board Composition
- Board Information
- Board Meetings
- Board Leadership & Advocacy
- Board Committees
- Executive Committee
- Finance Committee
- Resource Development Committee
- Human Resources Committee
- Safety & Risk Management

Quantitative questions were responded to using a 1 to 5 scale with N/A as an option.
1 = strongly disagree
2 = disagree
3 = neither disagree or agree
4 = agree
5 = strongly agree

Please contact Boardspan at clientservices@boardspan.com with any questions.

BOARD PERFORMANCE RESULTS SUMMARY

	Average Score	% Positive *
Board Alignment	4.44	89.4%
Board Governance	4.14	80.7%
Board Safety Oversight & Risk	3.98	72.5%
Board Culture	4.20	82.5%
Diversity, Equity And Inclusion	3.79	65.7%
Board Composition	4.20	82.5%
Board Information	4.40	86.7%
Board Meetings	4.67	100.0%
Board Leadership & Advocacy	4.40	90.0%
Board Committees	4.53	100.0%
Executive Committee	4.75	96.4%
Finance Committee	4.94	100.0%
Resource Development Committee	4.38	90.6%
Human Resources Committee	0.00	NaN%
Safety & Risk Management	3.96	66.7%



* % Positive is the proportion of answers of agree or strongly agree

AREAS OF HIGHEST CONFIDENCE

(Range of 1 Strongly Disagree - 5 Strongly Agree)

Section	Question	0	1	2	3	4	5
ALIGNMENT	ETHICS & VALUES: Every board member acts with integrity, supports the organization's core values around ethical behavior, and adopts a board-approved ethics policy with a conflict of interest statement that is signed annually by all board and staff.						4.82
GOVERNANCE	STRATEGIC PLANNING: The board supports and participates at the appropriate level in the strategic planning process.						4.82
SAFETY OVERSIGHT & RISK	SAFETY OVERSIGHT: The board ensures the organization is taking the necessary safety precautions that could impact the organization or its members.						4.70
MEETINGS	BOARD SCHEDULES: The frequency of board meetings is adequate for addressing in a timely manner all topics requiring discussion.						4.70
MEETINGS	PRESENTATIONS: The presentations given during board meetings are informative and of sufficient depth to be valuable and worth the time taken away from board discussion.						4.70

AREAS OF LOWEST CONFIDENCE

Section	Question	0	1	2	3	4	5
DIVERSITY, EQUITY AND INCLUSION	CULTURAL COMPETENCY TRAINING: The organization provides cultural competency training for all board members						2.70
GOVERNANCE	FINANCE TRAINING: The board has received formal and/or informal training in fiduciary responsibility.						3.27
CULTURE	EXECUTIVE SESSION: There is active use of executive session during board meetings.						3.40
GOVERNANCE	CEO SUCCESSION PLANNING: The board has appropriate processes in place for succession planning of the CEO.						3.45
COMPOSITION	DIVERSITY: The current board members collectively represent a sufficiently diverse set of demographics, backgrounds, and viewpoints.						3.50

