

La Causa, Inc. Board of Directors
Wednesday March 8, 2023-11:30-1:30 p.m.
Meeting Minutes

Present: Nancy Jelen, Luis Ayala, Nicole Druckrey, Scott Sanders, Ken Little, Erico Ortiz, Nilda Cintron-Cortez.

Absent: Bob Buttermore, Bob Kotecki, Teri Severinsen, Eddie Jimenez.

Staff: Sylvia Zapata.

The meeting was called to order at 11:30 a.m. by Mr. Sanders and quorum was established. Mr. Sanders requested a motion to approve the previous meeting minutes. Mr. Sanders so moved and seconded by Mr. Ayala.

New Business

- The board addressed the retirement of board members, Andres Gonzales and Brentell Hadley and were recognized for their service and support to the Board through out the years.
- The board welcomed Nilda Cintron-Cortes as part of the Board of Directors, she addressed the room and shared a brief background about herself, and she had the opportunity to meet the members present.

Luis Ayala addressed the board and gave a summary of his first 30 days as President and CEO and gave a run through of the agency's upcoming prospects.

Employee Engagement

- Established bi-weekly checkpoints with all executive management team.
- In the process of establishing priority project track lists where we can monitor, assess and track progress and/or identify gaps.
- Had my first EMT meeting and currently redesigning the format to ensure each meeting is productive.

- Issued my first employee survey on 3/6. We'll receive feedback 3/10 and use the next EMT meeting to analyze results – the intention to spot trends, identify areas of improvement and put forth initiatives to address. The cultural survey will be repeated on a yearly basis to track progress.
- Plan to attend the following: a. Social Services town hall at the end of March: Objective to meet the entire team and talk agency strategy going forward. b. Attend a teacher-wide breakfast as a meet and greet (mid-March) The intention is to share the vision of the agency as a whole and give the employees a platform to ask questions and gain insight into the agency.

Community/ Business Engagement

- To re-engage La Causa with corporate companies and the community at large, I established connection points with UWM (upcoming meeting with the chancellor) and upcoming meetings with Northwestern Mutual and Johnson Controls. Objective is to create a business partnership.
- Met with the owner of El Conquistador newspaper (local paper circulating over 15K copies throughout Milwaukee, Waukesha, Racine, and Kenosha) a. Determine ways to partner and utilize both the paper and local radio where we can re-engage and use as a platform for promoting events or pooling candidates.

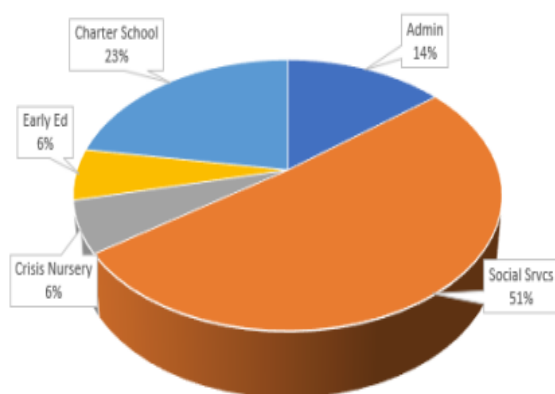
Board of Directors Engagement

- Established meet and greet luncheons, particularly with board members I haven't worked with in the past. Scott Sanders and I are connecting after the BOD meeting and have one scheduled with Nicole. Working on scheduling a few more in the upcoming weeks.

Vacancies

- Total agency vacancies= 49 (60 with 11 positions on hold)

The majority of our vacancies come from our Social Service division and the Charter School.

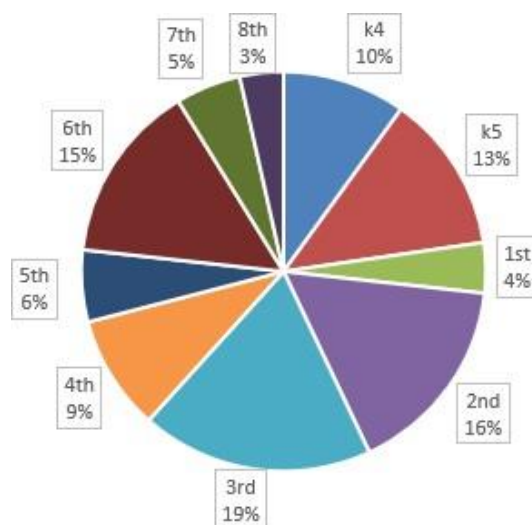


Gathering information from the employee survey, and the employee engagement will provide insight into the retention and areas of focus.

Enrollment- Charter School and Early Education

Charter School-

- Per our las enrollment report, La Causa, is at 620 kids (606 FTEs), compared to a capacity of 792- roughly 22% down from capacity (172 students)
- Reports are issued bi-weekly. Since our last report three students have left
- Available seats for each class are as follows.



Early Education-

- Per last report, enrollment = 125 kids. With capacity at 177, La Causa is currently 29% from capacity
- Two classrooms are fully closed and one impacted due to staff shortages, which equals 33 kids that cannot enroll until teachers are hired
- A&E targeted approach to recruiting:
 - ✓ Targeted postcard mailings within the community
 - ✓ Every door direct mail (inclusive of everyone in the community)
 - ✓ Social media posts
 - ✓ Local newspaper and radio
 - ✓ Incentive for current families (no \$ attached, still needs time to plan out)

2022 Year End

Ms. Sylvia Zapata addressed the Board giving the agency's financial updates.

- Agency ended 2022 in a positive \$600K
- Discussed focus areas for 2023 budget, Social Service as a few programs struggling with revenue sources and Early Ed has 2 classrooms closed due to number of enrollment.
- For the year Early Ed ended 2022 with a \$90k deficit.
- Charter School has benefited from the ESSER funding subsidized position and curriculum; we must focus on marketing for enrollment.

Budget for 2023

- We are projecting a \$260K budget.
- Starting March 1st enrollment Increased rates for Early Ed starting for both the state component and private families to offset some of the original projected deficit in that program.
- Social Service restructured programs.
- \$165K deficit CNRC continuing to focus on opportunities to generate funds.

Mr. Sanders moved to approve the 2023 budget, Mr. Ayala approved, and Ms. Druckery seconded. The 2023 budget was approved.

Board Vacancies

Mr. Ayala addressed the board.

- We currently have eleven board members and four vacant positions.
- Following By-laws section 7.03 stipulates that at least 50% of all board members should be Hispanic. Conclusion = of the 4 open board seats, 3 need to be Hispanic in order to adhere to this by-law.
- We ask the board for help to recruit new board members.

Gala update

Mrs. Jelen addressed the Board with an update on our upcoming Gala event.

- Fund raising goal = \$120K
- Destination will be at Boerners Botanical Gardens on August 3, 2023 (6-9 pm)
- We're not selling tables: There will be a silent auction, live auction and paddle raise
- Individual tickets to this event are available for sale.
- Sponsorships will be mailed out end of March.
- Save the date will be out March 20th.

Message to the Board

- Please follow our social media pages and spread the word @ lacausaMKE (one word) – both Instagram and facebook.

There being no further business Mr. Ayala adjourned the meeting at 1:30 pm.

Next BOD meeting will be held June 7, 2023.

Minutes by: Omega De La Rosa.