



Junior Achievement[®]
of Central Carolinas

Board of Directors Meeting

October 21, 2021

WELCOME & INTRODUCTIONS

RYAN TAYLOR, BOARD CHAIR

- ❖ Welcome attending Board Members
- ❖ Introduction of JACC new Team members
 - ❖ Derall Cargile, Facility Manager
 - ❖ Morgan Howard, Brand Manager
 - ❖ Madeline Holly, Capstone Director
 - ❖ Abigail Hasty, Capstone Associate, JA Finance Park
 - ❖ Tom Eisman, Grant Manager
 - ❖ Stevie Galicia, Volunteer Impact Manager
 - ❖ Opening Remarks

APPROVAL OF THE MINUTES

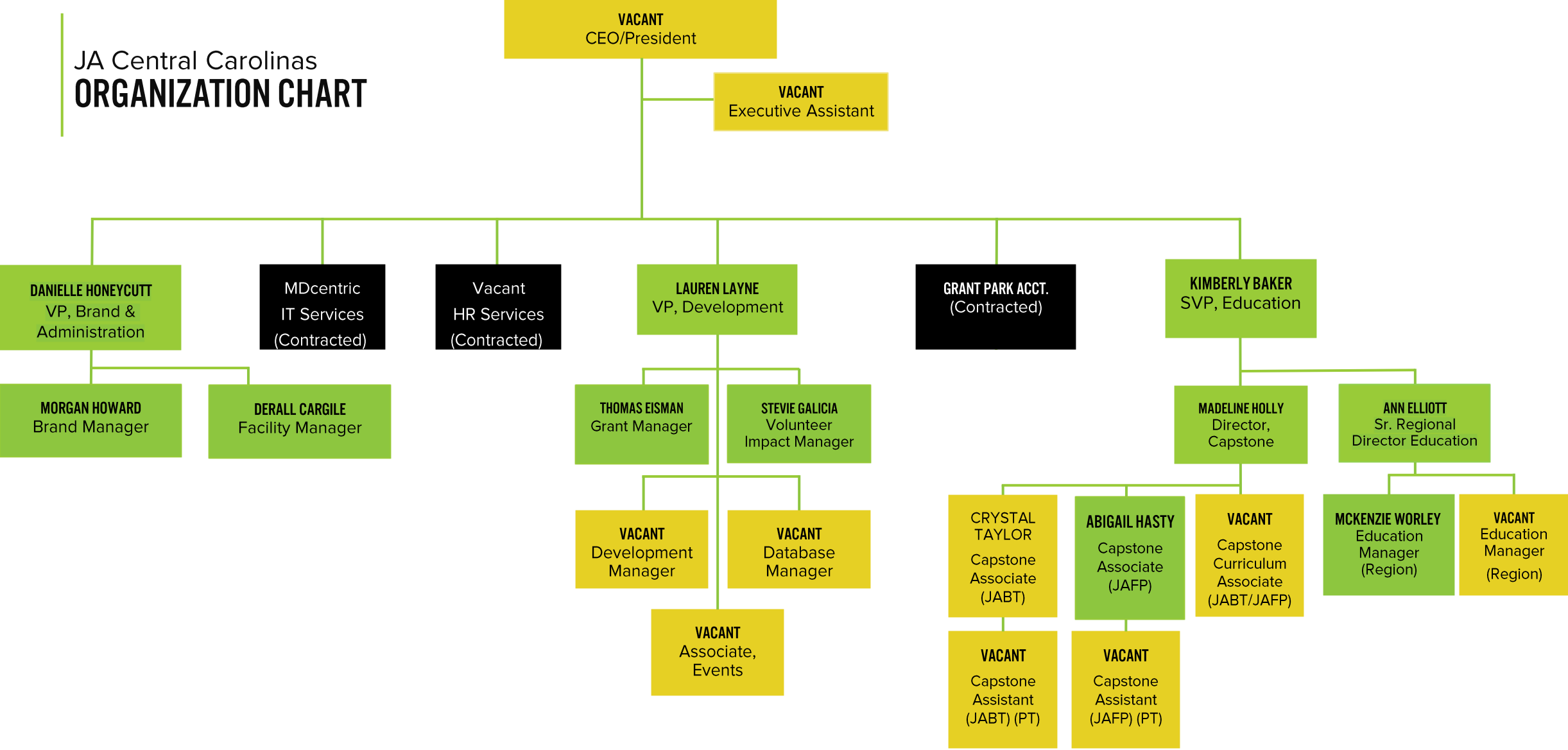
RYAN TAYLOR, BOARD CHAIR

- ❖ Review minutes from August 31, 2021
- ❖ Discussion
- ❖ Motion to approve



Ryan Taylor, Board Chair

JA Central Carolinas
ORGANIZATION CHART





CEO SEARCH COMMITTEE UPDATE

Jon Rickers, CEO Search Committee Chair

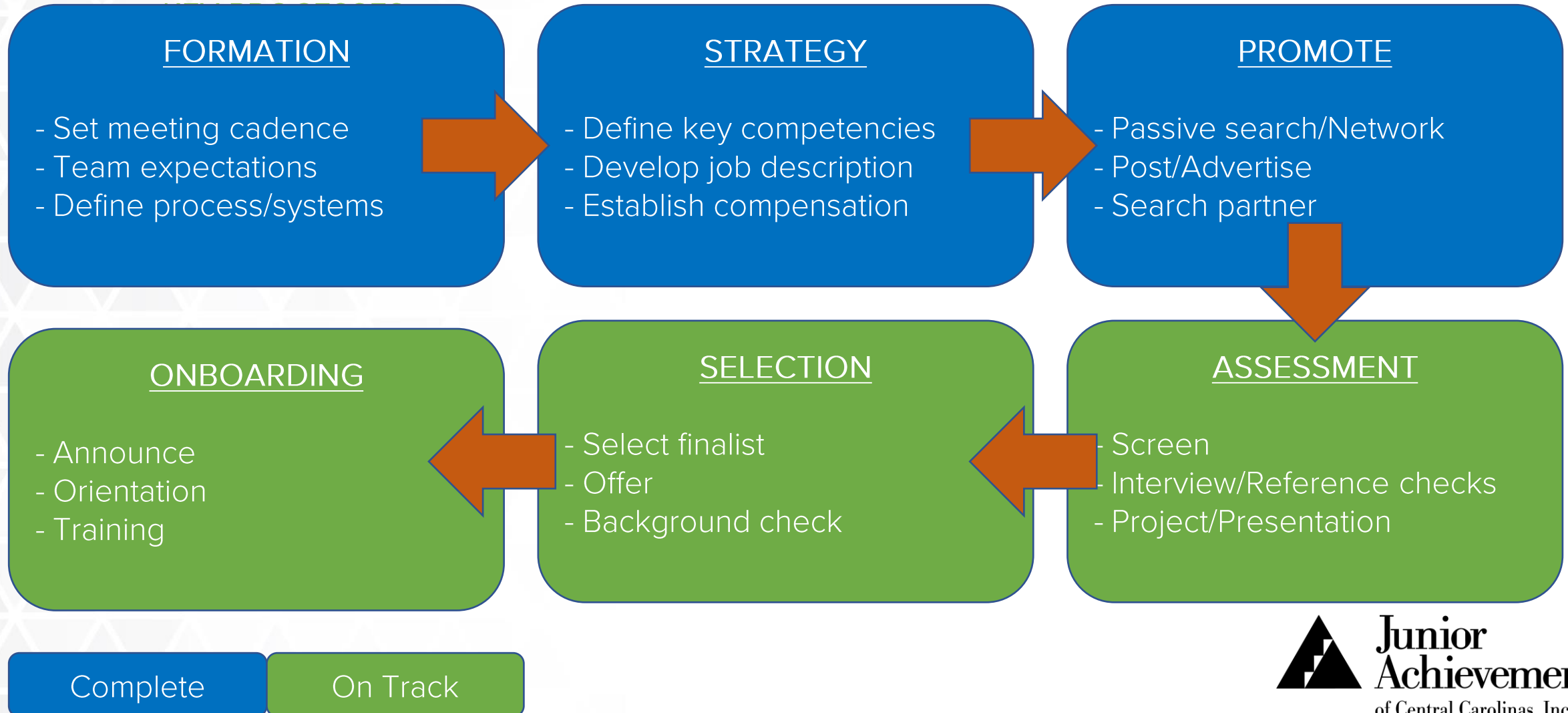
CEO SEARCH COMMITTEE UPDATE

JON RICKERS, COMMITTEE CHAIR

- ❖ CEO Search Committee Members
 - ❖ Jon Rickers* | Chief People Officer | ABX
 - ❖ Fred Kim | Managing Director, NA Financial Services Finance & Risk Services | Accenture
 - ❖ Diane Morais | President, Consumer & Commercial Banking Products | Ally Financial
 - ❖ Jeff Kimbell | SVP & Chief Commercial Officer | Honeywell International
 - ❖ Tim Monte | EVP & Head of Credit Products | Regions Bank
 - ❖ Andréé Taylor | SVP Financial Operations Manager | Bank of America
 - ❖ Michelle Thomas | Director, US Citizenship & Market Development, Southeast Region | Microsoft

* Indicates Committee Chair | **BOLD font** indicates Executive Committee member

CEO SEARCH COMMITTEE UPDATE

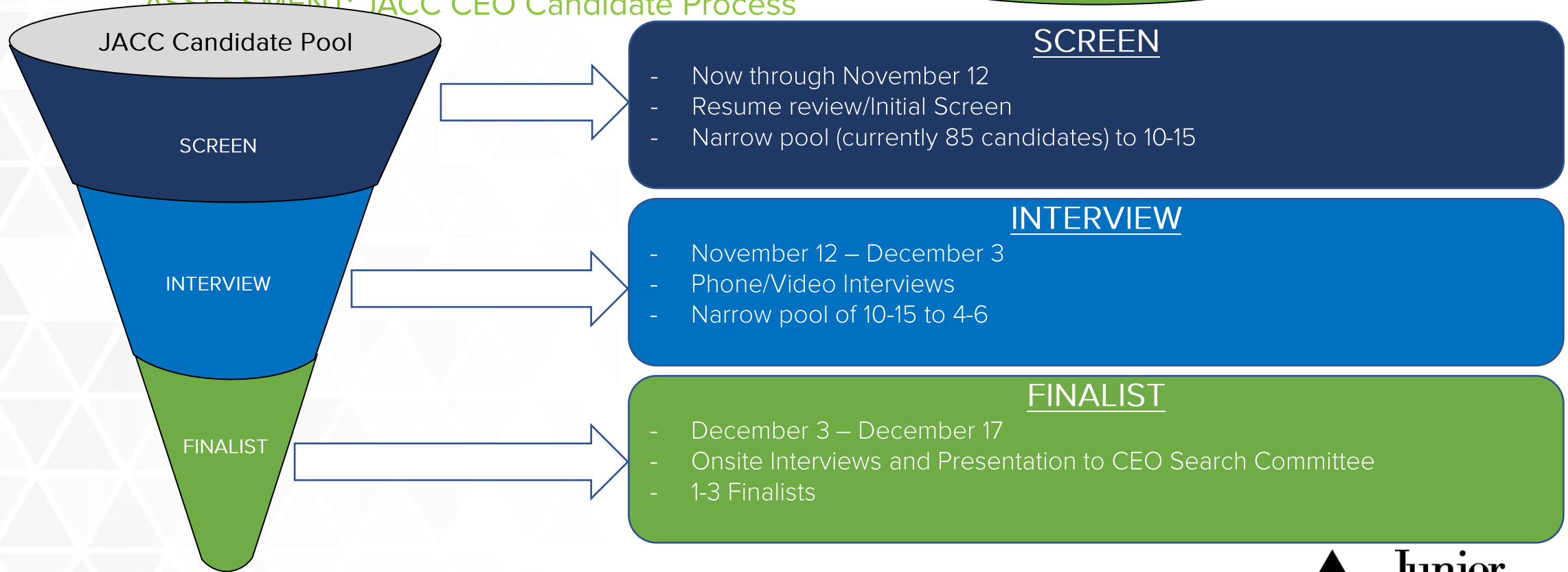


CEO SEARCH COMMITTEE UPDATE

APPLICATION DEADLINE
October 29th

SEARCH MEETING
By November 12th

ASSESSMENT: JACC CEO Candidate Process





Kimberly Baker & Lauren Layne

EDUCATION UPDATE

KIMBERLY BAKER, SENIOR VICE PRESIDENT

TEAM UPDATES

- ❖ Madeline Holly, Capstone Director
- ❖ Crystal Taylor, JABT Capstone Associate (Start date-11/15)
- ❖ Abigail Hasty, JAFP Capstone Associate
- ❖ Pending positions to fill- 2 Capstone Assistants, 1 Education Manager, 1 Curriculum Associate

DISTRICT PARTNERSHIPS

- ❖ Submitted MOU Agreements (Charlotte-Mecklenburg, and Gaston County)
- ❖ Pilot-Cabarrus County Schools
- ❖ Union County Schools-(Rescheduled)
- ❖ Ongoing school district communications (Lincoln, Catawba, Iredell-Stateville, Chester, Lancaster, and York)

UPCOMING PROGRAMMING

- ❖ First onsite group-December 2nd-4th JAFP (Ranson MS (8th)- 300 students
- ❖ JA Inspire Virtual Career Exploration- February 9, 2022

BRAND & OPERATIONS UPDATE

KIMBERLY BAKER, SENIOR VICE PRESIDENT

TEAM UPDATES

- ❖ Morgan Howard, Brand Manager
- ❖ Derall Cargile, Facility Manager

BRAND

- ❖ CEO Search Committee recruitment support
- ❖ Equity First collateral development
(team talking points, graphics & press)
- ❖ Spectrum News interview
- ❖ iHeartMedia radio campaign
- ❖ Social Media Platform Re-engagement

OPERATIONS

- ❖ Onboarding toolkit creation
- ❖ Honeywell Future Hub project management
- ❖ Storefront brand updates & refreshes



DEVELOPMENT UPDATE

LAUREN LAYNE, VICE PRESIDENT

RECENT WINS

- ❖ Onboarded New Team Members:
 - ❖ Stevie Galicia, Volunteer Impact Manager
 - ❖ Tom Eisman, Grant Manager
- ❖ VolunteerHub + Sterling Volunteers Platform Successful Launch
- ❖ Akers Foundation Grant \$10k
- ❖ Honeywell Capital Investment \$70K (buildout of the Future Hub)
- ❖ Renewed Storefronts:
 - ❖ Regions Bank, Hire Dynamics, iHeartMedia

UPCOMING OPPORTUNITES

- ❖ State Farm Storefront Grant Renewal
- ❖ US Bank Storefront Grant Renewal
- ❖ BofA Spring FY22 Sponsorship Request
- ❖ Atrium Health Fall Grant
- ❖ Regions Bank Program Grant
- ❖ Lincoln Financial Grant Renewal
- ❖ Allstate Foundation Grant Renewal
- ❖ Publix Storefront Grant Renewal
- ❖ CharMeck Community Foundation- Social Capital

RECENT APPLIED OPPORTUNITES

- ❖ Myriam & Robert Hayes Charitable Trust
- ❖ The Springs Close Foundation
- ❖ Rocket Community Fund
- ❖ Cannon Foundation

DEVELOPMENT UPDATE

LAUREN LAYNE, VICE PRESIDENT

IDENTIFIED CAPSTONE NEEDS

- ❖ Commercial Landlord Tenant (\$15k, BizTown)
- ❖ Distribution Facility (\$25k, BizTown)
- ❖ Cable, Phone, Internet Provider (\$25k, Finance Park)
- ❖ Car Dealership (\$15k, Finance Park)
- ❖ Retailer (\$25k, Finance Park)
- ❖ Childcare Representative (\$25k, Finance Park)
- ❖ Lunch Provider (\$\$k - \$\$\$k, Capstone)

BOARD REMINDERS

- ❖ Annual Personal Pledges
- ❖ Annual Corporate Contribution Pledges
- ❖ Conflict of Interest Waivers (*forthcoming*)
- ❖ Headshots, Bios & Board Profiles...oh my, and why!



BUDGET REVIEW

Elizabeth Black, Grant Park Accounting

Junior Achievement of Central Carolinas
FY22 Budget

	FY20 Actual		FY21 Actual		FY22 Budget	
Revenues						
Corporate	633,435		600,831		903,105	
Individual	117,039		148,933		50,000	
Foundations	369,765		476,484		715,500	
Special Events	467,196		568,781		260,000	
Other Revenue	135,455		67,065		348,750	
PPP/ERC			269,506			
Interest/Gain	30,022		23,971		25,000	
In Kind	97,435		11,472		253,500	
Total Revenues	1,850,347		2,167,042		2,555,855	
Expenses - Operating						
Salaries and Contracted Services	909,931	50%	835,712	42%	1,076,807	42%
Payroll Taxes	70,552	4%	58,236	3%	79,745	3%
Retirement Match	106,196	1%	13,401	5%	14,952	1%
Employee Insurance	66,878	3%	74,062	3%	75,000	3%
Personnel	1,153,557	58%	981,412	53%	1,246,504	49%
Program Materials	143,682	9%	30,755	7%	198,781	8%
Technology	42,901	3%	51,781	2%	55,000	2%
Rent	172,330	14%	160,401	8%	312,000	12%
Facility Repairs & Maintenance	31,851	2%	27,699	1%	45,000	2%
Camp Expense	5,886	0%	-	0%	6,000	0%
Program Expense	396,650	28%	270,636	18%	616,781	24%

Hall of Fame	64,671	2%	9,019	3%	35,000	1%
Other Development	79,510	2%	21,693	4%	48,895	2%
Marketing/Fundraising	18,738	1%	3,765	1%	19,155	1%
Development	162,919	5%	34,476	8%	103,050	4%
Travel & Meals	12,192	1%	557	1%	13,000	1%
General Insurance	27,380	1%	27,886	1%	28,000	1%
Staff Training	1,075	0%	20	0%	750	0%
Postage & Delivery	1,356	0%	775	0%	1,000	0%
Audit Fees	14,500	1%	14,704	1%	15,000	1%
Office Supplies & Printing	12,470	1%	12,543	1%	12,000	0%
Recruitment					75,000	3%
Telephone	34,959	2%	32,923	2%	35,090	1%
JA USA Program Support Fees	75,482	7%	91,336	3%	148,028	6%
In Kind Expense	97,435		11,472		253,500	10%
Total Other Expenses	264,657	12%	191,659	9%	568,368	22%
Total Expense	1,989,975	92%	1,478,740	68%	2,547,702	100%
Net Surplus (Deficit)	(139,628)	-6%	688,302	32%	8,153	
Depreciation	288,291	13%	286,638	13%	288,000	11%
Interest	198,564		177,662		175,000	7%
Net Surplus (Deficit) after Depreciation and Interest	(626,483)		224,002		(454,847)	



EXECUTIVE SESSION

Ryan Taylor, Board Chair

EXECUTIVE SESSION

RYAN TAYLOR, BOARD CHAIR

- ❖ HR Consulting Evaluation
- ❖ FY22 401K Match Program (*Action Required*)
- ❖ Other Board Matters
 - ❖ Committee Reactivation
 - ❖ Capital Campaign Committee Leadership
 - ❖ Board Succession Planning



Junior
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of Central Carolinas

TOWNEBANK
OPPORTUNITY HQ

BECOMING WILD
plants and animals
need our help