

**Urban Youth Workers Institute
Board of Directors Agenda
Thursday, December 16, 2021
Time: 1:00 pm to 3:00 pm**

1. Call to Order, Attendance, Quorum
 - A. Present: Tommy Nixon, Steve Carter, Chantel Runnels, Dennis Neal, Anthony Flynn, Dr. Hector Gonzalez
 - B. Staff: Robert Aboites
2. Devotion and Prayer:
 - A. Steve sharing on Advent season devotional: Mary & Joseph in the context of their age and the burden they carried.
 - B. UYWI is inviting us to see where the kingdom is going. Walk with humility of the wise man.
 - C. Surrender in humility, be intrigue & curiosity
3. Approval of Minutes – August meeting
 - A. Introduce Jamie to organize and provide support for these meetings
4. Monitoring Reports/Policy Governance:
 - A. Review EL 4.1 Treatment of Consumers
 - B. Review EL 4.2 Treatment of Staff
 - C. Review EL 4.3 Financial Planning & Budgeting
 - D. Review EL 4.4 Financial Condition & Activities – Int.
 - E. Review EL 4.5 Asset Protection – Int. & Ext.
 - F. Review EL 4.6 Comm. & Support – Direct
 - G. Review EL 4.7 Compensation & Benefits – Int.
 - H. Review EL 4.8 Emergency CEO Succession
 - i. Tommy’s proposal to provide consent and to revisit in the next year & change language if needed.
 - ii. Dennis motion. Steve second. Approved unanimously
5. CEO Update
 - A. Mission**
 - i. We exist to resource and develop urban leaders so that urban youth have the role models they need to live transformed lives by the Gospel of Jesus Christ.
 - B. Vision**
 - i. UYWI fuels a movement of urban leaders who lead generations of youth to restore and rebuild broken communities globally.

- ii. Revisit 5 year plan, which covers the next 4 years. Then following 5 years supported by metrics. World is increasingly young, urban & ethnic. UYWI is a front runner for this charge.
 - iii. Major Points of Discussion
 1. How are we measuring success in regards to our vision statement? Can we define specific goals?
 2. What will UYWI look like in 2026?
 3. Tommy & UYWI staff have just laid down foundation to meet our vision in 2025, and will need the next few years to clarify the trajectory.
 4. Dennis – Is the resource community that is aware even less than the amount of orgs with this mission? We need the resource community to know
- C. Overview of UYWI's importance in this time in history
- i. Development Update *118,000 left to come in; retention rate is high, we lost people, larger resource partners are starting to pay attention*
 - ii. Tommy reviewed current major partnerships
 - iii. Program Updates
 1. Media and Content – *almost doubled audience*
 2. Resources and Training – *SCARS, D3 part 2, 330 new leaders engaging*
 3. Certification – *41 leaders, 3 cities, 2022 – 75 leaders*
 4. Coaching – *9 organizations*
 5. Networks – *10 networks, 2022 - 13 networks*
 - iv. Strategic Direction
 - 2021 - Audience Growth and Program Implementation
 - 2022 - Impact, Movement, Machine
6. Financial Report
- Robert presented & reviewed Budget Overview and Questions, Financial Update Dashboard, & Housing allowance resolutions
- 2022 Budget by Q*
- Staffing increase ~1.2M expense
 - Each program has broken down their own budget
 - Ideation process to get people to start paying for our resources.
7. Board Direction and vision for 2022
- A. Other Board Jobs/Decisions
 - i. Nominations to the Board
 1. Come February already have names, come May have 7 names

