

**GOODWILL EDUCATION INITIATIVES, INC.**  
**BOARD OF DIRECTORS ANNUAL MEETING**  
**May 1, 2023**

**MINUTES**

The Board of Directors of Goodwill Education Initiatives, Inc. met on May 1, 2023, at Goodwill's headquarters. Present were:

Gita Baker, present  
Perry Griffith, present  
Kent Kramer, present  
Jay Oliver, present  
Don Palmer, present/virtual  
Laura Pickett, present  
Doris Pryor, present  
Josh Shelton, present/virtual

**Staff/Other:**

Shelley Ashley	Lynn Greggs
Jaylyn Brown	Miriam Henry
Katie Bustamante	Kim Myers
Josh Cooper	Lakia Osborne
Ivan Cropper	Khalilah Palmer
Anne Davis	Dan Riley
Betsy Delgado	Sarah Thomas
Sheila Dollaske	Jen Wade
Rachel Eble	Connie Ralph, CEO, GW Evansville
Corey Emery	

Board Chair Doris Pryor presided and called the meeting to order at 10:22 a.m.

On a motion by Jay Oliver, duly seconded, the meeting minutes for the January 30, 2023, Board of Director's meeting were approved as previously distributed. Roll call by individual members' present were all in agreement of approval.

Josh Cooper gave the Treasurer's Report for the period ending March 31, 2023.

Josh noted Central Office total year-to-date revenue is \$3,736,000, \$255,000 ahead of budget (GEI only) and total year-to-date operating income of \$276,000, \$273,000 ahead of budget (GEI only). The National Office total year-to-date revenue is \$504,000, 466,000 behind budget and total year-to-date operating income is at a loss of (\$103,000), \$325,000 behind budget. Grants total year-to-date revenue is \$355,000, \$355,000 ahead of budget and total year-to-date operating income is at a loss of (\$335,000), \$174,000 behind budget. Goodwill funding is ahead of budget due to the change in intercompany leases to fully in-kind. Private funding is behind budget due to a change in timing for the next installment of the Charter School Growth Fund to the National Office.

Doris and board members gave gratitude and recognition to Dan Riley for his years of service and congratulated him on his upcoming retirement from Goodwill.

On a motion by Gita Baker, duly seconded, the financials through March 31, 2023, were approved unanimously. Roll call by individual members' present were all in agreement of approval.

Josh pointed to the Finance and Audit Committee minutes included in board packets.

Josh reported on the Central Office Budget for 2023-24, highlighting the following:

- GCSI funding represents the in-kind rent for GEI Central Office space.
- Service Fee Income – GEI
  - Slight increase over 2022-23 due to addition of Twin Aire.
- Other Income
  - Rent form Meadows and Kokomo Excel Centers (offset below in contribution expense)
- Salaries and Benefits
  - 3% raise for eligible employees.
  - Additional changes in 2023-24
    - Education/Mission Advancement Team moved to GCSI to better reflect organization-wide support as well as prepare for SNAP program.
  - Increase Other Benefits to reflect a small increase in funds for GEI tuition reimbursements.

The budget was approved by the Finance & Audit Committee on April 21, 2023.

Gita Baker reported on behalf of the Governance Committee who recommended the following:

For election to a three-year term as Director:

Jay Oliver (2016)

Kofi Barko (2023)

For election to one-year terms as Officer:

Chair	Gita Baker
Vice Chair	Doris Pryor
Secretary	Laura Pickett
President	Kent Kramer
Treasurer	Dan Riley

To be appointed by GCSI Board for a three-year term as Director – May 4, 2023:

\*C. Perry Griffith, Jr. (2004)

To be appointed by GCSI Board for a one-year term as Director – May 4, 2023:

\*Garland Graves (2023)

\*The bylaws of Goodwill Education Initiatives, Inc. (GEI) require that a majority of the GEI board be appointed by the board of directors of Goodwill of Central & Southern Indiana, Inc.

On a motion by the Governance Committee, duly seconded, the board unanimously approved the slate as presented. Roll call by individual members' present were all in agreement of approval.

Kent Kramer gave the legislative update and noted that while the Excel Centers were not originally in the Senate budget, ultimately, it did get added into the Governor's budget and the extra seats requested were all included. He thanked the board for their support in writing letters and the support of Rep. Jeff Thompson, Ways & Means Committee, Sen. Linda Rogers, Rep. Tim O'Brien, and Sen. Jon Ford.

Kent remarked about the upcoming Annual Board Self-Assessment Survey, which will be released via OnBoard on July 5 with results at the August meeting. He encouraged all Directors to participate in this survey.

Doris requested to include the Mentoring Survey from Christina as well.

Kent also commented on the upcoming June 3 (Indy Met) and June 29-30 (Excel Centers) graduations and noted he would be sending a follow-up email to Directors for sign-ups to attend.

Lakia Osborne and Corey Emery reported on the LEO update, noting attendance at the recent ‘Outsmarting Poverty’ conference and highlighted the following:

Excel Center Recidivism Intervention Study for justice involved (JI) students.

- We have randomized 93 participants and have four graduates to date.
- Primary outcomes include a driver’s license, buying a car and securing employment.
- Secondary outcomes include stabilized employment, post-secondary efforts and helping students meet their basic needs.
- Opening Twin Aire location and working to add in these interventions into the campus training and daily practices. This location will only house JI students.

Second Randomized Control Trial with LEO focused on ways to investigate how we increase take-up (generating as much interest as possible in student applications).

- What parts of the continuum can we intervene with from application to orientation, attending school and through graduation and self-sufficiency.
- Currently looking at the way students go through orientation and getting them in quicker for a prompter response to interest, eliminating barriers and a potential stigma of academic deficiency.
- Making a stronger connection from the start with resources and staff available to them.

Doris reported on the GEI Board Bylaws and referred to documents included in the board package for the following two actions:

1. Repeal Amendment to GEI Bylaws dated October 14, 2014
2. Amend GEI Bylaws from 2004 to reflect the following changes that are also reflected in the redline copy of GEI Bylaws.

On a motion by Gita Baker, duly seconded, the board unanimously approved the two action items as presented.

Jaylyn Brown reported on Phases One, Two and Three of the Excel Center National Office report. She noted Evansville and Wabash Valley moving into Phase Three.

Khalilah Palmer reported on Phases Four and Five of the report. Khalilah noted that the Excel Center National Conference will be held May 10-12 with approximately 200 people attending and Doris Pryor will be the keynote speaker.

There was discussion on our engagement with new locations and Directors regarding their hiring of staff.

There was also a request for an updated Excel Center map.

Rachel Eble reported on the Foundation, highlighting the following:

- Goodwill Young Leaders is holding their annual Gather for Goodwill event on June 22 with a goal to raise \$15,000. She encouraged members to buy a ticket and attend.
- The Goodwill Unboxed event will happen again this year on September 14. Rachel also encouraged members to purchase tickets and/or consider sponsorship this year. She asked the Directors to send her or a member of her team any information on individuals they would like added to the invitation list.
- She thanked the board for their contribution to the Annual Fund campaign.

Doris remarked on her tenure as Chair and passed the “gavel” to Gita Baker.

Gita thanked Doris for her service with comments all around on a job well done.

The meeting was adjourned at 11:18 a.m.