

April 2015 ED Report

Shelter:

This past few weeks we have been busy with as many as 9 kids a night. 7 kids stayed with us last night.

One of the calls I got today was from an 18 year old guest, "Marylee, I just wanted to call and tell you I got the job." This person has stayed with us off and on since the beginning of last summer. He struggles with mental health issues including anxiety and paranoia. We have been working with him to be employed since he first came. He wanted to be employed but there were many barriers including he needed a basic understanding of the value of hygiene. He has been working with DVR and Access, and last week interviewed for a job didn't get it. Niki was not about to let the dust settle. They got online and worked to find other positions - he applied on Saturday at McDonalds and returned today to find he had a job.

Office update:

We purchased a small riser for my laptop and a bluetooth tracking pad and keyboard. Eyes feel much better these days!.

Staff Developments in regard to the eval:

- *Every Thursday from 5-7 we have a TEAM meeting in the office of The Door. Please consider coming by and dropping in for 5-10 minutes to say hi. Share your personal story of what brought you to FYA and why you are on The Governing Board.*
- *Recruits Hires and Trains an effective staff:*The bar is only going up in this area. I hear your frustration in your responses to this question on the eval, but I wanted to share that a couple of things to keep in mind:
 - We were a brand new agency - without a reputation - without benefits & that will limit your application pool
 - A number of the people that we hired in the beginning were folks that came to us from other trusted resources - our expectations and culture was a little different - but when they left - it was time for them to go.
 - This type of youth work attracts a younger group of applicants. All of our shelter employees with the exception of James and Michelle, are all between 21 and 33 - they are in transitions themselves, they are students, they are getting married, they are in flux. Over the next several months we are going to most likely replace Sam as he plans to go to seminary and of course Niki as she moves back to Iowa.
 - I am very pleased with the TEAM now - but no life is stagnant. When you have 12 people involved in caring for youth - I agree we need stability - but we also need to be understanding and patient with the process.

- Ensures that job descriptions are developed and that regular performance reviews are completed and documented
 - Since there was some uncertainty about this - I just wanted to confirm with you that of course, everyone has a signed job description in their file AND there are mid year and end of year, evals along with monthly check up - kinds of reports. Niki completes some, I complete some.

Where to go from here:

1. Counseling: Before we can grow any more programs, we need to increase our funding base and revenue stream. Rather than starting a new program, it makes sense to expand the counseling office capabilities. The second floor of the green building could serve easily in this regard. Rather than spend \$100k to fix it up, at this time, I would recommend doing the minimum and let the counseling business grow a bit. At a later date, we could shut down for a one to two week period in the summer and do the upgrades that need to be done.
2. We are blessed or cursed, depending on how you look at it - with an abundance of clothing donations. We have started being a resource for other agencies including schools, families who are looking for items for teens.
 - a. I have consulted Sarah Smith and she is doing some preliminary research for us on the idea of creating a social enterprise along the lines of Plato's Closet or Hut no.8 - trendy, cool - a natural place where they want to be, with an interior coffee shop. These spaces are operated by kids for kids. They become a job training ground. I can see the garage and or another space, becoming that space on this campus. Natural spaces for kids, welcoming to all but kid friendly.
 - b. In the mean time, we could apply for a VISTA to begin to research this. ALPA asked if we wanted (presently) at no cost to us - a MAST worker. I think we can begin to develop making these donations available to others at virtually no cost to us.
 - i. **VISTA:**
 1. **Part time researcher for social enterprise**
 2. **Social media focus**
 3. **Donor Development coordination**

Financial Updates as it relates to ED eval

- *Establishes positive relationships with funders:* I agree with your response, I struggle a little with this - it challenges me emotionally as well as physically - making this a *time* priority!
- Budget: included is an updated budget from the one that was accepted in December. You can choose to accept it and or discuss it, ask questions and table a

vote until next time.

Miscellaneous:

- we need a photo of the board for website
- we need personal write ups of Chick, Dean and anyone else we don't have for website

Community:

- Christ Lutheran Women
- Host Lions
- Weller Elementary 6th graders
- City Council
- Attending - via phone - TDM meetings with OCS. TDM = Team Decision Making when making decisions about what happens with teens - where they will be placed. I am a community representative.
- State of Alaska 'call in' screening of the Homestretch
- I have been selected to receive the "Friend of Education" from FEA.
- Adverse Childhood Experiences training
- "Coming together For our Families" Conference w/TCC, OCS - foster parents
- ***BIRTHDAY BASH: April 28, Tuesday, noon, Greater Fairbanks Women's Club - Auditorium - & invite the public, over lunch - a year in review - Board is invited as well!***

Upcoming events for Calendar (Tami)

Community Clean up, May 9th - we plan to participate and wear our GOT SHELTER shirts.

Garden Planting Day: May 30th

FYA Garage Sale: June 6 Community donations

We need to have a OHN meeting soon!