YOUTH EMPLOYMENT ACADEMY
Education • Employment • Empowerment

Youth Employment Academy
Thursday, July 18, 2024, 4:30pm
1035 Osage St., Denver, CO 80204

Roll Call:
Craig Allen, YEA Board Member
Lavone Heaviland, YEA Board Member
Mimi Youngpeter, YEA Board Member
Megan Hufnagle, YEA Board Member
Carlos Romero, YEA Board Member
Laurel Smith, YEA Board Member
Monica Schultz, YEA Board Member
Annie Hancock, YEA Executive Director/DHA staff
Amy Banker, YEA/DHA staff
Lori Laurita, YEA/DHA staff
Irene Wehrwein, DHA staff
Erin Brannan, DHA staff
Anne Husted, DHA staff
Maddi Miller, DHA staff
Neveah London, (YEA Youth Advisory Council Member)

I. **Approval of Minutes: May 16, 2024**
Lavone Heaviland, YEA Board Member, motioned to approve May 16, 2024, board meeting minutes. Craig Allen, YEA Board Member, seconded. Motion carried.

II. **YEA Staff and Board Updates**
a. <u>DHA Updates</u>
No DHA updates were available as Joaquin Cintron Vega, DHA CEO, was not present.

b. <u>Youth Advisory Report:</u>
Neveah London reported on the YEA Youth Advisory Board meeting that was held on July 16.

YEA Youth Advisory Board Meeting Minutes
Attendees: Arts Street Summer Interns
Leila Abukar Zeke Gallegos

Zariah Clarke	Parker Ausbrooks
Eli Gehring	Alex-Locia-Anota
Nevaeh London	Jaishaun Lopez
Vanessa McLoid	Kayla Munoz-Vigil
Thu Nguyen	Thien Nguyen
Fabio Noor	Mikey Ramirez
Yozmi Ramos	Angel Soto
El Wallace Hawkins	Kimora Wells-Price
Hannah Yockim	

The YEA Youth Advisory Council met on July 16. The group were interns from the Arts Street summer program. Many of us are interested in careers in the creative industries. Our advisor, Amy Banker, led us in a discussion about what we saw as positives and negatives in the program and ideas for things that might be helpful for us. Some of us talked about the Arts Street program specifically and said they really liked it, but when working with clients would like to have a worksheet that has suggestions on good client questions to ask. Some also talked about having different mediums to work with at Arts Street, with ceramics being a popular choice - as always. Amy explained the restrictions with fire codes and our buildings and how some ceramics might not work, but we could look at different clay options. In addition, EVERYONE agreed that Arts Street has to get new Macs so that we can work better in Adobe Photoshop and Illustrator. The computers are so slow that it is difficult to get our projects done and it stresses us out with deadlines for our clients. Amy said that they are looking for funding and agreed with us that the computers are not great. Finally, someone mentioned that having specific career counseling, one-on-one, would be really nice to have. It's difficult to get that kind of thing at school and although we learn a lot about different careers in internships like Arts Street, it would be nice to work with someone who really knows specific careers and can work with us individually. Not just to find a job - but also to talk about what our future looks like. Amy said Destini is a good start to talk to but agreed that an additional staff or specialist would be a great addition to YEA.

c. Board Positions- Nominations and Elections
Annie stated that we are looking for nominations for board positions: Chairperson, Vice-Chairperson and Treasurer. Lavone Heaviland was nominated for the Chairperson position and voted in. The Vice-Chairperson and Treasurer positions are still up for nominations.

III. New Market Tax Credit

a. Resolution 11 – 1035 Osage Refinancing lender selection
Monica Clark, who presented on the new market tax credit unwind at the last meeting, reviewed the next steps pertaining to YEA. DHA will take on a new loan with 1st Bank, and the lease will change from 1035 Osage Inc. to Denver Housing Authority. Monica stated that we all agree that the transfer ownership

for the debt forgiveness of that 1.8 million will be used for tenant improvements. Anne Husted, YEA accountant, asked if the lease would be new and reevaluated; Monica stated that an addendum would most likely be added. The unwind and refinance will be closed on August 20th. Anne asked about fixed assets for the tenant improvements and who they would belong to, but Monica stated that it's mainly between YEA and DHA to discuss and finalize. Annie Hancock noted that DHA owning the equipment would be ideal as they would oversee maintenance and repairs; Lori Laurita, YEA Operation Manager, added that the equipment is about ten years old and will most likely have issues soon. Lori gave an example of the $15,000 spent on Osage Cafe's espresso machine as to the expenses involved in equipment upkeep. Lavone Heaviland asked for a motion to approve Resolution 11; Craig Allen motioned, and Monica Schultz seconded. Motion carried.

IV. Financial Review

DHA staff and YEA accountant Anne Husted reviewed the Statement of Financial Position and Statement of Financial Activities through May 2024. Lavone Heaviland asked about the lease asset, and Anne stated it would go away along with the lease liability but would be replaced by new numbers. Anne reported that the Gatsby 89 accounting standards require lease agreements to be visible on the financial statement. Anne aims to do more digging about what 'fixed assets' includes; she believes it's the space and the equipment/assets. Anne then drew attention to the Note Payable for that 1.8 million Monica Clark was referring to and reminded everyone that it would disappear. Next, Anne reported a $287,000 deficit as of May, including 'below the line' items and depreciation; equipment has been depreciating, but Anne is unsure who owns it.

The Wings and Whiskey fundraiser brought in 37K. Anne reviewed the high merchant fees, and Annie Hancock stated that the SNAP/EBT and Toast systems are expensive and are paid monthly. However, Decatur Fresh social enterprise removed one of the two machines so that we may lower that fee. Anne noted that now, Osage Café is the only one with payroll tax, but Decatur Fresh will soon have payroll tax.

Regarding the Caring for Denver (C4D) grant quarterly numbers, Annie Hancock noted that staff hours still need to be reconciled. When complete, that will help balance the deficit. Anne said that the Arts Street Colorado Health Foundation (Oct 2023-Sept 2024) runs at a deficit, but there is money in reserves, and we will be resubmitting for it this fall. Decatur Fresh has another year of anonymous funder 125K that will hit revenue in Sept and support 2024 operations. Annie Hancock noted that Decatur Fresh and Osage Café will most likely be running at a deficit due to salaries and mixed funding. Healthy Food for Denver Kids (HFDK) is winding down this month, leaving us open to new revenue options for wholesale and catering for Osage Kitchen, such as Meow Wolf meals that happened before HFDK. Laurel Smith asked if we have explored expanding food access, which offers state or

federal government reimbursement. Laurel also stated that she was talking to Jefferson County farmers to see if they'd be interested in donating produce.

V. Grants/Fee for Service/Partnership Updates

Colorado Health Foundation grant, which funds Arts Street staff and youth adventures such as trips to the Sand Dunes and Colorado Springs and general field trips around Denver for a connection with nature, art and mental wellness, will end September 30, 2024. We have submitted a new proposal and hope to hear about it in October. This proposal included funding Concrete Roses, the youth group which promotes youth to gather, talk, and connect about passions, and any concerns.

Annie gave an overview of the approaching fees for service and noted that the HFDK grant is ending in 2 weeks, and the staff is being transitioned into other roles. To compensate, we sent a letter of Intent/Inquiry (LOI) to the Denver Post and the US Department of Agriculture (USDA). Caring 4 Denver (C4D) is in its third and final year. Until June, the grant will continue to support one-on-one counseling, mental health and wellness, and Destiny Montez's salary. The reapplication will open in September/October and is due in December.

VI. Social Enterprises/Programming Updates

a. Arts Street: Summer included 6 weeks of 3 different programs serving 60 youth.

Group 1: was a 6-week that included Denver Public Schools Career Launch students, DPS/SWAP youth and youth through Denver Youth Employment Program, with 21 young adults ages 15-19. They learned about photography, photoshop, created self-portraits, paintings, collage for Wood Partners affordable housing building in Sun Valley as well as designed and painted a mural for DHA's central office on the 8th floor. In addition, they explored identity, visited Junior Achievement Dream Accelerator and field trip to Bear Creek for photography and mental wellness.

Group 2: 18 youth ages, 14-19 worked in photography and Photoshop and created DHA Flo building signage design.

Group 3: This group worked at DHA's Westwood development with all participants from the development or 80219 zip code. 22 young adults ages 14-23 participated in an academy learning about community gardens (including a field trip to Barnum Community Garden to learn about compost which Board Member Laurel Smith arranged), culturally relevant food, chalk art, digital design, creating stencils and beautifying the community gardens. They created designs for a Decatur Fresh sticker with one youth's design being awarded. It all culminated with a large community Arts & Eats event at Westwood on July 25th with large scale chalk art designs, fresh produce give away and craft projects for children as well as the unveiling of the painted garden murals.

In addition, August will see Arts Steet youth participating in a glass blowing workshop with L.A. artist Corey Pemberton in collaboration with Metro State Center for Visual Arts as well as a group of YEA youth attending multi-day trip to Steamboat Springs.

b. Osage Café & Mercado/Osage Kitchen/Decatur Fresh:
Lori Laurita is looking into wholesale opportunities and connecting with Hyperion and Meow Wolf. We currently provide MSU Denver and CU Denver's food pantry; Lori said she will reach out for something similar.

We have a partnership with Civic Center, and five students are doing well working there for their events. DPS School to Work Alliance Program (SWAP) culinary academies completed culinary I and culinary II earning ServSafe certification with 8 youth participating. SWAP participants also work with the food trucks until October. Bridge is the pilot program paying four youth to undergo culinary certification and then be reimbursed through Restaurant Ready.

Lori reported Osage maintenance is needed and going on with the HVAC system air conditioning, temperature fans, which limits the use of the oven due to concerns for staff safety.

Lastly, Lori reported on the Change Please partnership that offers education on coffee and barista training for Decatur Fresh staff. Trainees are compensated for their time and get to do workplace experience at different coffee shops. The second cohort starts next week, and the first graduation was in June!

Mimi Youngpeter motioned to adjourn, and Craig Allen seconded. Meeting adjourned.

Next YEA Board meeting: September 19, 2024, 4:30–6:00 pm,
1035 Osage St., Denver, CO 80204

DHA Board Appreciation Event: September 19th 6:00–7:30 PM,
1035 Osage St., 8th Floor, Denver, CO 80204