

1 **CALIFORNIA FUTURE BUSINESS LEADERS OF AMERICA, INC.**
2 **Board of Directors' Meeting**
3 **MINUTES**
4

Mission Statement:

To bring business and education together in a positive working relationship through innovative leadership and career development programs

5
6 California FBLA is a nonprofit Benefit Corporation. The Directors named by the Corporator in an
7 action by Incorporation executed following filing of the Articles of Incorporation of the Corporation
8 as named above, constituting the Board of Directors of this Corporation, held a regularly scheduled
9 meeting at the time, the day, and at the place set forth as follows:
10

11 **DATE:** March 15, 2021 **PLACE:** Via Microsoft Teams Teleconference

12 **ITEM 1: CALL TO ORDER**

13 Chair Chris Gomez called the meeting to order at 6:05 p.m.
14

15 **ITEM 2: ATTENDANCE**

16 The following Directors, constituting the Directors named by the Incorporation and a majority of
17 the authorized number of voting Directors (thereby establishing a quorum) of the board, participated
18 in the meeting:

- 19 • Chris Gomez, Chair, Business and Industry Representative
- 20 • Donnette Silva Carter, Vice Chair, Business and Industry Representative
- 21 • Greg Fox, Business and Industry Representative
- 22 • Tamara Mallery, Business and Industry Representative
- 23 • Dr. Cary Johnson, Business and Industry Representative
- 24 • Rohit Ramchandani, Treasurer, Business and Industry Representative
- 25 • Martin Baltierra, Business and Industry Representative
- 26 • Molly Anderson, State Adviser

27
28 Non-Voting Members present (Reporting Staff, Members, Guests):

- 29 • Sue Christensen, Business Manager
- 30 • Melanie Dias, Program & Events Manager
- 31 • Graeme Logie, Bay Section Director
- 32 • Ryan Underwood – TEAMTRI
- 33 • Danielle Tuason – TEAMTRI

34
35 Absent:

- 36 • Dr. Laurie Looker, State Officers Coordinator
- 37 • Dr. Jarom Peariso, Business and Industry Representative

38
39
40 **ITEM 3: APPROVAL OF THE MINUTES- Donnette Silva Carter moved and Tamara**
41 **Mallery** seconded to approve the revised minutes of the February 18, 2021, meeting as
42 presented. *Motion carried unanimously*
43
44
45

46 **ITEM 4: TEAMTRI - Ryan Underwood & Danielle Tuason**

- 47 A. **Ryan** spoke of how they have used 2020 as a way to re-set and understand the current
48 reality and reconstitute a new world for them.
- 49 B. **Ryan** spoke of looking at what options they want to move forward on in 2021, based on
50 meetings with **Chris** and **Donnette**, and how CA FBLA is really helping them create the
51 right opportunities
- 52 C. TEAMTRI is a full leadership development company, which can take many forms, but goal
53 is to partner with other organizations
- 54 D. **Ryan** shared the TEAMTRI vision of “we liberate busy leaders with a suite of integrated
55 services, so they can bring relief, strengthen relationships, and improve results.”
- 56 E. **Ryan** shared the types of organizations that they work with: government state agencies,
57 federal agencies, fortune 100, and other not well-known entities, and how they were recently
58 recognized by US Senator Roy Blunt, on the US Senate Floor, for their work on the US
59 Senate and House of Representatives inauguration ceremony.
- 60 F. **Ryan** also shared the types of tools and teams they use to “multiply leaders.”
- 61 G. **Ryan** shared his background and career progression – education, entrepreneurship, roots
62 started in FBLA, etc. which has helped bring an entrepreneurship mind-set to TEAMTRI,
63 and how he met **Danielle**, while she was a student, where she then later joined the team.
64 Both were section directors in CA FBLA, where they learned everything.
- 65 H. **Ryan** shared how they have been working on strategy with new board members, crafting
66 what the future will look like, working with the management team and board members, and
67 doing due diligence reflecting upon the past 72 months.
- 68 I. **Danielle** shared her own roots in CA FBLA, based in Orange County, and how they won
69 state sweepstakes one year – which lit a fire under her to continue to serve in CA FBLA
70 across a variety of roles. She received her BA degree in entrepreneurship and then an MPA
71 in Non-Profit administration, it became a natural journey for her to join TEAMTRI and
72 work with **Ryan**.
- 73 J. **Donnette** spoke about how TEAMTRI and how CA FBLA is working together to create a
74 strong partnership.
- 75 K. **Ryan** mentioned that they have worked with CA DOE for over 20 years – understanding
76 how department works, and how to be consistent with CDE policies, and developing a deep
77 understanding of how the CTSOs operate.
- 78 L. **Ryan** referenced how they studied FFA and BSA and how chapters are organized and
79 helping to define the right governance models.
- 80 M. **Ryan** spoke of how the CA FBLA Summit has been a nice standard for how this has been a
81 revenue-producing engine, and how to get FBLA to every single student, household and
82 classroom.
- 83 N. **Ryan** spoke of how there will be a need address the upcoming audits, budgets, grants, and
84 scholarships that are coming to clean-up and manage appropriately.
- 85 O. **Molly** asked if **Ryan** and **Danielle** had the opportunity to meet the new board members, and
86 shared how the DOE is excited to see this new relationship forming, and how incredible it is
87 to see them focus on CA FBLA and how vested they are in our success moving forward.
- 88 P. **Molly** also spoke of how **Ryan** and team have helped provide some CA FBLA organization
89 clarity and how much she admires TEAMTRI ability to look at a balance of the short-term
90 needs, but the importance of a long-term vision and realize our full potential as an
91 organization. **Molly** thanked **Ryan** and **Danielle** for our partnership.
- 92 Q. **Ryan** says he is constantly listening and reaching into the past and drawing on key frames of
93 reference, and collect those and bring it all together within the current environment.
- 94 R. **Ryan** says that **Chris** has asked for an all-inclusive proposal within a proposal and red-line
95 out all that is already in place, with **Danielle** being that COO role.
- 96 S. **Ryan** asked to hear what are the pain points but keep what is working well.

- 97 T. **Chris** said that we want a proposal from April going into May, so we begin to pull the
98 trigger by July 1st we are meeting the CDE benchmarks and have an organization firmly in
99 place, with the COO role being filled by Danielle.
- 100 U. **Chris** mentioned that TEAMTRI helps with many aspects from financial management,
101 recruitment, sponsorships, etc. and key gaps that we have it in place by July 1st.
- 102 V. **Donnette** mentioned that we have section directors are in place, retirements coming,
103 Melanie is in place, and bringing everyone together under a stronger umbrella with
104 resources that will help CA FBLA future, including their great work as association
105 management, including most importantly their experience with FBLA, CDE and DECA –
106 they are the best for us now.
- 107 W. **Donnette** mentioned that we want a proposal by end of March, and during our April board
108 meeting to review the final proposal, based on **Ryan's** due diligence focused on our
109 organization model and setting it up for long-term success. **Donnette** thanked **Ryan** and
110 **Danielle** for their excellent work and partnership.
- 111 X. **Ryan** invited anyone who has representative questions or optic questions, to bring those
112 forward so all constituencies inputs and concerns are addressed and incorporated.
- 113 Y. **Donnette** invited all board members to funnel questions through **Chris**.
- 114

115 **ITEM 5: Business Manager Report – Sue Christensen**

- 116 A. **Sue** shared the FBLA national membership stats with the board via the national office, with
117 the average loss in membership being 54%, with California at 57.6% loss. 3,015 members at
118 the moment, with some memberships being added
- 119 B. **Sue** shared that the number of chapters are down by 76.9%, with California down by 74.4%.
- 120 C. **Sue** shared additional numbers on PBL and professional members.
- 121 D. **Sue** shared the statement of activities or profit and loss statements, comparing February
122 2020 with February 2021
- 123 E. **Sue** shared an update on the Cy-Press Financial Literacy Grant Checks, Chapter Grants, and
124 that the Small Business Administration PPP (Payroll Protection Program) loan was
125 approved, thanks to the TEAMTRI efforts with Ryan.
- 126 F. **Sue** also shared that we are working on an application for a Small Business Administration
127 Economic Impact Disaster Loan (EIDL) and that we are processing an application for a CA
128 Covid Relief Act Grant.
- 129 G. **Sue** shared that our checking account is getting very low, per the chapter register, just as a
130 heads-up.
- 131

132 **ITEM 6: Programs and Event Manager Update – Melanie Dias**

- 133 A. **Melanie** mentioned that SLC planning is going well, partnering with TEAMTRI on
134 execution of the event.
- 135 B. **Melanie** shared details about the April SLC events including specific dates and the key
136 event calendar, and how they are recruiting judges for 30 events, and looking to close out
137 and finalize the full judging roster and assignments quickly. They would like to secure an
138 additional 40 judges for SLC.
- 139 C. **Melanie** asked if we had contacts to help recruit additional judges via the key areas in which
140 events are taking place. **Melanie** provided links to how to sign-up as a judge and to spread
141 the word more broadly.
- 142 D. **Melanie** mentioned that the opening session will have a key note presentation, and having a
143 board member to help kick this off would be welcome.
- 144 E. **Melanie** shared the exciting technology changes of how award sessions will occur and how
145 much improved they will be this year, via Zoom.

- 146 F. **Molly** reinforced how cool it will be, via virtual fashion, and how the names are pulled
147 instantaneously, either team winners or individual winners – the technology is working
148 really well.
- 149 G. **Melanie** shared more about the traditional professional dress code, and trying to keep this
150 still meet dress code, but more affordable and useful beyond SLC, and working with Kelsey,
151 state president’s perspective on the planning.
- 152 H. **Melanie** mentioned that current registrations are at 801, with 270 in process with a goal of
153 having 1500, so registration will be extended to work towards getting closer to the 1500
154 number.
- 155 I. **Melanie** shared that all the event links will be shared with the board, via their event hub.
- 156 J. **Chris** encouraged the board to participate in some way.
- 157

158 **ITEM 7: State Advisor Report – Molly Anderson**

159

- 160 A. **Molly** shared that her **Melanie** and **Sue** send out a note to the advisors, and those on the
161 advisory panels, to help with SLC for judges.
- 162 B. **Molly** said the chapter support grants – only 56 of 99 applied, \$1700/per chapter.
- 163 C. **Molly** referenced the Financial Literacy Grants – we have \$28K left over as we didn’t do the
164 in-person events. We had people apply (range was 500 to 20K), not more than one school
165 was to receive more than \$2500. Some really good ideas were submitted.
- 166 D. **Molly** shared that the amendment is done and execution, we have \$40K to support SLC, and
167 set aside \$10K for shipping of the plaques.
- 168 E. For next year’s contract – Molly said that they are still working on this, it is out of Molly’s
169 hands, hoping for a July 1 start date.
- 170 F. She mentioned that there are simplified contracts – 3 tasks – with an \$225K overall budget
- 171 a. Task 1 – Support – Chapter Support Grants
- 172 b. Task 2 – half of the COO’s salary, \$15K for the auditor, and continuing the Teach
173 FBLA Subscription
- 174 c. Task 3 – Conferences - Advisors Conference in the fall - \$5K, \$27K for LDI for the
175 Summer Summit , \$27K for SLC, 8% for the indirect.
- 176 G. Molly asked that for the Management Team meeting – Friday evening – get some dates on
177 the calendar.
- 178 H. **Molly** mentioned that the Summer Summit – is Jun 25 – 27, weekend after Father’s Day,
179 with the Main Management Team meeting- May 22, with a May 21 board meeting before
180 that, and that the last retreat with TEAMTRI – culminating activity – where are we going
181 from here. We need a date for this.
- 182 I. **Molly** updated the board that they have a new interim director – Pradeep resigned – Pete
183 Callas appointed – manager in their division.
- 184 J. **Donnette** asked **Molly** to send the draft contract for 2021 to the board.
- 185 K. **Molly** reference that the affiliation model is taking place now and so the advisors are aware
186 of this.
- 187 L. **Chris** said we need to make a strong efforts to educate the chapters and advisors as to how
188 the affiliation model will be a good thing and not get stuck on the price.
- 189

190 **ITEM 8: Management Team – Graeme Logie**

- 191 A. **Graeme** shared that they have selected the advisor of the year – Oxford Academy and
192 Who’s Who – Kelsey Whiting, state president, and that April 30 – will be the award
193 ceremony – please attend
- 194 B. He mentioned a concern for SLC– no travel awards, no money apportioned to this.

- 195 C. **Graeme** mentioned his previous manifesto of 6 years ago, as to the impact of not awarding
196 2nd and 3rd place awards. Concerned about the message we are sending. There needs to be
197 money in place or we will lose credibility.
- 198 D. **Chris** mentioned that as we had to cancel state conference in 2020, took a huge money hit.
- 199 E. **Chris** said that going forward, we should be like nationals, we can have companies sponsor
200 certain events. Not sure it should be off the table for 2022.
- 201 F. **Sue** – this is something that the sponsorship committee can address.
- 202 G. **Donnette** - a good thought for 2022 and for this year, no one is traveling, so no
203 achievement awards.
- 204 H. **Graeme** provided several updates:
- 205 a. Section state officer summit is June 25, 26. and CA FBLA staff is expected to work
206 NLC.
- 207 b. State board meeting date – tbd – short-term will be remote for now. After covid
208 relaxed, the state officers will be conducting their meetings remotely – creates an
209 issue as all events coincide with one another – should management team and board
210 meetings also be remote, versus in person?
- 211 c. 2021 – 2022 – most if not all meetings will be remote. LDI contract in Santa Clara –
212 not sure what restrictions will be in effect there at the Marriott. Would love to have
213 them live so students have the full experiences.
- 214 d. Ontario is next destination for State Conference. Losing our southern section co-
215 director. Samia Hai. Need to work on this – perhaps the board. She had been
216 working with Joy.
- 217 e. SLC honorees – advisor of the year, people who are leaving.
- 218 f. NLC set through 2028, without a location for 2027.
- 219 I. **Chris** asked **Melanie** if Samia is able to finish out her duties for the remainder of the year,
220 but not beyond. Yes she is. Not interested in being a board member, but willing to help in
221 judging. Need to speak with Joy to get her inputs. Michael Rilerstam came to mind as a
222 potential good fit, but no one has spoken to Joy or Michael about this.
- 223 J. **Chris** and **Cary** – need to find a new person, perhaps a chapter advisor with some
224 connection to the southern section.
- 225 K. **Molly** – if you are in a leadership position, need at least the same credentials as the advisors
226 below you. Need to have a CTE credential. Joy currently doesn't have a CTE credential.
- 227 L. **Chris** – we need to start building a candidate pool, and knowing that Joy will help the
228 person is a good thing.
- 229 M. **Sue** – we need to verify that Joy wants to continue w/o Samia.
- 230 N. **Molly** will check in with Joy to see what her interest is related to 2021, and what her plan is
231 for 2022.
- 232 O. **Chris** feels that the Management Team ultimately, should be the organization to work on
233 staffing this.
- 234 P. **Chris** asked **Graeme** to reach out to Samia to invite her to stay on as section director until
235 the end of the year, if she would like to, while we work on getting a replacement for her.
- 236 **Q. Donnette** made a *motion to the board* and moved that we accept Samia's offer to continue
237 to be southern section co-director through the end of the year. **Molly seconded the motion.**
238 **Motion carried unanimously.**
239
- 240 **ITEM 9: Board Recruitment Efforts – Melanie Dias**
- 241 A. Melanie mentioned the recruitment pipeline and board – management team chart, sent to
242 board members
- 243 B. For the Gold Coast Section – **Donnette** has someone - Glenn Morris – has been chair of
244 National PBL – is President of Santa Maria Chamber of Commerce. Has a good CDE

245 relationship. Has a lot of institutional knowledge and leadership. His application is coming
246 and he said he is interested in coming on.

247 C. There was agreement to add **Glenn Morris** attending the board meeting to have him be
248 considered for approval to join the Board during the April meeting.

249 D. **Donnette** agreed to send out information in advance and have him join the board meeting to
250 chat with him at first part of the meeting.

251 E. **Ryan** gave some names to consider as well. **Graeme** could take a look at a person, as its
252 local to his area.

253

254 **ITEM 10: Sponsorship Committee Chair – Cary Johnson**

255 A. **Melanie** said that we need to kick-off a sponsorship committee meeting soon

256 B. **Cary** agreed to do this soon.

257 C. **Chris** asked to look at adding 3-4 more committee members, including Advisors and
258 Management team members

259

260 **ITEM 11: Financial Audit Planning – Sue Christensen**

261 A. Likely **Ryan's** team will handle this in 2021 moving forward.

262 B. May need to have **Sue** as a resource as she has some best knowledge.

263 C. **Sue** – wants to know what the transition plan looks like.

264 D. **Chris** – need a strong plan by July, and fill our gaps. Key decisions need to be made over
265 the next few months.

266

267 **ITEM 12: Future Board Meeting**

268 A. April 8, 2021 was set as the next board meeting at 5:30 PM PDT, with the following items
269 on the agenda to consider:

270 a. CDE contract review via **Molly Anderson**

271 b. TEAMTRI proposal from **Ryan Underwood**

272 c. New board members review: **Glenn Morris**

273 d. Board Meeting Scheduling: May 22, 2021 tentative date

274

275 **ITEM 13: Meeting Adjournment**

276 A. Adjourn at 8:08 PM PT

277

278 Respectfully submitted,

279

280 CALIFORNIA FUTURE BUSINESS LEADERS OF AMERICA, INC.

281



282

283

284 Greg Fox, Secretary

285 Business and Industry Representative

March 15, 2021

Date: March 15, 2021