



MEETING OF BOARD OF DIRECTORS
ONLINE MEETING

October 8, 2021, 9:00 AM

INFORMATION PACKET

TAB 1

CHAIR'S WELCOME & ROLL CALL

Welcome
Agenda Review

MEETING AGENDA – BOARD OF DIRECTORS

MEETING INFORMATION

Date:	10/8/2021	Location:	Online
Time:	9:00 AM – 12:00 PM	Meeting Type:	Online
Call-In Number:	1 (301)715-8592	I.D. / Passcode:	966 5301 7794/ 299832
Called By:	Mount, Board Chair	Online Access:	https://leh.zoom.us/j/96653017794?pwd=cEpYQlJvd2xiZUtydkxPWkZLbGMwdz09
Facilitator:	Mount, Board Chair	Note Taker:	Harrison, Finance Manager

PREPARATION FOR MEETING

Please Read:	October Board Meeting packet, available online by 8/1/2021
Please Bring:	Copies of packets will be available via board portal.

AGENDA ITEMS

	PRESENTER	TIME
1 Chair's Welcome and Roll Call	Mount	[5 min]
2 Finance Committee Report	Ary	[45 min]
a) End of FY 21 and FY 22 Budget Presentation	Carrier	
b) Operations Report	Carrier	
c) Human Resources Report	Ricke	
3 Executive Director's Report	Restovic	[10 min]
a) 2021 Board Selected Humanities Awardees		
b) Recent Regrant and Program Highlights		
4 Nominating & Strategic Planning Committees Report	Mintz	[30 min]
5 Education Committee Report	Haedicke	[10 min]
6 Lafayette/Iberia Ad Hoc Committee Report	Guarisco	[10 min]
7 Outreach Committee Report	Gremillion	[10 min]
8 THFJSC Committee Report	Adams	[10 min]
9 Division Reports (no presentations)	NA	[NA]
10 Action Items & Adjournment	Mount	[5 min]

ACTION ITEMS

	RESPONSIBLE	DUE DATE
A. FY 2022 Budget	Mount	ASAP
B. FY 2022 Board Member Term Renewals	Mount	ASAP
C. FY 2022 Officer and Board Leadership Slate	Mount	ASAP
D. New Board Member Nominees	Mount	ASAP
E. FY 2022 Board Calendar	Mount	ASAP
F. June 2021 Board Meeting Minutes	Mount	ASAP

OTHER NOTES OR INFORMATION

- A. October 13, 2021: Board Gathering and John Scott Lecture
- B. November 18, 2021: New Board Member Orientation
- C. November 19, 2021: Full Board Meeting

TAB 2

FINANCE COMMITTEE REPORT

FY 22 Budget Presentation



LEH FY22 Budget Review Finance & Executive Committees

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General Comments

Revenue Recognition: The proposed FY22 LEH budget presented in this document is a GAAP based revenue & expense budget. As a reminder, non-profit accounting uses GAAP to guide revenue recognition. As a result, multi-year grant awards are recognized in the year awarded (not the year the funds are spent).

Potential Projects: The Institutional Advancement and Finance teams review pending and anticipated grant applications for the forthcoming year and assign a “probability” scale for how likely LEH will be awarded the grant. The gross amount of the grant application is then discounted by that probability percentage.

FY21 IA results highlight the challenging year in non-governmental sources of funding. As the LEH team reviewed the declined award applications, it became apparent that a more nuanced probability discounting was needed to better forecast results. It was clear from 2021 that relationships and an understanding of the competition “pool” matter and a common thread of the larger declined applications was the weak underpinnings of a relationship or recognition of the competitive pool with the grantor. The FY22 model addresses that shortcoming by Miranda Restovic rating each application with this factor in mind:

Rating Legend		
Funds Awarded	5	100%
High Probability, Relationship Established, Follow Up Complete	4	60%
Medium Probability, Relationship Established, Highly Competitive	3	45%
Low Probability, New Prospect, or Highly Competitive Process	2	30%
Unknown, New Prospect, In early stages of cultivation and requires significant follow up	1	10%

The FY22 Revenue Detail and Potential Funding Sources sections (starting on page 13) break out in detail all of the assumptions underlying the revenue forecasts. *The budget model, per the recommendation of the Finance Committee, excludes funding prospects rated a 2 or 1 (i.e., any grant with less than a 45% probability).*

Head Start: The organization-wide view on page 3 in this report offers a high-level snapshot which includes the Prime Time (Head Start) entity with both the Ouachita & Lafayette grants (LEH/PTI received the Notice of Award for Lafayette on 9/29/20). The current Ouachita grant will run through June 2022 and may get extended by the Office of Head Start. Prime Time will be submitting the new 5-year grant application.

The Helis Foundation John Scott Center: updated construction budget is included.

Overview of LEH & PTI FY22 & FY21 Budgets

Revenues	FY22 Budget	FY21 Budget
LEH+Building	5,314,276	4,841,287
Head Start	15,522,778	17,636,701
Whole Org	20,837,054	22,477,988
Expenses		
LEH+Building	5,031,633	4,379,750
Head Start	15,522,778	26,793,694
Whole Org	20,554,411	31,173,444
LEH Change in Net Assets from Operations	\$ 271,588	\$ 455,662

Overview:

While the FY 22 combined budget (LEH PT) is looking at a slight decrease in both revenue and expenses compared to FY 21, overall, the FY 22 LEH-specific budget is looking at an increase from FY 21 in both expected revenues and expenses. LEH’s revenue and expense forecasts reflect both sustaining and expanding existing programs as well as the addition of new programmatic activities (for example, the LDOE vendor strategy in the Education Division, expanded 64 Parishes advertising, and the Helis Foundation John Scott Center opening).

The Prime Time Head Start-specific budget is looking at a decrease from FY 21 in both revenues and expenses. The slight decrease in both revenues and expenses for Head Start reflects the fact that no startup funds are budgeted, and no additional COVID relief funds are expected. In addition, the Lafayette and Iberia grant impacts the LEH budget by adding over \$750,000 in “indirect revenue” which cover the increased administrative overhead for LEH (HR, Finance, other high level admin support). The finance and executive committees were presented with the draft Ouachita and Lafayette/Iberia budgets at its July meetings. Both budgets have been submitted to the Office of Head Start.

The details on the LEH-specific proposed budget are covered in this document.

Summary Comparison: FY22 Budget, FY21 Budget, FY21 YE Projected

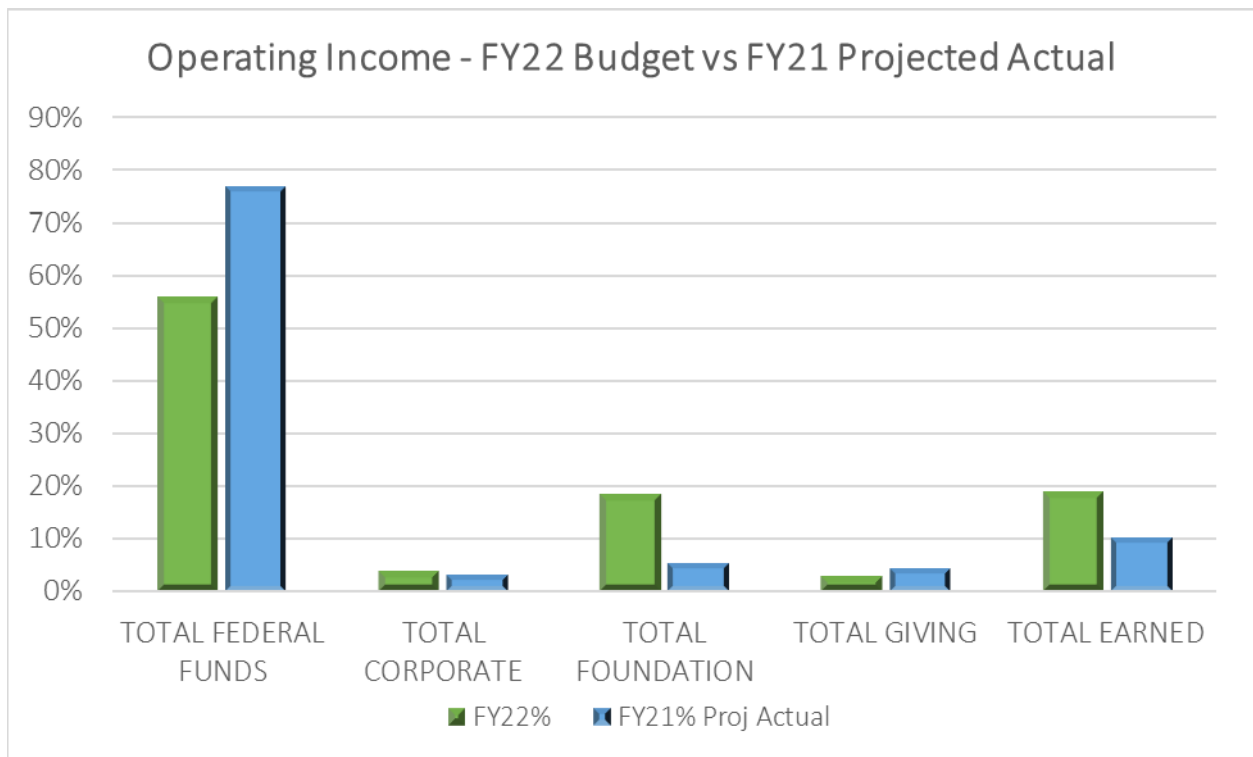
Revenue Accounts	LEH FY22 Budget	LEH FY21 Budget	LEH FY21 Projection
RESTRICTED GRANTS AND GIVING	2,785,206	2,927,441	2,462,704
UNRESTRICTED GIVING	150,000	120,000	172,119
EVENTS	24,790	121,000	-
EARNED	1,002,909	466,134	406,832
INVESTMENT INCOME			907,664
INDIRECT SUPPORT	1,351,371	1,206,712	1,300,602
Total Revenues	5,314,276	4,841,287	5,249,921
COGS	11,055	5,875	94,000
Gross Profit	5,303,221	4,835,412	5,155,921
Expenses Accounts	LEH FY22 Budget	LEH FY21 Budget	LEH FY21 Projection
Total Personnel	2,607,754	2,695,926	2,134,378
Total Consulting	537,800	460,691	537,528
Total Other Expenses	1,886,079	1,223,133	1,553,811
TOTAL EXPENSES	5,031,633	4,379,750	4,225,717
	LEH FY22 Budget	LEH FY21 Budget	LEH FY21 Projection
Change in Net Assets	\$ 271,588	\$ 455,662	\$ 930,204

Notes on expense comparatives between budgets and FY21 actuals

1. **Personnel:** FY21 projected actuals will come in well below the FY21 budget and the FY22 budget.
 - a. **THFJSC:** the budget for FY21 had staff budgeted for the center. Due to timing, two positions were left open for the full year.
 - b. **Finance department:** the budget for FY21 had two new positions budgeted to start in December 2020. Neither position was filled until April 2021.
 - c. **IA department:** the VP of IA and Grants Manager positions were open for the last two months of the year.
 - d. **Strategic Initiatives:** the VP of SI resigned at the end of May and the position was left open for the remainder of the year.
 - e. **Public Programs:** the two new positions took a couple of months longer to fill than budgeted.
 - f. **Direct Head Start support:** 3 positions (VP of Head Start, Director of Operations, HS Strategy Project Manager) budgeted to be covered by LEH's budget were shifted over to the PTI-Acadiana direct payment because those staff were completely devoted to that entity for the year (the original budget assumed paying them out of the PTI indirect).
2. **Other Expenses:**
 - a. **THFJSC:** expenses tied to operating the Center are a new factor in the budget (about \$150,000)
 - b. **Potential Projects Expenses:** \$533,000 built into the forecast for FY22 to account for costs beyond the fixed overhead of LEH.
 - c. Without these two items, FY22's expense total is about \$4.4M vs FY21's budget at \$4.37M.

REVENUE SNAPSHOT (LEH only)

Revenue Accounts	LEH FY22 Budget	LEH FY21 Budget	LEH FY21 Projection
RESTRICTED GRANTS AND GIVING	2,785,206	2,927,441	2,462,704
UNRESTRICTED GIVING	150,000	120,000	172,119
EVENTS	24,790	121,000	-
EARNED	1,002,909	466,134	406,832
INVESTMENT INCOME			907,664
INDIRECT SUPPORT	1,351,371	1,206,712	1,300,602
Total Revenues	5,314,276	4,841,287	5,249,921



Operating Income/Budgets	FY22%	FY21% Proj Actual
TOTAL FEDERAL FUNDS	56%	77%
TOTAL CORPORATE	4%	3%
TOTAL FOUNDATION	18%	5%
TOTAL GIVING	3%	4%
TOTAL EARNED	19%	10%
TOTAL	100%	100%

- **LEH FY22 Revenue Notes:**
 - a. The FY22 budget projects an increase in revenue over the FY21 budget
 - b. **FY22 Revenue includes both known and expected new grant revenues.** Some multi-year grants were booked as revenue in previous years, but actually fund programs in the FY22 year. Funds booked as revenue in previous years are not reflected in the FY22 revenue even if they are funding programs.
 - c. **The FY22 Bright Lights annual event:** Although LEH intends to relaunch the in-person program in FY22, revenue/expenses have been omitted from the budget for now pending the status of Covid and live events.
 - d. **Federal and Foundation revenue projections:** The proposed budget assumes slightly lower federal funding levels from past year (due to diminished federal stimulus) and more targeted and aggressive foundation approach
 - e. **The FY22 Earned revenue projections:** The earned revenue projections include the following increase projections:
 - a. **LDOE:** The LEH has identified a new stream of earned revenue as its Prime Time programs have been approved by LDOE as a family literacy/family engagement vendor eligible for district contracts. A marketing campaign is being launched to secure contracts. Between programming and Spark Box distributions, we estimate \$373,000 in new vendor contracts.
 - b. **Historic Tax Credit for Turner Building:** it is posted in “Other Income” and is projected to net out at around \$140,000
 - c. **Advertising/Magazine** is projected to increase \$20,000 due to the additional page count and more ad space to sell
 - d. **Rent:** Build into the rent assumptions are the rent that THFJSC will pay the Turner Building
 - f. The **FY22 Indirect Support income** reflects the additional indirect funds from the Acadiana Head Start program.

For reference on revenue assumptions details, see these exhibits at the end of this document:

- o Exhibit A: Revenue Detail: the line item details for each revenue category.
- o Exhibit B: Potential FY21 Funding Sources assumptions

Expense Comparison – FY22 & F21 Budgets/FY21 Projected Actuals

Expenses Accounts	LEH FY22 Budget	LEH FY21 Budget	LEH FY21 Projection
Total Personnel	2,607,754	2,695,926	2,134,378
Total Consulting	537,800	460,691	537,528
Total Other Expenses	1,886,079	1,223,133	1,553,811
TOTAL EXPENSES	5,031,633	4,379,750	4,225,717

Expense Detail (LEH only)

Expenses Accounts	LEH FY22 Budget
Wages	2,067,601
Benefits	540,153
<i>Total Personnel</i>	<i>2,607,754</i>
Consulting - Admin & Operations	267,100
Consulting - Programatic	270,700
<i>Total Consulting</i>	<i>537,800</i>
Insurance	65,000
Office Expense	106,800
Marketing/Collateral Expense	16,700
Supplies	438,319
Equipment	91,200
Postage & Shipping - General Office	16,500
Occupancy & Construction Expenses	263,409
Travel	59,400
Meeting Expense	18,400
Regrants	189,500
Depreciation & Amortization	100,000
Indirect Expense	6,984
Potential Project Expense	513,867
<i>Total Other Expenses</i>	<i>1,886,079</i>
TOTAL EXPENSES	\$ 5,031,633

Comments on the FY22 Budget Expenses:

Personnel: The Wage/Benefits in the model represent no merit increase in wages. There is a slight reduction in FTEs. LEH is choosing to leave the VP of Strategic Initiatives and the Executive Assistant open for FY22.

Potential Projects Expense: This line item allocates the estimated portion of potential project awards that will require additional expenditures beyond LEH’s base fixed overhead.

Proposed Staff Merit increases to add to base budget: management presents a separate proposal for the board to vote upon. The proposal increases salaries, divided into two classes of employees:

1. staff earning less than \$80,000/year
2. leadership staff earning over the \$80,000 threshold.

The wage increases have been broken out separately in order for the Finance and Executive Committees to consider this as a variable budget item. The increase for staff under \$80,000 would be effective in the FY22 1st quarter.

The table postpones the leadership pool increase until 3rd quarter results of Funding Applications are available at the end of FY22 3rd quarter.

Proposed Staff Merit Increases

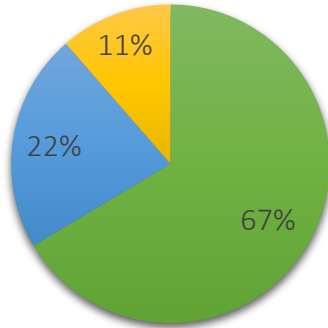
FY22 Wage Increase Proposal			
	Below 80K	Over 80K	Total
Base total	836,184	880,000	1,716,184
Base increase%	3%	3%	
Base Increase \$	25,085.53	26,400.00	51,486
Variable Comp %	3%	3%	
Variable Comp \$	25,085.53	26,400.00	51,486
Total pool	\$ 50,171	\$ 52,800	\$ 102,971
distributed 1st Quarter	50,171		
distrubuted end of 3rd Quarter		52,800	

*3rd Quarter distributions are subject to Exec Com review

Current Staff Expense

LEH excluding HS Admin Support	FY22 Wage/Bonus/Fringe	Total \$ %/Personnel
Program	1,197,995	66%
Admin	400,194	22%
Fundraising	205,588	11%
Total	\$ 1,803,777	100%

Personnel Function (excluding Head Start Admin support)

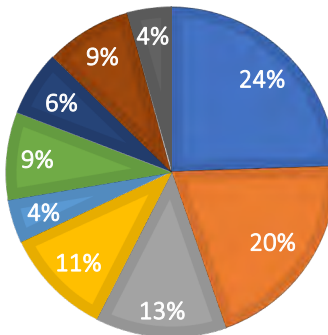


■ Program ■ Admin ■ Fundraising

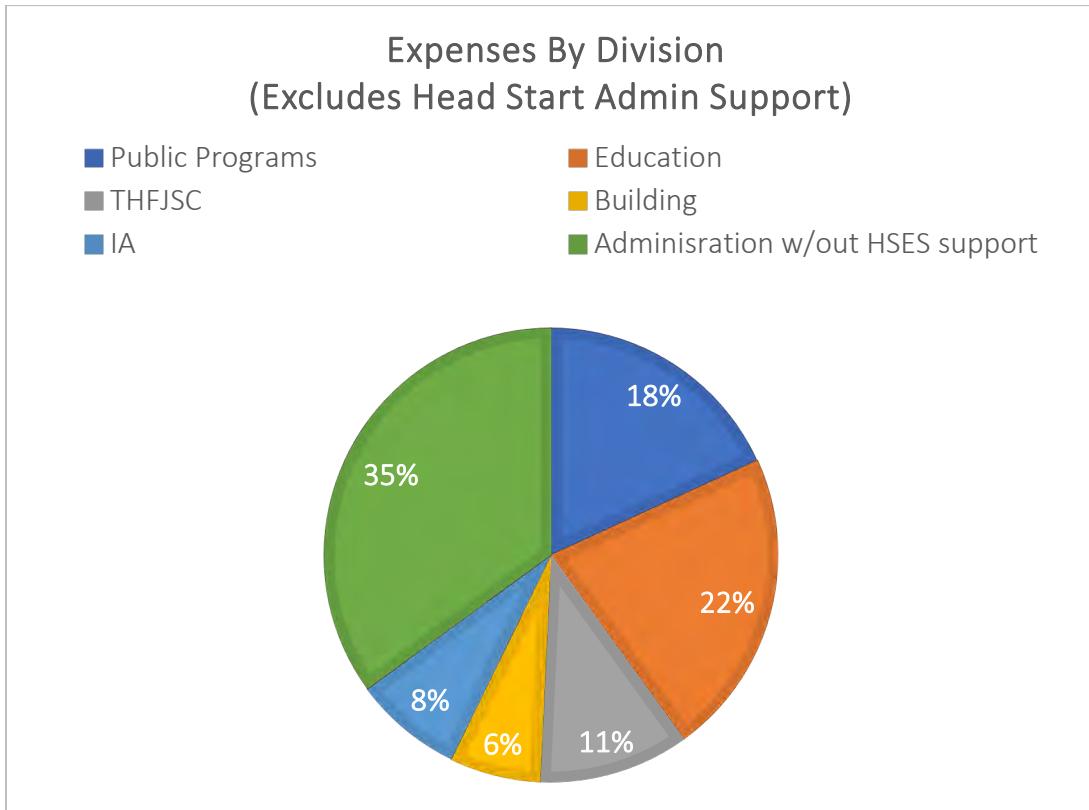
Staff by Division -Excludes Head Start Admin support	FY22 Wage/Bonus/Fringe	FTE	Total FTE %
Public Programs	422,501	5.75	24%
Education	367,681	4.75	20%
IA	242,500	3.00	13%
HFJSC	164,063	2.50	11%
CEO	312,500	1.00	4%
HR	271,250	2.00	9%
Finance	201,459	1.50	6%
Admin	547,300	2.00	9%
Building	55,250	1.00	4%
Total	\$ 2,584,504	23.50	100%

Staff By Division

■ Public Programs ■ Education ■ IA
 ■ HFJSC ■ CEO ■ HR
 ■ Finance ■ Admin ■ Building



Expenses by Division:



Expense Budgets by Division	Amount	% of total expense
Public Programs	914,638	18%
Education	1,101,098	22%
THFJSC	539,602	11%
Building	324,750	6%
IA	390,500	8%
Administration w/out HSES support	1,764,509	35%
Total	\$ 5,035,096	100%

Change in Net Assets and Capital Expenses

Change in Net Assets:

	LEH FY22 Budget	LEH FY21 Budget	LEH FY21 Projection
Change in Net Assets	\$ 271,588	\$ 455,662	\$ 930,204

Capital Expenditures in FY22 Budget:

	Expenditures FY22	FY21 Actual
Balance Sheet/Capital Expenditures TOTAL	203,858	1,300,000
The Helis Foundation John Scott Center Construction Phase II	116,858	1,100,000
Capital Expenditure (Building)	87,000	200,000

See the THFJSC construction budget for details.

Turner Hall Building capital expenses represent continuing implementation of the long-term capital improvements plan the Finance Committee board members put in place in 2019. This year LEH will be addressing HVAC related improvements for the 3rd/4th floors (Covid related) and continued structural stabilization of the building.

LEH/PTI Combined Budget Summary

For Review and Vote

Combined Statement of Activities:

Revenues	FY22 Budget	FY21 Budget
LEH+Building	5,314,276	4,841,287
Head Start	15,522,778	17,636,701
Whole Org	20,837,054	22,477,988
Expenses		
LEH+Building	5,031,633	4,379,750
Head Start	15,522,778	26,793,694
Whole Org	20,554,411	31,173,444
LEH Change in Net Assets from Operations	\$ 271,588	\$ 455,662

Proposed Capital Expenditures:

	Expenditures FY22	FY21 Actual
Balance Sheet/Capital Expenditures TOTAL	203,858	1,300,000
The Helis Foundation John Scott Center Construction Phase II	116,858	1,100,000
Capital Expenditure (Building)	87,000	200,000

Proposed FY22 Personnel wage increase plan:

FY22 Wage Increase Proposal			
	Below 80K	Over 80K	Total
Base total	836,184	880,000	1,716,184
Base increase%	3%	3%	
Base Increase \$	25,085.53	26,400.00	51,486
Variable Comp %	3%	3%	
Variable Comp \$	25,085.53	26,400.00	51,486
Total pool	\$ 50,171	\$ 52,800	\$ 102,971
distributed 1st Quarter	50,171		
distrubuted end of 3rd Quarter		52,800	

Action steps:

1. Finance Committee reviews and recommends FY22 budget to Executive Committee with any requests for research or revision
2. Executive Committee reviews and recommends FY21 budget to the LEH Board or returns to Finance Committee for further review prior to submission to LEH Board
3. LEH Board reviews and votes on budget

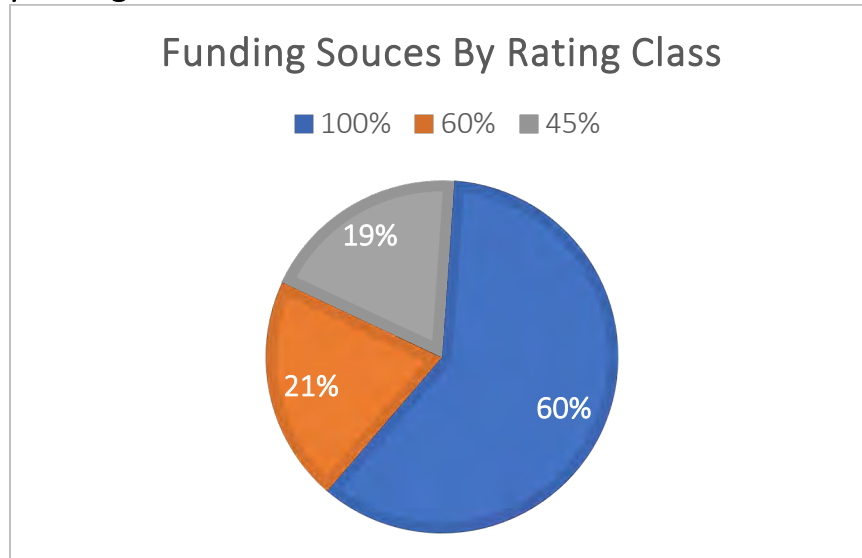
EXHIBIT A: Revenue Detail

Revenue Accounts	LEH FY22 Budget	LEH FY21 Budget	LEH FY21 Projection
RESTRICTED GRANTS AND GIVING	2,785,206	2,927,441	2,462,704
Foundation Grant Revenue - TR	970,992	720,007	127,750
State Grant Revenue - TR			358,722
Corporate Grant Revenue - TR	202,500	571,616	126,897
Federal Grant Revenue - TR	1,598,715	1,611,618	1,836,335
Board Contributions - TR	-	11,200	
EndowmentCFNLA - Disbursement	13,000	13,000	13,000
UNRESTRICTED GIVING	150,000	120,000	172,119
Individual Contributions - UR	100,000	100,000	113,119
Board Contributions - UR	50,000	20,000	59,000
EVENTS	24,790	121,000	-
Sponsorship Income - UR	-	50,000	
Table Income - UR	-	35,000	
Ticket Income - UR	-	11,000	
Auction Income - UR	-	25,000	
Admissions Income - UR	16,750		
Event Income - UR	8,040		
EARNED	1,002,909	466,134	406,832
Licensing Revenue - UR	54,000	50,000	32,500
Contractual / Service / Consulting Revenue - UR	373,500	-	6,580
Advertising Revenue - UR	82,000	65,000	97,536
Single Copy Sales Revenue - UR	2,200	1,200	2,500
Subscription Revenue - UR	34,000	30,000	37,694
Book Sale Revenue - UR	-	1,000	272
Rent Income - UR	317,109	318,934	229,750
Other Revenue - UR	140,100	-	
INVESTMENT INCOME			907,664
INDIRECT SUPPORT	1,351,371	1,206,712	1,300,602
Indirect Support (Ouachita+Lafayette) - UR	1,351,371	1,206,712	
Total Revenues	5,314,276	4,841,287	5,249,921
COGS	11,055	5,875	94,000
Gross Profit	\$ 5,303,221	\$ 4,835,412	\$ 5,155,921

EXHIBIT B: FY22 Secured and Potential Funding Sources

LEH compiles a schedule of all funding applications that are either in process or anticipated. The tables below cite the “original ask” and then apply a probability % of receiving. As noted earlier, a new metric has been introduced to provide more insight into the nature of each application. The Finance Committee requested that the Revenue assumptions be broken out into more detail – to reflect the relative risks in the assumptions.

By Probability Rating:

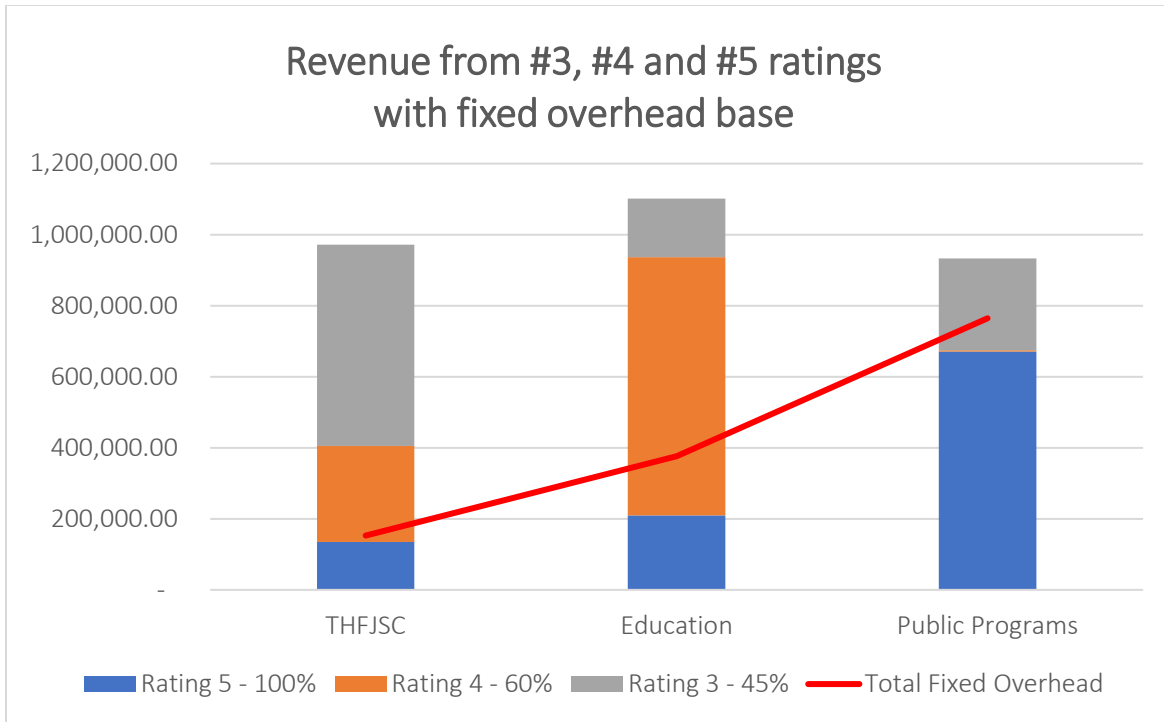


Rating Legend					
Categories	Rating	% Assigned	Total Count	Total Requested	Net Projected
Funds Awarded	5	100%	23	3,257,308	3,257,308
High Probability, Relationship Established, Follow Up Complete	4	60%	17	1,866,751	1,120,051
Medium Probability, Relationship Established, Highly Competitive	3	45%	14	2,393,706	1,034,418
		Totals	54	7,517,765	5,411,776

Revenue/Fixed Overhead Risk Assessment:

The Finance Committee requested a table/exhibit which illustrated the relative rewards/risks of the assumptions when fixed overhead costs are layered on. There are two graphs below:

Revenues by Rating Totals and Department				
Department	Rating 5 - 100%	Rating 4 - 60%	Rating 3 - 45%	Total
THFJSC	135,148.44	270,000.00	566,420.96	971,569.40
Education	209,797.00	727,050.60	164,250.00	1,101,097.60
Public Programs	671,237.01	3,000.00	258,746.85	932,983.86
Building	317,109.00	-	-	317,109.00
IA	150,000.00	-	-	150,000.00
Admin	1,721,516.50	120,000.00	-	1,841,516.50
Totals	\$ 3,204,807.95	\$ 1,120,050.60	\$ 989,417.81	\$ 5,314,276.36



Revenue/Overhead with all 3 rating categories along with the projected fixed overhead:

- a. Base line essential fixed expenses are included in the red expense line
- b. HFJSC and Education do not need any category 3 (grey) potential grants to cover their base fixed overhead. Public Programs does need some category 3; however it has the highest amount of category 5 revenue (blue).

Pending/Upcoming applications by Division:

Pending/Upcoming Projected Income - By Division			
Division	Overall		
	Original Ask	Probability %	Projected Net
1. HFJSC	1,708,713.25	49%	836,420.96
2. Education	1,486,751.00	56%	837,300.60
3. Content	579,993.00	45%	261,746.85
4. Building	-		-
5. IA	-		-
6. Admin	200,000.00	60%	120,000.00
TOTAL	\$ 3,975,457.25	52%	\$ 2,055,468.41

All Projected Income including awarded/earned:

ALL Projected Income - By Division			
Division	Original Ask	Probability %	Projected Net
1. HFJSC	1,843,861.69	53%	971,569.40
2. Education	1,786,548.00	62%	1,101,097.60
3. Content	1,251,230.01	75%	932,983.86
4. Building	317,109.00	100%	317,109.00
5. IA	150,000.00	100%	150,000.00
6. Admin	1,921,516.50	96%	1,841,516.50
TOTAL	\$ 7,270,265.20	73%	\$ 5,314,276.36

The Helis Foundation John Scott Center Construction & Operating Budgets

THE HELIS FOUNDATION JOHN SCOTT CENTER CONSTRUCTION				
Phase 1 through 3.0	Amount	HFJSC Project	Flood protection (FEMA)	Building infrastructure (Turner Bldg)
Architectural Fees	\$105,000	\$105,000		
Phase 1 - demolition	\$93,400	\$65,380		\$28,020
Phase 2 - Center envelope	\$997,400	\$997,400		
Phase 2 - Center Change Orders	\$120,447	\$96,358	\$12,045	\$12,045
Phase 2 flood protection additional costs				
Phase 2.5 flood + ADA	\$296,708		\$222,531	\$74,177
Administrative Costs - Phase 1 through 2.5	\$120,000	\$120,000		
Phase 3: FFE estimates (see detail below)	\$359,740	\$ 359,740		
Costs to Public Opening of Center	\$2,092,695	\$1,743,878	\$234,576	\$114,242
Funding Sources				
Helis Foundation	\$500,000	\$ 500,000		
State of LA Capital Outlay	\$500,000	\$ 500,000		
NEH	\$248,595	\$ 248,595		
NEA	\$25,000	\$ 25,000		
FEMA	\$238,000		\$238,000	
Turner Building rent/reserves	\$114,242			\$114,242
Other Funding				
Board Donations	\$100,000	\$ 100,000		
Other Capital Campaign	\$50,000	\$ 50,000		
Sharp Funding	\$50,000	\$ 50,000		
Historic Tax Credit estimate	\$150,000	\$ 150,000		
Total Funding	\$1,975,837	\$ 1,623,595	\$ 238,000	\$ 114,242
Net Funding Gap @ 2022 Public Opening	-\$116,858	\$ (120,283)	\$ 3,424	\$ -

HFJSC Operating Budget:

- **FY22 Budget total** represents a partial operational year based on opening date. These expenses are pro-rated based on a partial year.
- **The Baseline Fixed Expenses** represent line items that are fixed and not likely subject to elimination in case of funding shortfalls. The other expenses are variable and could be eliminated in the case of underfunding.

HFJSC Expenses	FY22 budget total	Baseline Fixed Expenses	Notes
Tota Personnel (wages/benefits)	164,063.40	114,844.38	See Note 1
Business insurance Expense	5,000.00	5,000.00	
Telecommunications Expense	1,000.00	1,000.00	
Marketing/Collateral Expense	10,000.00		
Supplies - Office Supplies	5,000.00	2,500.00	
Supplies - IT Software	2,000.00	2,000.00	
Supplies - Other	32,440.20	16,220.10	
Equipment Expense - Other	2,500.00		
Printing - Marketing	3,500.00		
Repairs & Maintenance - General	7,500.00	3,750.00	
Rent	72,108.90		See Note 2
Other Occupancy	17,500.00	8,750.00	IT related to center
Miscellaneous expenses	900.00		
Indirect Expense Allocation	6,984.02		
TOTAL EXPENSES	330,496.52	154,064.48	See Note 3

Additional Notes:

1. Baseline assumes deferring hiring one of the 3 positions
2. Occupancy is the rent & common area maintenance charge that LEH/Turner Building would assess the Center. Since it is an internal exchange of funds, the accountants/auditors zero this number out. However, it should be noted that the Turner Building has foregone rent income from the first floor to make way for the center
3. Total Baseline Expenses represent the committed expenses that the center is projected to incur in Yr1 and not subject to reduction.

TAB 3

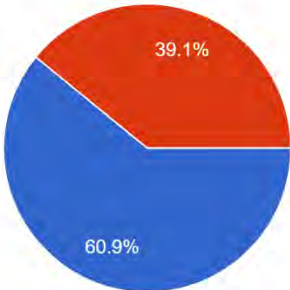
EXECUTIVE DIRECTOR REPORT

- FY 21 Board Selected Humanities Awardees
- Recent Re grants and Program Updates

2021 Internally Selected Humanities Honorees

Category 1: Humanist of the Year

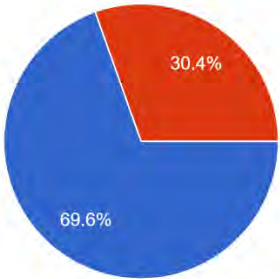
23 responses



- Ruby Bridges Hall
- Chef John Folse

Category 2: Champion of Culture

23 responses



- John Barbry
- John and Donna Cummings

Category 3: Chair's Award for Institutional Support

23 responses



- Union Pacific Foundation

LEH Awards \$500,000 in Louisiana Culture Care Fund Grants

Between June 10 and July 8, 2021, the Louisiana Endowment for the Humanities awarded \$500,000 in general operating support grants to 61 humanities-based organizations across 25 parishes through the Louisiana Culture Care Fund (LCCF). Made possible by funding from the National Endowment for the Humanities and the federal American Rescue Plan Act, LCCF awards provide emergency relief to humanities organizations impacted by the COVID-19 pandemic. For more information about the program, visit leh.org.

Abita Springs Trailhead Museum

St. Tammany Parish; \$3,000

Acadian Memorial Foundation, Inc.

St. Martin Parish; \$3,000

Acadian Museum

Vermilion Parish; \$3,000

Alexandria Museum of Art

Rapides Parish; \$15,000

Alliance Française de La Nouvelle-Orléans (AFNO)

Orleans Parish; \$7,000

Amistad Research Center

Orleans Parish; \$15,000

Arna Bontemps Foundation, Inc.

Rapides Parish; \$3,000

Association for Preservation of Historic Natchitoches

Natchitoches Parish; \$10,000

Bayou Country Children's Museum

Lafourche Parish; \$7,000

Bayou Lafourche Folklife & Heritage Museum

Lafourche Parish; \$3,000

Chennault Aviation & Military Museum

Ouachita Parish; \$10,000

Children's Museum of Acadiana

Lafayette Parish; \$3,000

Coushatta Tribe of Louisiana

Allen Parish; \$10,000

Emy-Lou Biedenharn Foundation

Ouachita Parish; \$15,000

Festival of Words Cultural Arts Collective

St. Landry Parish; \$3,000

Guardians Institute

Orleans Parish; \$3,000

HARK

Caddo Parish; \$3,000

Herbert S. Ford Memorial Museum, Inc.

Claiborne Parish; \$3,000

Hermann-Grima + Gallier Historic Houses

Orleans Parish; \$10,000

Imperial Calcasieu Mardi Gras Museum

Calcasieu Parish; \$3,000

Imperial Calcasieu Museum

Calcasieu Parish; \$5,000

Lafayette Museum

Lafayette Parish; \$3,000

Lafayette Parish Bayou Vermilion District

Lafayette Parish; \$8,000

Lake Ponchartrain Basin Maritime Museum

St. Tammany Parish; \$12,000

Louisiana Art & Science Museum

East Baton Rouge Parish; \$10,000

Louisiana Military Museum

Vermillion Parish; \$3,000

Louisiana Naval War Memorial Commission

East Baton Rouge Parish; \$15,000

Louisiana State Penitentiary Museum Foundation

West Feliciana Parish; \$10,000

LSU in Shreveport Foundation Spring Street Museum

Caddo Parish; \$10,000

Midlo Center for New Orleans Studies

Orleans Parish; \$7,000

Museum of the Southern Jewish Experience

Orleans Parish; \$10,000

National Food and Beverage Foundation

Orleans Parish; \$12,000

Neighborhood Story Project

Orleans Parish; \$7,000

New Iberia Museum Foundation

Iberia Parish; \$10,000

New Orleans Film Society

Orleans Parish; \$10,000

New Orleans Jazz Museum

Orleans Parish; \$15,000

New Orleans Museum of Art

Orleans Parish; \$10,000

Northeast Louisiana Children's Museum

Ouachita Parish; \$5,000

NOVAC

Orleans Parish; \$7,000

One Book One New Orleans

Orleans Parish; \$3,000

Pointe Coupee Historical Society

Pointe Coupee Parish; \$7,000

Preservation Resource Center of New Orleans

Orleans Parish; \$10,000

Prospect New Orleans

Orleans Parish; \$5,000

Regional Military Museum

Terrebonne Parish; \$7,000

River Road Historical Society

St. Charles Parish; \$15,000

Rural African American Museum Cultural Tourism Center

St. Landry Parish; \$3,000

Schepis Museum

Caldwell Parish; \$3,000

Shadows-on-the-Teche, National Trust Historic Site

Iberia Parish; \$10,000

Southern Forest Heritage Museum

Rapides Parish; \$10,000

Tennessee Williams/New Orleans Literary Festival, Inc.

Orleans Parish; \$10,000

Terrebonne Historical & Cultural Society

Terrebonne Parish; \$7,000

The Whitney Institute

St. John Parish; \$20,000

Union Museum of History and Art

Union Parish; \$3,000

United Houma Nation

Lafourche Parish; \$13,000

Video Veracity, Inc.

Orleans Parish; \$10,000

West Baton Rouge Museum

West Baton Rouge Parish; \$20,000

WWNO New Orleans Public Radio

Orleans Parish; \$15,000

Zigler Art Museum Foundation

Jefferson Davis Parish; \$10,000

**Zydeco Historical & Preservation Society,
Inc.**

St. Landry Parish; \$3,000

Rebirth Festival Grants
Tuesday, September 21, 2021

Applications Reviewed 19
Grants Awarded 9
Application-to-Award Ratio 47%

Total Amount Requested From Applicants \$229,168.00
Total Amount Awarded \$62,050.00
Funding Ratio 27%

Number of Parishes Represented in Applicant pool 9
Number of Parishes Represented in Grantee pool 8

Grants Awarded

Baton Rouge Blues Festival and Foundation

Backstage at the Blues Fest

East Baton Rouge
Baton Rouge, LA
\$6,500.00

Friends of A Studio in the Woods

Humanities programming at the 2021 and 2022 FORESTival: A Celebration of Art and Nature at A Studio in the Woods

Orleans
New Orleans, LA
\$3,900.00

HARK

Vibrantly Marked: Clementine Hunter's World

Caddo
Rodessa, LOUISIANA (LA)
\$7,500.00

The Iberia Cultural Resources Association

Books Along the Teche Literary Festival

Iberia
New Iberia, Louisiana
\$4,500.00

Louisiana Military Museum

Louisiana Military Museum Veteran Heritage Festival

Vermilion
Abbeville, Louisiana
\$8,000.00

Rayne Chamber of Commerce and Agriculture

Rayne Frog Festival, 50th Anniversary

Acadia

Rayne, LA

\$10,500.00

Tennessee Williams/New Orleans Literary Festival

Tennessee Williams/New Orleans Literary Festival, 36th annual event, March 23-27, 2022

Orleans

New Orleans, LA

\$7,500.00

Vermilionville Living History Museum Foundation Inc

Culture Days at Vermilionville

Lafayette

Lafayette, LA

\$5,650.00

West Baton Rouge Historical Association (dba West Baton Rouge Museum)

SugarFest 2022

West Baton Rouge

Port Allen, LA

\$8,000.00

Museum on Main Street *Voices and Votes* Award Summary

Applications Reviewed 9

Grants Awarded 6

Applicant-to-Award-Ratio 67%

Total Amount Requested from Applicants \$36,000.00

Total Amount Awarded \$24,000.00

Funding Ratio 67%

Number of Parishes Represented in the Applicant Pool 9

Number of Parishes Represented in the Award Pool 6

Denham Springs Main Street at the Old City Hall

Museum on Main Street *Voices and Votes*

Livingston

Denham Springs, LA

\$4,000.00

Lincoln Parish Library

Museum on Main Street *Voices and Votes*

Lincoln

Ruston, LA

\$4,000.00

Louisiana Political Museum

Museum on Main Street *Voices and Votes*

Winn

Winnfield, LA

\$4,000.00

Louisiana's Old State Capitol

Museum on Main Street *Voices and Votes*

East Baton Rouge

Baton Rouge, LA

\$4,000.00

Shreve Memorial Library

Museum on Main Street *Voices and Votes*

Caddo

Shreveport, LA

\$4,000.00

Zigler Art Museum

Museum on Main Street *Voices and Votes*
Jefferson Davis
Jennings, LA
\$4,000.00

NOMINATING & STRATEGIC PLANNING COMMITTEES REPORT

Nominating & Strategic Planning Committee Actions

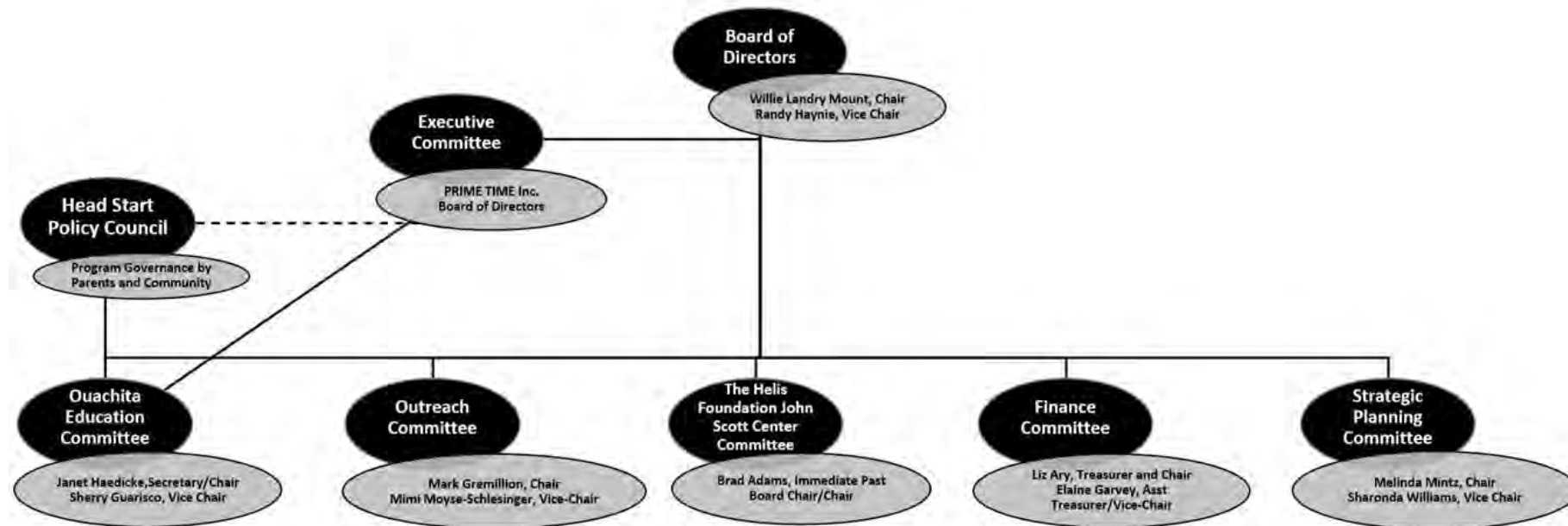
- Term Renewals
- Officers and Leadership Slate
- New Board Member Nominees
- FY 22 Board Calendar

Recommendations from Nominating & Strategic Planning Committees

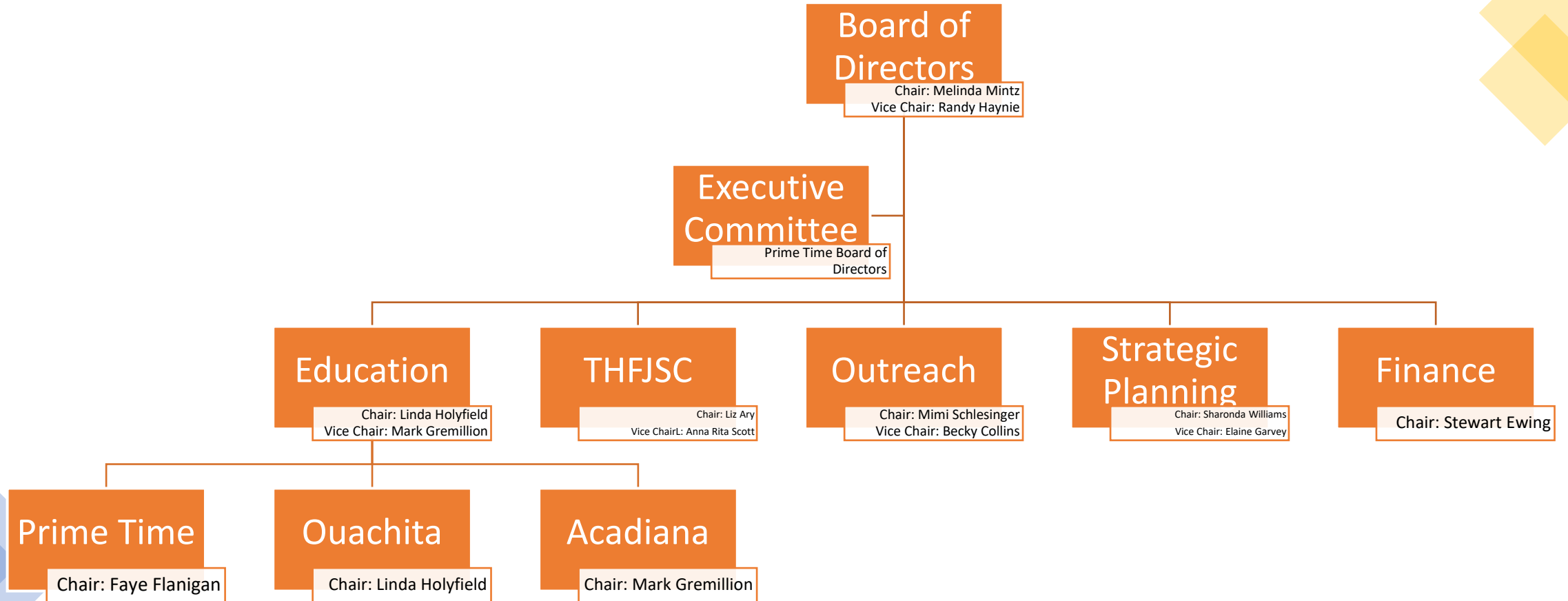


Current Board Committee Structure

FY 2020-21



Proposed Board Committee Structure-FY 22



Proposed Term Renewals

Liz Ary	11/1/2021-10/31/2024
Elaine Garvey	11/1/2021-10/31/2024
Sharonda Williams	11/1/2021-10/31/2024

Proposed FY 2022 BOARD LEADERSHIP

EXECUTIVE COMMITTEE MEMBERS

- | | |
|----------------------|---|
| 1. Melinda Mintz* | Board Chair |
| 2. Randy Haynie* | Board Vice-Chair |
| 3. Stewart Ewing* | Treasurer & Finance Committee Chair |
| 4. Liz Ary* | Secretary & THFJSC Committee Chair |
| 5. Sharonda Williams | Strategic Planning Committee Chair |
| 6. Elaine Garvey | Strategic Planning Committee Vice-Chair |
| 7. Anna Rita Scott | THFJSC Committee Vice-Chair |
| 8. Linda Holyfield | Education Committee Chair |
| 9. Mark Gremillion | Education Committee Vice-Chair |
| 10. Mimi Schlesinger | Outreach Committee Chair |
| 11. Becky Collins | Outreach Committee Vice-Chair |
| 12. Willie Mount | Immediate Past Chair |

*Officers for FY 22& 23: Melinda Mintz (Chair), Randy Haynie (Vice Chair), Stewart Ewing (Treasurer), Liz Ary (Secretary)

Proposed New Board Member Nominees

Arman Sadeghpour, New Orleans-nominated by Dorian Bennett

Amel Shamieh, Lake Charles-nominate by Willie Mount

Chanler Holden Mittendorf, Baton Rouge-Gubernatorial Appointee

Kathy Victorian, Baton Rouge-nominated by Sherry Guarisco

Tonya Bolden Ball, Lafayette-nominated by Sharonda Williams

Proposed FY 2022 Board Calendar

- **Full Board Meetings: Quarterly**
- Friday, November 19, 2021; 9:00 -11:00 am
- Friday, March 4, 2022; 9:00 – 11:00 am
- Friday, June 10, 2022; 9:00 -11:00 am
- Friday, October 7, 2022; 9:00 -11:00 am
- **Executive Committee Meetings: Monthly**
- Friday, January 28, 2022; 11:00 am-Noon
- Friday, February 18, 2022; 11:00 am-Noon
- Friday, April 22, 2022; 11:00 am-Noon
- Friday, May 20, 2022; 11:00 am-Noon
- Friday, July 22, 2022; 11:00 am-Noon
- Friday, August 26, 2022; 11:00 am-Noon
- Friday, September 23, 2022; 11:00 am-Noon
- **Events:**
- New Board Member Orientation: Thursday, November 18, 2021; 12:00 pm – 1:30 pm @ Online
- *SESSION 1—Head Start Governance Training: Thursday, December 2, 2020; 9-10 am @ Online
- *SESSION 2—Head Start Governance Training: Friday, December 3, 2020; 9-10 am @ Online

Candidate: AMAL SHAMIEH
Nominated by: WILLIE L MOUNT

From: [Willie Mount](#)
To: [Miranda Restovic](#); [Melinda Mintz](#)
Subject: Nomination of Amal Shamieh
Date: Tuesday, August 10, 2021 12:45:52 PM

Miranda and Melinda:

It is my honor to nominate Amal Shamieh for consideration by the LEH Nominating Committee. We have been friends for 40 years and she is a tremendous community advocate. She has the community experience and willingness for serve on the board. Amal is passionate about serving others and will truly make a difference!!!

Sincerely,

Willie

From: [Amal Shamieh](#)
To: [Willie Landry Mount](#); [Miranda Restovic](#)
Subject: LEH Board Nomination
Date: Tuesday, August 10, 2021 1:30:39 PM

“Improving the health and the quality of life of the people across Louisiana.” That has long been a goal of mine. As President of the Calcasieu Parish Medical Society Alliance I worked on many programs to make a difference in the health of our citizens.

My term of office as State President of Louisiana Medical Society Alliance was very busy but very gratifying.

In my travel around the Country and this State I coordinated and promoted with Alliance members projects to meet the health needs of their communities. Whether it meant “Save-a-Shelter” or promote the “Save Today” program to fight against violence and abuse- developing a brochure on teen suicide or sexuality and promoting teen pregnancy prevention campaign, everyone was committed to meeting the needs of their communities.

It is sad to report that the United States ranks 1st among industrialised nations in violent deaths. Violence is more than a National Public Health Epidemic- it is America’s number one Public Health Crisis. And as a nation we are still struggling to control it.

The Alliance has identified societal violence as one of our country’s most troubling problems and resolved to do it’s part to combat domestic and school violence. These school programs addressed issues such as Bullying, conflict resolution, and violence in the home.

Health literacy is the ability to read, understand, and carry out health care information and instruction, a problem for 90 million Americans. This inability costs our healthcare industry a staggering 73 billion dollars in care for patients who are adversely affected by low health literacy rates. A health awareness promotion award was developed that would recognise parish projects on literacy.

I strongly believe that we need to think creatively and make change necessary to ensure that we continue to make a difference not only in healthcare, but also changes in the educational and cultural outcome of this great country. I am looking forward to be part of this outstanding organization and I am ready to serve.

Sent from my iPhone

From: [Amal Shamieh](#)
To: [Willie Landry Mount](#); [Miranda Restovic](#)
Subject: Curriculum vitae
Date: Tuesday, August 10, 2021 2:08:30 PM

Amal Harb Shamieh
Born Oct, 29th in Jerusalem
Married to Dr Fayez K. Shamieh, Neurology, Lake Charles, Louisiana
2 Sons-
Dr Samer Shamieh, Orthopedic Spine Surgeon- Disc of Louisiana, Covington, Slidell, Hammond, Metairie and Houma Louisiana.

Ramez Shamieh, Attorney
Law firm- Shamiehlaw
Dallas, Tx

Education-
Birzeit University
McNeese State University
Liberal Arts and was working on my Masters in Psychology.

- Past President of the Calcasieu Parish Medical Society Alliance
- Past State President of the Louisiana Medical Society Alliance
- 3rd Vice President of Southern Medical Society Alliance
- 2nd Vice President of SMAA
- 1st Vice President of SMAA

-Past President of the Board of the American Heart Association.

-Junior League of Lake Charles, Member/Sustainer

-Past Board Member of Christus/ St Pat's Hospital Foundation.

Co- Chaired- Episcopal Day School Fundraiser.
Co- Chaired- Black-Tie Gala for the Clacasiu Community Clinic of Lake Charles Louisiana

Volunteer- Physician's for Peace Medical Missions to the Holy Land.

Present- Co- Managing
My husband's medical practice- Neuro Associates in Lake Charles, LA
- Disc of Louisiana my son's medical practice.

The Proudest achievement:
I am the Grandmother of 9 month old grandson Zealand Fayez and 2 month old granddaughter Sasha Love Shamieh.

Sent from my iPhone

Candidate: Arman Sadeghpour
Nominated by: Dorian Bennett

From: [Dorian Bennett](#)
To: [ARMAN SADEGHPOUR](#)
Cc: [Miranda Restovic](#)
Subject: Arman's recommendation for LEH Board
Date: Wednesday, August 4, 2021 6:08:00 PM

Over the past several years I have served with Arman on a number of Tulane focused boards and am pleased to include in my group of quality friends. I personally believe that LEH would greatly benefit from Arman being on its board. Thanks, Dorian

Dorian M. Bennett
Founder
Dorian Bennett Sotheby's International Realty
617 Julia St.
New Orleans, LA 70130

t [504.944.3605](tel:504.944.3605)
f [504.948.3401](tel:504.948.3401)
c [504.236.7688](tel:504.236.7688)
www.dbsir.com

From: [ARMAN SADEGHPOUR](#)
To: [Miranda Restovic](#)
Cc: [Dorian Bennett](#); [Arman Sadeghpour PhD](#)
Subject: Re: Arman's recommendation for LEH Board
Date: Wednesday, August 11, 2021 1:59:05 PM
Attachments: [ARMAN SADEGHPOUR RESUME.pdf](#)

Dear Miranda,

Please find my updated resumé and statement of interest to serve on the LEH board (below) and attached to this email. I apologize it took me so long but there was quite a bit of updating that needed to happen. I spoke with Stephanie (the chair of the strategic planning committee) this morning and she's great. I look forward to working with the LEH board, you, and your team!

All the best,

Arman Sadeghpour PhD
Chair, Newcomb Art Museum of Tulane University

Dear LEH,

It is with great pleasure that I write this statement of interest to serve on the LEH advisory board. I was introduced to the LEH's work by Dorian Bennett and have been a fan of Miranda's work and the organization ever since. Despite my intense and practical science background and upbringing as the son of two physicians, my heart has always been with the arts and humanities. It is at the core of my soul and what truly motivates me as a human being. I have a keen interests in graphic design, painting, sculpture, photography, furniture design, architecture, fashion, and classical piano. I was exposed to experimental science and classical piano at a young age and realize the impact that early childhood exposure to STEM, the arts, and culture can have in transforming one's destiny.

I have been fortunate to serve on the board of the GNO Science and Engineering Fair and the Newcomb Art Museum board since 2013 and have learned a lot from both of these institutions. The Newcomb pottery enterprise taught me how the women of Newcomb successfully combined the arts and entrepreneurship to inspire true social change. Their enterprise has taught me the importance of these ideals and the **fulfillment of living a life inspired by one's creative vision**. Serving on the GNOSEF has also re-enforced my belief in the practical importance of a STEM education. I hope that I can help bring that creative spirit and sense of practical balance to the LEH in some way to help inspire Louisiana's next great generation. If selected, I look forward to working with the LEH board, Miranda, and her team during these very exciting times for the organization.

Most Sincerely,

Arman Sadeghpour PhD
Chair, Newcomb Art Museum of Tulane University

On Aug 4, 2021, at 6:09 PM, Miranda Restovic <restovic@leh.org> wrote:

Arman Sadeghpour Ph.D.

Education

Ph.D. Bioinformatics, Tulane University Board of Regents Fellow	2001-2007
MS Computer Science, Tulane University	2004-2006
BS Bachelor of Science, Tulane University Psychology (neuroscience)	1992-1996
BA Bachelor of Arts, Tulane University French / minor in Art Studio (glass)	1992-1996

Experience

President & CEO, Theodent, Co-founder, Board Member	2007-2020
Responsible for the day-to-day operations of Theodent www.theodent.com , an innovative oral care company specializing in patented non-fluoride based oral care products. Responsible for patent submission, patent prosecution, trademark submissions, fundraising, website & e-commerce development, product branding, industrial design, commercial / video production, formulation development, contract negotiations, & sub-contractor relations.	
Tulane Alumni Association, President / Board Emeritus	2012-current
President	2018-2019
Executive Board	2016-2020
SSE Board Representative	2012-2016
Newcomb Art Museum, Chair	2018-current
Board Member	2013-current
GNO Science and Engineering Fair Board	2014-current
Moscow Nights, Board Member	2007-current
Board of Regents Fellow – Tulane University	2001-2007
Multimedia Producer, JRL Enterprises	1997-2001
Responsible for all aspects of digital video production of educational content for web and hard copy delivery.	
Professional Photographer	1996-2007
Proficient in professional photography ranging from digital to film to custom processes. Digital arsenal includes a Hasselblad H3D-31 and Canon 5D-Mark II & Mark III. Analog equipment includes Leica M6 (rangefinder), Hasselblad 203-fe, & Leica R8. Also proficient in photographic lighting techniques with all Profoto™ lighting.	

Awards

Tulane 34 Award : Tulane University 2007 – The Tulane 34 award is presented to 34 graduates who have distinguished themselves throughout their collegiate life at Tulane University. Students are recognized for their exemplary leadership, service, and academic excellence. Named for the year in which the university was founded, 1834, Tulane 34 is among the most coveted university wide honors bestowed among students.

Gary Lawton Fretwell Leadership Award : Tulane University 2003-2004

Red Dot Product Design Award Winner 2012 for Theodent Classic & 300 Toothpaste

Tube of the Year winner for Theodent Toothpaste 2012 : The Tube Council

International Packaging Design Award IPDA Winner 2014 for Theodent Kids Toothpaste-Personal Care Mass (Beat Crest “BE” toothpaste” - a Procter & Gamble product)

International Packaging Design Award IPDA Winner 2014 for Theodent Kids Toothpaste-Grand Prize “Best of the Best” (Won Grand price across all categories)

Languages

English, French, Farsi

Publications

First Inventor / Author on 28 patents issued worldwide (3 US patents and 25 patents awarded internationally including Italy, France, Germany, Spain, U.K., Japan, Russia etc... (patent portfolio available upon request)

Wilson, P., Hurst, J., Stuart, D. Sadeghpour, A., 2015. *Chocolate and Health: Chemistry, Nutrition, and Therapy*, United Kingdom: Royal Society of Chemistry. (authored the book chapter on Dental health benefits)

WO2014152158 - “Theobromine Compositions Useful for Increasing Fetal Weight Gain and Enhancing Bone Properties” A. Sadeghpour, T. Nakamoto Sept, 2014.

“Remineralization of Artificial Enamel Lesions by Theobromine” B.T. Amaechi, N. Porteous, K. Ramalingam, P.K. Mensinkai, R.A. Ccahuana Vasquez, A. Sadeghpour, T. Nakamoto. *Caries Research* (2013) 47: 399-405.

WO 2013191763 A1 – “Compositions Containing Theobromine and Their Use in Treating Tooth Hypersensitivity” A. Sadeghpour, T. Nakamoto Dec, 2013.

WO 2011100671 A3 – “Methods and Compositions to Improve the Mechanical Resistance of Teeth” A. Sadeghpour, T. Nakamoto Dec, 2011.

“A Neural Network Analysis of Theobromine vs Fluoride on the Enamel Surface of Human Teeth: An Experimental Case Study with Strong Implications for the Production of a New Line of Revolutionary and Natural Non-Fluoride Based Dentifrices” Tulane University Ph.D. Thesis, 2007.

“Combined effects of caffeine and alcohol during pregnancy on bones in newborn rats” T.S. Case, M.J. Saltzman, J. Cheuk, M. Yazdani, A. Sadeghpour, D. Albrecht, M.J. Rossowska, T. Nakamoto. *Res Exp Med* (1996) 196: 179-185.

“The effects of caffeine exposure on the proliferation of rat osteoblast-like cells” Y. Kamagata-Kiyoura, G. Cheuk, M. Yazdani, M. Ohta, A. Sadeghpour, and T. Nakamoto. *FASEBJ* 11: 2447, 1997.

"La Poésie de la vie" - Recorded, produced, and published this classical piano recording for the Downman endowed Classical Piano Chair of Music at Tulane University, Faina Lushtak.

"Original Piano Compositions for Children & Adults" - Recorded, produced, and published this classical piano recording for the Downman endowed Classical Piano Chair of Music at Tulane University, Faina Lushtak.

Press

Baby Sussex, "The Unbelievable Tooth", by Robert Jobson / Royal Correspondent	May 6th, 2020
Bloomberg - The \$100 toothpaste is here	September 24th, 2019
New York Times - "Luxury Oral Care"	September 12th, 2019
New York Times - "Marc Cuban buys Theodent toothpaste 36 tubes at a time"	October, 27th, 2017
GOOP / Gwyneth Paltrow - Holiday gift guide	Holidays, 2016
Harper's Bazaar España - "Toothpaste, That Object of Desire"	March 2016
Elle Canada - "10 Luxe toothpastes to inspire brushing"	April 5th, 2016
Wall Street Journal - "Theobromine the Chocolate-Based Active Ingredient in Theodent™ Toothpaste Works Better than Fluoride to Strengthen Teeth"	April 30th, 2014
Bloomberg BusinessWeek - "Better Brushing"	April 27th, 2014
The New York Times - "Luxury Oral-Care"	April 16th, 2014
Santé Nature Innovation - "Enfin Un Dentifrice Au Chocolat"	Dec 16th, 2013
Mercola.com - "Better For Your Teeth Than Fluoride"	Nov 19th, 2013
Medscape - "Chocolate-Based Toothpaste Re-mineralizes Enamel"	Nov 8th, 2013
Into the Gloss - "\$100 Toothpaste: A Review"	June 20th, 2014
Cosmetics Design - "Winners Announced for the IPDA at HBA"	June 17th, 2014
UBM / HBA Global - "Outstanding Packaging Design Recognized"	June 11th, 2014
Dentistry IQ - "Chocolate as an alternative to Fluoride! That's some sweet news!"	Nov 4th, 2013
W Magazine (40 TH anniversary edition) - "Jane's Addition"	February 2013
Dr. Oz - Featured on the Dr. Oz show & gift bags for the annual GALA	April 18th, 2012 / 2013
International Emmy's - Included in the international Emmy gift bags	Nov 19th, 2012 / 2013
Cosmetics & Toiletries - "Theobromine for Tooth Decay Prevention"	March 25th, 2013
Louisiana Healthcare Jrnl - Biotech Firm Launches Chocolate Based Toothpaste	March, 2012
INC. Magazine - "Will Customers Buy Cocoa-Based Toothpaste?"	June 29th, 2012
Forbes - "Louisiana's Diverse Tech Mecca"	June 29th, 2012
TIME.com - "Entrepreneurial Insights"	March 30th, 2012

InStyle - "Gift Guide"	December 2012
Marie Claire - "Gift Guide, Pretty in Punk"	December 2012
Cosmopolitan - "New ways to treat yourself, Beauty Loot"	December, 2012
ESSENCE magazine - "Product Junkies, Theodent "Chocolate" toothpaste	October 25th, 2012
Times Picayune - "New toothpaste derived from Cocoa Extract Heralds Sweet Potential for New Orleans"	September 12th, 2012
Packaging World - "Chocolate Toothpaste in a tube"	February 16th, 2012
The Los Angeles Times - "Keeping Cavities Away with Fluoride-Free Toothpaste"	February 6 th , 2012
Cosmetics Design - "Toothpaste launch replaces fluoride with chocolate"	January 18th, 2012
The Tulanian - "Chocolate toothpaste is better than Fluoride"	Fall, 2009
Hershey's Center for Health & Nutrition	September 2008
Tufts - "Chocolate Health Benefits - trick or treat?"	October, 2007
Men's Health Magazine - "A Brush With Bliss"	June 4 th , 2007
BusinessWeek - "Fighting Cavities With Chocolate"	June 4 th , 2007
Fox News - "Study: Chocolate Better than Fluoride for Healthy Teeth"	June 4 th , 2007
Science News - "Chocolate Constituent Bests Fluoride"	June 4 th , 2007

University Student Leadership & Extracurricular Activities

Tulane ASB (*Associated Student Body President the year of Hurricane Katrina)	2005-2006
Tulane ASB (Chief of Staff)	2006-2007
Tulane Rugby Team (Forward/Flanker)	2003-2005
Tulane GSSA Vice President	2004-2005
Tulane GAPSA Treasurer	2004-2005
Tulane GAPSA Senator and Finance Committee Representative	2002-2004
Tulane Audio Engineering Society	2002-2004
Tulane EGSA President (Graduate Engineering President)	2002-2004
Tulane Graduate Student Representative for Dept of EECS	2002-2003

Hobbies

Avid supporter and patron to the arts (music and figurative/visual arts), jet ski-ing, sea-do jet boating, Bosendorfer CEUS piano playing / recording, guitar, violin, painting, glassblowing, drawing, tennis, photographic darkroom printing, rollerblading, computer imaging, graphic design, audio engineering, rugby, weight training, & travel.



September 9, 2021

Ms. Miranda Restovic
President/Executive Director, LEH
Executive Director, PRIME TIME, Inc.
938 LAFAYETTE STREET, SUITE 300
NEW ORLEANS, LA 70113

Dear Ms. Restovic and Board Members,

I am honored to be considered for a position as a board member with The Louisiana Endowment for the Humanities. The arts and Louisiana culture run deep through my veins. The pride I feel saying I was born in New Orleans and grew up in Baton Rouge stems from my appreciation for our unique Louisiana ways. Our state has so much to share with the world. Our distinct combination of music, food, art, architecture, and multi-cultural history make us a rare gumbo indeed. The Louisiana Endowment for the Humanities' work to strengthen the appreciation of our state and its people is impressive. I would love to be a part of enriching more lives in our state.

My passion for historical Louisiana was passed down from my parents, Jack and Pat Holden. Our family has collected Louisiana furniture and material objects for over 50 years. Throughout my life, working alongside my parents to restore Maison Chenal and the LaCour House, architectural gems of our state, gave me deep love for Louisiana architecture, Louisiana craftsmanship and Louisiana culture. Layered with that, I started Barnstorm Design over 30 years and I am the illustrator and owner of Flippy and Friends children's books. One of my proudest accomplishments was founding St. Lillian Academy, a school specializing in the education of students who have communication and learning challenges. I have been in charge of their major fundraising efforts from the start - 11 years ago. As a mother of three sons, one of whom has Downs syndrome, I believe in empowering all students, regardless of their challenges.

I hope to be able to contribute my creative talents and commitment to further Louisiana's rich cultural heritage to the continuing success of The Louisiana Endowment for the Humanities.

Thank you for your consideration,

Chanler Holden Mittendorf

C H A N L E R H O L D E N M I T T E N D O R F
15960 HIGHLAND ROAD BATON ROUGE, LOUISIANA 70810
225-931-2278 BARNSTORMDESIGN@COX.NET



CHANLER HOLDEN MITTENDORF

15960 HIGHLAND ROAD BATON ROUGE, LOUISIANA 70810

225-931-2278 BARNSTORMDESIGN@COX.NET

BARNSTORMDESIGN.COM

FLIPPYANDFRIENDS.COM

THATABADIDEA.COM

MAISONCHENAL.COM

FREELANCE DESIGNER/ARTIST

BARNSTORM DESIGN - OWNER

DESIGNER/ARTIST, MARCH 1993 TO PRESENT

GRAPHIC DESIGN • WEBSITE DESIGN • BOOK DESIGN • ILLUSTRATION
FINE ART OIL PAINTING • PHOTOGRAPHY • SOCIAL MEDIA MARKETING

SPECIAL SKILLS AND INTERESTS

FLUENCY IN MANY ADOBE PROGRAMS

FOUNDER/FUNDRAISER FOR ST. LILLIAN ACADEMY - A SCHOOL FOR CHILDREN WITH LEARNING DIFFERENCES

ARCHITECTURAL RESTORATION AND REMODELING

IN THE BEGINNING

KADAIR ADVERTISING

DESIGN AND SALES, APRIL 1996 TO JULY 1997

X DESIGN

GRAPHIC DESIGNER, JULY 1990 TO OCTOBER 1992

EDUCATION INFORMATION

ALLIANCE FRANCAISE, PARIS AND MONTPELLIER, FRANCE NOVEMBER 1992 TO MARCH 1993

LOUISIANA STATE UNIVERSITY, BFA, GRAPHIC DESIGN, MAY 1990

SAN FRANCISCO ART INSTITUTE, SUMMER 1989

REFERENCES

MARTIN FLANAGAN, X DESIGN, INCORPORATED

MARY KADAIR, KADAIR ADVERTISING ,INC.

From: [Sherry Guarisco](#)
To: [Melinda Mintz](#); [Miranda Restovic](#)
Subject: Kathy Fletcher Victorian nomination
Date: Friday, August 13, 2021 12:09:46 PM
Attachments: [LEH Board interest KV.pdf](#)
[Kathy"s bio 2021.pdf](#)

Melinda and Miranda,

I am pleased to nominate Kathy Fletcher Victorian to serve on the Board of the LEH. Kathy was born and raised in the small Louisiana town of Ferriday and now lives in Baton Rouge with her husband Michael, CEO of 100 Black Men. I believe Kathy will be a wonderful addition to the LEH Board because of her leadership in both the cultural and early education community in East Baton Rouge Parish. She currently chairs the East Baton Rouge YWCA, the entity that operates the Early Head Start Program in EBR, and is immediate past chair of the Louisiana Arts and Science Museum in Baton Rouge. This combination of board service, so similar to our work at LEH, in addition to her roots in rural Louisiana led me to nominate Kathy for service on the LEH Board.

When I spoke with Kathy about serving on the board, she told me that she was inspired as she read about LEH's work in our annual report – actually she said that she got chills reading about what we do!

Attached is her letter of interest and CV. Please let me know if additional information is needed.

My best to you both,
Sherry

Sherry S. Guarisco
sherryguarisco@gmail.com
225-963-7383

Kathy Fletcher Victorian
1639 Cobblestone Court
Baton Rouge LA 70806
225.907.3253
Kaf4464@gmail.com and
Kathy.Victorian@healthybluela.com

August 13, 2021


Miranda Restovic
President and Executive Director
Louisiana Endowment for the Humanities
938 Lafayette Street, Suite 300
New Orleans LA 70113

Dear Miranda,

Thanks for being an amazing leader and moving Louisiana Endowment for the Humanities forward with a spirit of excellence. I understand that Louisiana Humanities Council seeks new board members and am officially submitting a Letter of Interest for consideration.

My bio will shed light on my service, coupled with where my time, talent and treasure are currently invested.

Sincerely,


Kathy Victorian

Kathy Fletcher Victorian

A native of Ferriday, La, Mrs. Victorian has over 20 years of Public Relations/Marketing experience and worked in both the private and public sector before entering into the world of entrepreneurship. Mrs. Victorian is a graduate of the Southern University A & M College earning a Bachelor of Liberal Arts degree in Broadcasting, coupled with a Masters Degree in Mass Communications. She continued her education by earning her MBA from the University of Phoenix.

Prior to her current position as Medicaid Territory Marketing Manager at Healthy Blue Louisiana, Mrs. Victorian served as Program Director with City Hall Fellows Baton Rouge, the first and only Executive Director of the Baton Rouge Black Chamber of Commerce and under her leadership, the chamber experienced a 100% increase in revenue & membership during her first year on board.

Mrs. Victorian is a recipient of the MLK Humanitarian Award, the Louise McFarland Award for Excellence in Public Health Communication, the 2010 Mid-South's Louisiana Do-Gooder of the Year Honoree. Kathy was recognized by the American Cancer Society in 2016 as one of Baton Rouges' Best Dressed, 2016 Dancing for the Big Buddy Star Dancer, 2017 Susan G. Komen BigWig, 2018 Baton Rouge Business Report Influential Women in Business. Kathy is the 2019 Louisiana Art & Science Museum 34th Annual Gala Chair, Emerge Center 2019 Baton Rouge Volunteer Activist Award Honoree, 2020 Association of Fundraising Professional Greater Baton Rouge Chapter Outstanding Volunteer Fundraisers (an honor shared with Michael); 2021 Tulane Early Childhood Policy Leadership Institute Fellow

In addition, she is a 2009 graduate of the Baton Rouge Chamber of Commerce's Leadership Program, past President of the Junior League of Baton Rouge. Board member of the following: YWCA Greater Baton (chair); Habitat for Humanity of Greater Baton Rouge (chair); Louisiana Art & Science Museum (immediate past chair), Baton Rouge General Foundation Board of Governors (Secretary). Kathy is a member of Gloryland Baptist Church, Delta Sigma Theta Sorority, Inc., and is married to Michael W. Victorian.

From: [Tonya bolden-ball](mailto:Tonya.bolden-ball)
To: [Miranda Restovic](mailto:Miranda.Restovic)
Cc: [Sharonda Williams](mailto:Sharonda.Williams)
Subject: Re: LEH Board Nomination Process
Date: Wednesday, August 25, 2021 8:12:51 PM
Attachments: [image001.png](#)
[Tonya Bolden Ball 2021 resume.pdf](#)

Good evening Miranda and Sharonda,

I apologize for just responding to your email. I do realize I am submitting the requested information after the deadline. I totally will understand if the search process has concluded.

Interest statement: My community mobilization skills, love for volunteerism as well as diversity and inclusion expertise would be a vital asset to your efforts of exploring the past, reflecting on the present, and imagining the future. Your PRIME TIME Head Start virtual summer schools in particular resonated with me for personal reasons. I am a product of the Head Start program and know firsthand the difference early childhood education makes. I would love the opportunity to be a part of a team that understands the importance of providing resources that are vital to transforming the culture and educational landscape of our Louisiana communities.

Sincerely,

Tonya Bolden-Ball

On Wed, Aug 18, 2021 at 12:23 PM Miranda Restovic <restovic@leh.org> wrote:

Thanks so much, Sharonda!

Tonya, so pleased to hear you are interested in the work of the LEH and in board leadership.

As a way to further introduce you to our work, I am attaching our most recent annual report. Also please feel free to poke around our website: www.leh.org. Between those two resources, I think you will quickly understand a lot more about who we are and what we do!

To advance we would need your résumé or curriculum vitae (CV) and an interest statement. We can also schedule a call to meet and answer questions! The nomination process is in progress so it would be great to get something in hand by Friday if possible.

Don't hesitate to reach back out to us with any questions.

Tonya Bolden-Ball

300 East Glenhill Blvd. Lafayette, LA 70501

Tonyabball@gmail.com • (337) 255-5151

EDUCATION

Master of Science in Leadership Grand Canyon University, Phoenix, AZ	June 2010
Bachelor of General Studies in Behavioral Sciences University of Louisiana at Lafayette, Lafayette, LA	December 2003

PROFESSIONAL DEVELOPMENT

Diversity, Equity and Inclusion in the Workplace Certificate Muma College of Business, University of South Florida, Tampa, FL	April 2021
Diversity and Inclusion Certificate Program Cornell University, New York, NY	December 2020
Leadership for Diversity Institute National Coalition Building Institute, Silver Spring, MD	November 2020
John C. Maxwell Certification Program The John Maxwell Team, West Palm Beach, FL	August 2019
Graduate Certificate in Life Coaching Grand Canyon University, Phoenix, AZ	August 2018

PROFESSIONAL WORK EXPERIENCE

Ochsner Lafayette General- Lafayette, LA

Regional Director of Diversity and Inclusion January 2021 - Present

- Identifies opportunities to align diversity and inclusion with organizational strategy and ensures the organization and alignment of programs dedicated to expanding the pipeline of diverse students that enter medical school and the health sciences.
- Oversees the development of training and workshops that enhance the diversity and inclusion, and continuously refines training programs to heighten awareness of and reduce the impact of bias in recruitment, hiring and promotions processes.
- Identifies opportunities to align diversity and inclusion with organizational strategy and ensures the organization and alignment of programs dedicated to expanding the pipeline of diverse students that enter medical school and the health sciences.

South Louisiana Community College – Lafayette, LA

Program Manager, Center for Minority Excellence May 2017 – January 2021

- Led a college-wide initiative funded by the U.S. Department of Education to support the educational outcomes of students from underrepresented backgrounds.
- Collaborated with students, faculty, and staff to cultivate a student-centered environment that encouraged student success, retention, and college completion.
- Planned and coordinated educational sessions for students, faculty, and staff focused on the impact of diversity, equity, and inclusion in higher education.
- Effectively recruited talent and provided leadership to a team of eight employees through training new hires, implementing the onboarding activities, and promoting their professional development.
- Ensured compliance with federal guidelines and regulations by managing the daily operations of the Center.

The Family Tree Information, Education, & Counseling Center – Lafayette, LA

Project Director, Healthy Start Program

October 2014 – November 2016

- Led program development and implementation of the federally funded Infant Mortality Reduction Initiative for the Family Tree Healthy Start Program.
- Planned and coordinated educational sessions for staff focused on the impact of diversity, equity, and inclusion on the Center's scope of work.
- Developed and supported programs and activities to promote health and wellness for families and children.
- Coordinated relevant collaborations and partnerships with other community agencies and service providers.
- Convened a community-based advisory group to guide program services.
- Managed accurate record-keeping of program activities and services.

CASA (Court Appointed Special Advocates) of St. Landry – Opelousas, LA

Executive Director

September 2011 – October 2012

- Ensured program was in full compliance with National CASA Standards and CASA AP Standards.
- Strengthened the organization's image by ensuring its mission, programs, products, and services were aligned
- Supervised clerical volunteers and Experienced Works employees and worked closely with all stakeholders to drive satisfaction.
- Consulted with the board of directors to develop and implement a multi-year CASA fundraising strategy that included donor solicitation, cultivation, and appreciation for continuous research and identification of potential funding sources.
- Spearheaded CASA donor base by providing grant management for both monetary and non-monetary resources from civic and corporate foundations and governmental entities.

Volunteers of America Juvenile Day Program & School – Opelousas, LA

Program Director & Principal

July 2010 – May 2011

- Managed the intake and placement of the Office of Juvenile Justice and non-Office of Juvenile Justice students.
- Created case plans to monitor the truancy of students to provide an action plan, which focuses on the reduction of truancy.
- Provided direct supervision to all program staff, including social workers, teachers, and Experienced Works employees.
- Monitored the Office of Juvenile Justice's Standard Operating Procedures and contract with Volunteers of America were being followed until the conclusion of the program's contract.
- Elevated the public relations and fundraising efforts for the program by executing employment readiness and academic options for juveniles.

Lafayette Parish School System – Lafayette, LA

Project Director, Grant to Reduce Alcohol Abuse (GRAA)

July 2006 – July 2009

- Oversaw the GRAA non-renewable three-year grant program and assisted with the Project Northland and Class Action programs.
- Maximized the budget for the GRAA program and allocated funds to implement programs at the middle school and high school level.
- Led a team of 4 intervention specialists and championed success by providing annual employee reviews.
- Represented and promoted the program on high-level cross-sectional action teams to increase engagement and funding.

PROFESSIONAL AND VOLUNTEER AFFILIATIONS

Host, Catalyst Dinner, Conversation Starters (Pathways to Cross-Racial Dialogue)
Member, Louisiana Women's Policy and Research Commission
Member, Diversity Advisory Council, University of Louisiana at Lafayette
Member, Board of Directors, Boys and Girls Clubs of Acadiana
Member, Board of Directors, Faith House
Member, Vision Council, United Way of Acadiana
Member, UL Lafayette Women's Leadership Conference Planning Committee
Cluster Three Chair, Louisiana Leadership Team, Delta Sigma Theta Sorority, Inc.
Leadership Louisiana Graduate, CABL (Council for A Better Louisiana)
Leadership Lafayette Class XXV, Greater Lafayette Chamber of Commerce (One Acadiana)
President, UL Lafayette Christiana Smith African American Alumni Chapter

AWARDS

20 Under 40 Acadiana Leadership Award, The Daily Advertiser & The705
Human and Civil Rights Trailblazer Award, Louisiana Association of Educators
Outstanding Citizen Honoree, Kiwanis Southwest
Tribute to Excellence Honoree, National Association of University Women (Lafayette Branch)
Acadiana Women Making a Difference Honoree
Lafayette Parish Democratic Executive Committee Outstanding Democrat Honoree

TAB 9

DIVISION REPORTS

Quarter 3 Strategic Plan Dashboard Summary

**LEH 2019 – 2023 STRATEGIC PLAN
FY21: Quarter 3 Benchmark Progress Executive Summary**

HUMANITIES EXPERIENCES

2021 Vision: While continuing the necessary fundraising, open and fully staff The Helis Foundation John Scott Center. Continue strengthening existing and establish new geographically strategic partnerships that allow us to expand programmatic support (through regrants and public programs) statewide.

Key Projects	Challenges Summary	Opportunities Summary
<ul style="list-style-type: none"> Ongoing development of The Helis Foundation John Scott Center Implementation of reading and discussion programs such as Witness to Change and Who Gets to Vote 	<ul style="list-style-type: none"> Covid-19 pandemic has impacted many aspects of THFJSC planning. Held off opening director search to Q3. Hiring to take place in Q4. I.A. staff has undergone staffing losses. Fundraising consultant was brought on to support continued campaign activity. The finance/operations team continues to manage the completion of Phase 2 and 2.5. Marketing plan for Center's opening is pushed to Q4 as has the drafting of the Center operating plan. Due to ARP funding distro, Witness to Change roll out is pushed to Q4. 	<ul style="list-style-type: none"> Receipt of NEH American Rescue Plan Act funds allows for the reopening of the Louisiana Culture Care Fund, creation of a new grant program for humanities-focused festivals, supplemental Rebirth regrant funds, and The Helis Foundation John Scott Center interpretative planning. NEH A More Perfect Union initiative provides funding opportunity for MOMS Voices and Votes and second round of Who Gets to Vote.

Among the 6 included sets of deliverables, the benchmark completion rate for the Humanities Experiences goal was 50%. 50% of the benchmarks remain in progress and 0% went unmet.



CULTURAL CONTENT

2021 Vision: Continue to strengthen brand recognition of 64 Parishes, seeking new funding avenues to ensure long-term financial stability. Increase the diversity of the 64 Parishes contributor pool with a particular eye to including more contributors of color.

Key Projects	Challenges Summary	Opportunities Summary
<ul style="list-style-type: none"> Increasing subscription/ad revenue and expanding distribution of 64Parishes Increasing web traffic to 64Parishes.com Partnering with LDOE to ensure 64parishes.org content remains a go-to resource for students and teachers Increasing representation of people of color among newly contracted contributors. 	<ul style="list-style-type: none"> Covid-19 pandemic continues to impact our 64 Parishes distro and ad outreach. Tulane contact has been unwell slowing down progress on partnership renewal. 	<ul style="list-style-type: none"> LDOE partnership re: 64 Parishes.org continues to be nurtured. 64 Parishes subscription revenue continues to grow at a very healthy rate, exceeding annual targets.

Among the 7 included sets of deliverables, the benchmark completion rate for the Cultural Content goal was 57%. 43% of the benchmarks remain in progress and 0% went unmet.



HUMANITIES EDUCATION

2021 Vision: Embed the PRIME TIME Methodology as the foundation of our education-focused programmatic work. Advance programmatic quality and diversify offerings in order to provide equitable access to humanities education both statewide and nationally, through all education programs, especially to vulnerable audiences.

Key Projects	Challenges Summary	Opportunities Summary
<ul style="list-style-type: none"> Refining PRIME TIME Online training strategies and piloting HomeRoom for Parents (Ed) Executing a brand refresh and developing a new PTI website (Ed) Developing teaching staff to ensure high quality teacher-student interactions in Head Start. (HS) Advancing Startup for Acadiana Service Area (HS) 	<ul style="list-style-type: none"> Leadership vacancy in Acadiana for the EHS/HS Director is still a challenge. Pandemic and in-person service interruptions impacted enrollment and student outcomes. Roll out of Spark Boxes delayed into Q4 due to rebranding efforts and logistics challenges. Private funding down. 	<ul style="list-style-type: none"> Federal funding up. Development of Spark Boxes to increase PRIME TIME reach/impact and potential revenue. LEH/PT approved as LDOE family engagement vendor. Roll out of new curriculum in PTHS.

Among the 19 included sets of deliverables, the benchmark completion rate for the Humanities Education goal was 63%. 26% of the benchmarks remain in progress and 11% went unmet.



ORGANIZATIONAL SUSTAINABILITY

2021 Vision: Complete THFJSC fundraising so the Center is open and operational, strengthen major gifts program, implement 50th Anniversary celebrations, and explore the need for an endowment capital campaign. Expand the finance team to support Head Start Expansion, expansion of earned revenue through PT Virtual Programming for affiliates and increased ad revenue and subscriptions for 64 Parishes.

Key Projects	Challenges Summary	Opportunities Summary
<ul style="list-style-type: none"> Ensuring that the THFJSC is open and operational with multi-year funding in place Planning for a celebration of 50 years of the LEH's impact Building the Finance team's systems and capacity 	<ul style="list-style-type: none"> Covid-19 pandemic has impacted all fundraising and event planning. IA staff turnover in two critical positions occurred. Plans for increasing earned revenue via investments in the building's rental space has been deferred in favor of addressing more urgent issues at Turners' Hall. Spark Box earned revenue plans are expected to progress in FY22. Planning for the celebration of 50 years is being reconsidered in light of 4th wave of pandemic. 	<ul style="list-style-type: none"> Rollout of Parliament Circle and appointment of Ad Hoc Committee. Hiring of fundraising consultant to advance focused THFJSC fundraising needs.

Among the 18 included sets of deliverables, the benchmark completion rate for the Organizational Sustainability goal was 50%. 36% of the benchmarks remain in progress and 14% went unmet.



ORGANIZATIONAL COHESION

2021 Vision: Advance our shared organizational identity by positioning all staff and board members as advocates for the organization and by promoting an understanding of the interdependent nature of the LEH and its subsidiaries.

Key Projects	Challenges Summary	Opportunities Summary
<ul style="list-style-type: none"> Ensuring the LEH website content and visuals remain functional and brand-aligned Rollout of new Prime Time brand and website development Promoting the LEH, its programs and initiatives through a cohesive marketing strategy Ensuring board engagement and supporting staff capacity to produce quality work and advocate for the humanities. 	<ul style="list-style-type: none"> Staff focus on Acadiana start up delayed a few other projects. Image Makers (PT website team) slow ramp up for website design due to Covid-19 staffing impact. Staff recruitment during pandemic continues to be an evolving challenge. Monitoring and responding to CDC and La Public Health Guidance continue to be necessary and takes time away from other HR tasks. 	<ul style="list-style-type: none"> Leverage the 2020 Annual Report as a communication tool.

Among the 4 included sets of deliverables, the benchmark completion rate for the Organizational Cohesion goal was 100%. 0% of the benchmarks remain in progress and 0% went unmet.



TAB 10
ACTION ITEMS

June 2021 Board Meeting Minutes



Board of Director's Annual Business Meeting

TEAM:	LEH Board Members and Leadership	DATE:	6/4/2021
TIME:	9 AM to 12 PM	LOCATION:	Zoom
MEETING FACILITATOR:	Willie Mount, Board Chair	RECORDER:	Shana Harrison

Members in Attendance (Yes) or Absent (No)

Willie Mount, Chair	Yes	No
Randy Haynie, Vice-Chair	Yes	No
Liz Ary, Treasurer	Yes	No
Elaine Garvey, Assistant Treasurer	Yes	No
Janet Haedicke, Secretary	Yes	No
Miranda Restovic, Executive Director	Yes	No
Brad Adams	Yes	No
Melinda Fitzgerald Anderson	Yes	No
Dorian Bennett	Yes	No
Ty Bromell	Yes	No
Chris Cenac	Yes	No
Rebecca Collins	Yes	No
Stewart Ewing	Yes	No
Faye Flanagan	Yes	No

Mark Gremillion	Yes	No
Sherry Guarisco	Yes	No
Linda Holyfield	Yes	No
Saundra Levy	Yes	No
Liz Mangham	Yes	No
Kellen Mathews	Yes	No
Melinda Mintz	Yes	No
Jody Montelaro	Yes	No
Rocky Rockett	Yes	No
Marie Moyses Schlesinger	Yes	No
Anna Rita Scott	Yes	No
Sharlene Sinegal-DeCuir	Yes	No
Mary Ann Sternberg	Yes	No
Drew Tessier	Yes	No
Sharonda Williams	Yes	No

Staff Members in Attendance (Yes) or Absent (No)

Shantrell Austin, SI	Yes	No
Mike Bourg, IA	Yes	No
Stalanda Butcher, HS	Yes	No
Pat Carrier, Fin.	Yes	No

Erin Greenwald, Cont	Yes	No
Lauren Noel	Yes	No
Amy Ricke, HR	Yes	No
Jared White	Yes	No

#	Agenda Item	Discussion/Outcomes/Decisions	Vote	Follow-Up/Owner/Deadline
1	Chair's Welcome	Mount welcomed everyone, noted the roll call, and reviewed the agenda.		

A) FY20 Audit Review:

Auditors from Bourgeois Bennet, led by Paul Pechon, reviewed the 2020 Audit report as provided to the full board in advance. Sternberg asked if we can present the LEH and PRIME TIME audit separately. Pechon replied that GAAP accounting rules require combined numbers be presented. Adams asked if in addition to the combined numbers, we can have certain schedules presented by entity. Pechon responded that yes, that it can be incorporated into next year's report presentation. Pechon passed speaking time to Ary for the Investment update.

b) Ary stated that we have \$3.6 million unrestricted funds and \$500,000 in unrestricted cash. Our total cash position is about \$800,000 with \$200,000 of that in restricted PRIME TIME and \$100,000 of that in restricted THFJSC.

Our total return for the last three years is 10.5%. We beat our benchmark of 8.75%. Year to date, we have a return of about 3%. Year over year, we have a return of 42%. Our portfolios are looking healthy. We are looking at possibly tweaking our asset allocation. We are still conservatively positioned because we do have a considerable cash balance. Ary asked if there were any questions about our portfolio.

Gremilion asked if we are still in a cash-building mode and asked for confirmation that we are not taking any cash out. Ary stated that we are not taking any income distribution. We are investing and keep a portion of cash untouched in a separate cash account.

Ary passed speaking time to Carrier for the financial, operations, and human resources report.

c) Financial/Operations/Human Resources Update:

Carrier stated that federal funding exceeded 52% of the revenue sources for the LEH. The PPP loan and federal indirect funding from head start are including in the 52% figure. As we anticipated at the start of COVID and informed the board in 2020, federal funding would be the most reliable source of funding during covid. This turned out to be the case.

Carrier reviewed the investments by strategic growth. Goal 1: Investments in Humanities Education. (21%) Goal 2: Investments in humanities content about Louisiana. (31%) Goal 3: Investments in humanities experiences. (48%)

Carrier stated that we are certainly putting money towards the goals that were outlined in our strategic plan. The distribution of most of our funding is going to programming at 84%. Only 14% is going to General & Administrative and 2% is going to Fundraising. Grantors in the private sector look very closely at how funding is distributed.

Carrier stated that the The Helis Foundation John Scott Center is currently in Phase 2, with substantial

completion for this phase expected in mid-July 2021. This phase deployed the Louisiana Capital Outlay grant (\$500,000), along with the NEH Challenge grant, and private funding from the Helis Foundation and donations from board members.

Phase 2.5 is tied to flood control. We will be deploying a new flood control barrier at the front door along with some other work at the back ADA-rated entrance. Carrier noted that over \$200,000 was spent in the insurance fund. It was dedicated to work like the flood barrier and other mitigation steps including a knee wall all the way around the gallery. The knee wall is approximately 3 ½ feet tall. The funds were also used to install hurricane-rated windows.

The HR team has been in overdrive. Between December 2020 through March 2021, we hired 133 new employees to staff the head start programs in Acadiana. Carrier stated that we are very grateful for the thorough work on that.

Carrier stated that we have two Acadiana sites that are operational – one in Iberia Parish and one in Lafayette Parish. We have two construction projects underway: Jeanerette Elementary School in Iberia Parish and Immaculate Heart in Lafayette. Both are expected to operational by August or Labor Day at the latest.

Carrier stated that federal supplemental awards are really key for FY21. On LEH side we are receiving roughly \$1.1 million in funds related to the American Rescue plan. Approximately \$175,000 of the NEH grant will be focused directly on internal LEH overhead plus programming. A chunk of money will also be devoted to THFJSC.

On PTHS side, there was a very large supplemental funding of \$1.1 million. That was all focused on either COVID relief or other types of relief. The funding was very helpful for us in terms of allowing us to do facility improvements.

Carrier provided the results of the Bank RFP. We will be dividing our banking business up by entity. The LEH operating accounts will be placed with Hancock Whitney. The PTHS accounts will be placed with Chase as their wide geographic branch presence will allow for the PTHS staff to be able to go to a physical branch to resolve issues that may arise. The operating account for THFJSC will be placed with Liberty Bank, which is a local bank based in New Orleans.

Carrier stated that Garvey has spoken to the Finance and Executive committees about the value in spreading the risk among multiple banks. There are also soft benefits in terms of the IA team doing fundraising.

Ary passed speaking time to Bourg for Institutional Advancement update.

d) Bourg stated that through 5/18/21 we have 408 gifts representing \$300,353 in donations and pledges. Haynie is working with us to talk with the Lieutenant Governor to ask for support from his office to meet certain goals while assisting us with funding. Bourg thanked Bromell who helped with Hancock Whitney. Bourg thanked Dr. Cenac who is helping with the Bollingers and Gremilion who is helping us with several funders for the Acadiana Head Start program. Bourg thanked Drew Tessier with Union Pacific and Adams who has helped with the Helis Foundation. Bourg also thanked board members as we aggressively move

forward.

Bourg stated that we have recently received small grants. The Head of the foundation from Shell has also given us an unconfirmed verbal notice of award for the Shell award. We should be receiving our formal notice of award from shell within the next two weeks.

Bourg stated that we have been very aggressively trying to reach out to people. We have been putting out 2-3 grants per week to restock the pipeline. We have submitted several grant applications and several of them have been successful. We have recently launched our monthly giving program called the Parliament Circle. The Parliament Circle is a sustained giving opportunity for people to give monthly throughout the year. Our Planned Giving website is now up and running. These fall in line with one of our overarching goals of providing a diverse way for people to give. Bourg asked if there were any questions. No questions were asked regarding the Institutional Advancement report.

Ary stated that there were a couple of items in the chat that she wanted to clarify. Liberty Bank is a New Orleans based bank. It is the most prominent African American bank in the region if not the United States. Ary passed speaking time back to Mount.

Mount complimented Ary, Carrier, Bourg, and the team for the great report and hard work. Mount passed speaking time to Restovic for the Executive Report.

3

Restovic thanked the attendees for their attention during the audit report and stated suggestions for next year's audit report have been noted.

Restovic highlighted that we are launching Bright Lights online, which will culminate with an in-person event on September 30, 2021.

We are easing back into a hybrid model of honoring our 2021 awardees through the continuation of the online programming. This will allow us to give a sneak peak of the The Helis Foundation John Scott Center, unveil a mural that is in the works, and honor posthumously our 2021 Humanist of the Year, John Scott.

Restovic encouraged board members to register for the Bright Lights online programs. She stated that it is a great opportunity to see why we honored our awardees and to get a more in-depth understanding of why we honored these particular people. We kick off the Bright Lights Online program next Friday, June 11, 2021 at 11am with the best in Digital Humanities, which is Slow Burn the David Duke podcast. The program will run through July, with a break in August, and return in September for the in-person event. Restovic stated that we have begun to email our press releases to the board members in advance of the release.

a)FY21, Mid-Year Strategic Plan Presentation

Restovic stated that April 30, 2021 marked the half-way point for our fiscal year. We are in the third year of our five-year strategic point. We are in the midway of that plan. Every year we look at that original plan and set an annual plan of tasks and goals based on the five strategic plans we have set for ourselves. Quarterly, we report to the board on how we are doing against what we said we would do. Restovic stated that she would like to share an executive summary of where we are halfway through the year against the strategic plan.

Bromell stated that he needed to jump on a client call and that he gives his proxy to Mount.

Restovic stated that she would start with the goal regarding humanities experiences. This goal is one of our external goals that encompasses a large swath of our work. The vision for our 2021 humanities experiences goal was to continue the necessary fundraising, to open and fully staff THFJSC, and continue strengthening existing and establish new geographically strategic partnerships that will allow us to expand programmatic support through regrants and other public programs statewide. This goal encompasses a lot of the important work we have been doing including the Louisiana Culture Cares funds that we have been issuing with the additional federal dollars. It also includes all the work around THFJSC. The key projects for this year have been the on-going development of the center and in addition to some of the regrants, implementation of some new reading and discussion programs, which really build on the legacy of the Rollick program. It was an adult reading and discussion program that traveled the state. Two

other projects we want to highlight are the witness to Change which tackles environmental humanities themes and Who Gets the Vote which tackles the history of voting rights in America. Some of the challenges for this year have been the on-going impact of the COVID-19 pandemic. Fundraising on THFJSC is a focus for IA, but as many grantors have really focused on supporting existing relationships or doing what we are doing with the Louisiana Culture Care fund which is just ensuring that operating support is available to their grantees. That has been a little tough to break into. The Finance and Operations team continues to tackle the challenge of managing the completion of Phases 2 and 3 of THFJSC. Phase 2 is on schedule. We are closely tracking global supply chains for Phases 2.5 and 3 as the global supply chain has affected our ability access the materials we need to complete the center. Opportunities on the horizon is tracking the massive federal influx of supplementary funds that are coming in from the NEH and through are relationship with DHH and Office of Head Start. A new non-competitive opportunity that is being made available to councils for projects that are a part of the NEH, A More Perfect Union initiative. This will help us fund the Museum on Main Street traveling exhibition, Voices and Vote and a second round of the complimentary reading and discussion program, Who Gets to Vote. Among the six included sets of deliverables through the first half of the year benchmark completion rate for the humanities experiences goal was 50%. 50% of the benchmarks remain in progress. 0% went unmet. Restovic asked if there were any questions on the executive summary. No questions were asked and Restovic passed speaking time to Greenwald to present on the cultural content goal. Greenwald stated that we continue to build on the progress we have made over the last couple of years. Our vision for this year is to continue to strengthen brand recognition of 64 Parishes both in print and online, seeking new funding sources to ensure long-term stability, and looking to make sure the diversity of our 64 Parishes contributor pool more closely aligns with the population in the state of Louisiana. We are particularly looking to include more contributors of color in the magazine and online. Our key projects this year have been increasing subscription and ad revenue and expanding distribution of 64 Parishes. One of the bright spots in the pandemic has been that people are reading more and more both in print and online. Subscription revenue this year is up 36% over last year; ad sales we have seen recover from the pandemic-low and are up 13% over last year. Web traffic is where we pull in a lot of students and teachers. This is up 52% YOY. We have 42% more individual users to 64Parishes.org than we had last year. Part of that has been a result of partnering with the Louisiana Department of Education to make sure that 64Parishes.org content remains a go-to resource for students and teachers. We have also been making good progress toward increasing representation of people of color among newly contracted contributors. That includes journalists, historians, scholars, and photographers.

Executive Director's Report

The COVID-19 challenge derailed our internship program. We will come back to the internship program when everything is a little bit more stable so that we can provide the atmosphere and the best learning opportunities for interns. We also had some staff capacity issues. We had two open positions, which we filled in the early spring. Projects identified in the meeting packet as "Work in progress" are being worked on by the two new employees.

Among the seven sets of deliverables, the benchmark rate for completion for the Cultural Content goal was 71%, with 29% of the benchmarks in progress. 0% of the benchmarks went unmet in the Cultural Content division. Greenwald thanked the board for their time and passed speaking time to the Education team.

Butcher thanked Greenwald and greeted the attendees. Butcher stated that within the humanities goal the Division of Education and the Division of Head Start work in collaboration to lead the 2021 vision of embedding the PRIME TIME methodology as a foundation of our education programmatic work. Also, to advance programmatic quality and diversify the offerings in order to provide equitable access to humanities education both statewide and nationally through all education programs – especially to vulnerable audiences.

During Q1 and notably within Q2, one of the key projects for PTHS was developing teaching staff to develop high quality teacher-student interactions in our head start programs. We hired on new teaching staff, but we were also virtual for the first four months of the school year. This presented the challenge of having limited training time prior to beginning our classroom observations. But with curriculum coaches who have been strategically positioned at each of our sites and with additional funding from our local-coordinated networks to get more of our teaching staff trained on our observational teaching class tool, we are optimistic that we will continue to see growth in our staff and in turn high gains for our students.

Butcher passed speaking time to Stocker for the Division of Education Humanities goal update.

Stocker greeted the board members. Stocker stated that this is her first full LEH board meeting as the new VP of Education Programs. Within the humanities education goal, the Division of Education made significant progress toward key projects even as we work toward reaching full staff levels in both Q1 and Q2. The primary challenge during these quarters were three open staff positions. We are happy to report that we have hired and onboarding is underway for the Education Marketing Specialist, the Data Analyst, and Stocker, herself.

As work continues on the PRIME TIME brand and website updates, we have completed the development of Spark Boxes, which are the evolution of the PRIME TIME First Aid boxes, in-home literacy resource for family. The Spark Box distribution site application for our summer roll out will be released this month with the boxes sent to sites by the end of July. PRIME TIME online trainings and homeroom educator and

family offerings continue to be refined and improved with feedback and input from site coordinators, affiliate partners, and families.

Among the 19 sets of included deliverables, the benchmark completion rate for the Education humanities goal was 42%. 47% of the benchmarks remain in progress. 11% of the benchmarks have not been met and will be addressed in Q3 and Q4. With no questions, Stocker passed speaking time to Bourg for the Organizational Sustainability update.

Bourg stated that our 2021 goals for Organizational Sustainability are to ensure THFJSC is open and operational; plan for the celebration of the 50th anniversary; build the finance team's system and capacity to support the head start expansion; and the expansion of earned revenue through PRIME TIME virtual programming with our affiliates.

Challenges that we have experienced include COVID-19 impacting our fundraising. The impact and emphasis of many of foundations we are targeting has slowed that process down for us and at the same time, we lost our key grant writer in the middle of last year. Filling the Grant Writer position during the pandemic with someone we believed was truly qualified proved a bit more challenging than we had thought. That also slowed us down. The plans for increasing earned income in the building's rental space were deferred to work on certain systems in the building that were necessary for the completion of THFJSC.

Our opportunities include the hiring of additional staff in the finance area, which assists us in our effort to building out of systems and capacity. Additionally, THFJSC speaks to the issues around equity, diversity, and inclusivity. Many national funders are refocusing their giving through that lens. We believe this project speaks to that and offers a voice for that as well. We are excited by that.

Among the 18 sets of deliverables, the benchmark completion rate was 50%. 44% of those benchmarks remain in progress and 6% were not met. Many of those were around the 50th anniversary and that will be kicking into high gear in the latter half of the year.

With no questions regarding the Organizational Sustainability update, Bourg passed speaking time to Noel for the update on Organizational Cohesion.

Noel reviewed the goal which is to create a connected collaborative organization unified by shared organizational identity for the board, staff, and external stakeholders. This goal is centered around making sure both our internal staff and external audience know that everything we do is all housed under the broader LEH brand. The vision for 2021 was to advance our shared organizational identity by positioning all staff and board members as advocates for the organization and by promoting an understanding of the interdependent nature of the LEH and its subsidiaries. All of that is centered around making sure people know both our 64 Parishes brand and PRIME TIME (retail brands; brands that the

general public interact with the most) can be connected back to the broader LEH brand – so that they are aware of the breadth of the organization. It also assists Bourg in fundraising.

Key projects for this goal include ensuring the new LEH website, its content and visuals remain functional and brand-aligned; promoting the LEH, its programs and initiatives through a cohesive marketing strategy; and ensuring board engagement and staff capacity to produce quality work and advocate for the humanities.

Challenges for this goal included COVID and the expansion of PTHS in Acadiana. Team members primarily tied to this goal were needed for the Acadiana start-up and filling Acadiana positions. We have filled these open positions and the new employees are being trained. Noel complimented our new Education Marketing Manager, Jennifer Boquet, for her hard work.

Noel said she is happy to report that despite these challenges, we are at 75% completion for this goal, with only 25% in progress, and 0% unmet. With no questions, Noel passed speaking time back to Restovic.

Restovic thanked the board for the opportunity to provide an update through the first half of this fiscal year. As we move through the rest of the fiscal year, we will come back and report. Hopefully, we will have many goals at 100% completion. Restovic thanked the board for their efforts in really helping us advance this broad set of initiatives. Restovic thanked the staff and stated that there are a lot of moving parts, but we are getting it done.

Restovic passed it back to Mount.

Mount paid compliments to the staff for their reporting. Mount stated that we could hear and see the success of why we do a strategic plan. It is special to hear the positive results of what was discussed all day long on the retreat in 2018.

Mount passed speaking time to Mintz for the report from the Strategic Planning Committee.

Strategic Planning Committee Report

Mintz stated that in March 2021, they sent out a survey matrix of representation that we have on our board throughout the state. The purpose of the survey is to help us to determine what we are going to need as we look for new board members. Mintz reminded the board that the Strategic Planning Committee decided not to change anything. All those serving as members of the board were asked to remain and they remained in place. We were very particular. We did add three new board members. We welcomed Kellen Mathews, Anna Rita Scott, and Rocky Rockett. We did a training session with them, but it was also a very specific ask without going state wide to look for people who might be interested, which we had done in prior years. Our three new board members have already added so much to what we do here at the LEH.

All but two members completed and submitted the matrix. By the end of April the Strategic Planning Committee sends out an annual membership matrix. It helps us to determine what we need to look for in our upcoming years. When we did this back in 2019, we added the Healthcare/Public Health and Museum to professions that we were looking for. It did not mean that we got a whole lot of response from those professions, but we recognized that we were going to need people with expertise in those areas to help us out.

Our 2021 matrix reflects representation of Healthcare/Public Health and Museum professions at 7.7% and 15.4% respectively. This is still not very high, but all listed professions and experiences are represented. Board member experience in healthcare/public health, technology, museum, non-profit management, and community/civic activists is limited. Publishing, real estate, and capital planning also remaining among the least represented in the 2018-19 matrix. The government relations, public service, business develop, and legal professions remain our most highly represented areas. Mintz presented the breakdown of survey responses.

We remain very concentrated in the Southeast Louisiana region. The central Louisiana region remains the least represented. We need to get more people in the central and southwest areas of the state. Mintz pointed out that while it appears that we have good representation in North Louisiana, that representation is concentrated in the Monroe and Caddo areas. We still need representation from the northwest region of the state.

Mintz stated that we still remain a significantly white board. We need to seek out minority members to diversify our board. We are underrepresented in the 15-24 and 25-34 age groups. Sternberg suggested that we do not go down to the 15-24 age group. Mintz pointed out that we could potentially want to engage students in this age group.

Mintz presented the board matrix. Three members are retiring from the board. Three members are up for renewal and can serve a second three-year term. Melinda Anderson has resigned from the board due to

Education Committee Report

Haedicke stated that PRIME TIME Head Start is closing out the year. Decisions are being made for Fall 2021. PTHS is connecting with Museum on Main Street. PRIME TIME presented at the State of Coast 2021 conference yesterday. We have submitted the application to the NEH, A More Perfect Union, was submitted. We will know in September 2021 if it has been granted.

Haedicke stated that updates of all series will be happening over the next few years.

The Kellogg application for \$400,000 over two years was submitted last week.

Haedicke stated that PTHS-Ouachita ended the academic year on May 21, 2021, with 251 enrolled head start students. This summer 11- and 12-month staff will participate in professional development beginning on June 8, 2021. Ouachita is currently planning a week-long, "Get ready for big school" bootcamp for the 87 students transitioning to kindergarten. This will take place July 19 -23, 2021.

This summer will also be filled with several recruitment events as PRIME TIME Ouachita works to be fully enrolled with 505 students at the start of the new year. Our grant specified a much higher number than we have now, but the pandemic – as it did with everything else – threw a glitch into that.

Given the state of this year, Haedicke stated that she thinks it is incredible what the staff has been able to do up here. The data with the students we have continues to be wonderful. Training the students on the transition to kindergarten is especially helpful because kindergarten will be a whole different experience from head start.

Sternberg asked if these are our first head start graduates. Haedicke and Restovic said no. Sternberg asked if we have data on how our graduates have done in kindergarten compared to other students who were not in our program.

Restovic responded that that is in plans. This requires having data sharing agreements with the school district and a comprehensive plan to track them. We have that in the plans for the next five years to longitudinally tracking of our students and families. It is not something we have been able to tackle to date.

Sternberg stated that it would be really helpful going forward. Restovic agreed. Haedicke stated that she thinks the data is crucial as well, but also acknowledged that its very delicate proceeding, because you must ask the school itself to share their data. Then there are privacy concerns. So, it is a delicate process, but it is essential that we have the results.

Sternberg asked if there were a simpler way to obtain the data – for example, ask families for updates.

Sternberg stated that she does not know all the legalities of it, but if we want to sell the program and keep expanding it, we have to have the data in some form.

Restovic stated that even if the data is anonymous there will still be a required data sharing agreement with the school district. We would not get a lot of demographic-specific data points, but we would still

Restovic to collect factoids based on the Q&A and what our plan is for the short term to better educate ourselves as to the difficulties in data collection in support of PTHS programming.

Lafayette/Iberia Ad Hoc committee Report

Guarisco thanked Mintz and the Ad Hoc Committee that has been working on the Acadiana project. They have been faithful attendees every month as we look to guide the development of the Acadiana program. Guarisco also thanked Gremillion, Collins, and Haynie for their on-the-ground, in-Acadiana support. There is literally no way that we could have made this happen without those three people and their expertise and guidance in helping us.

Guarisco stated that as we moved into Acadiana, our Ad Hoc Committee and staff were intentional in ensuring whatever development we do brings the full LEH experience. Through a brilliant and generous gift through Haynie we have now sent the 64 Parishes publication to well over 100 in the Acadiana area who were not on our list before and did not know that part of who we are. Through our head start program, press releases, and other efforts we are letting people know that LEH is connected in a broad way to these regions. Specifically, we are contracted by the federal government to offer head start and early head start services in both Iberia and Lafayette Parishes. Early head start is a new offering for us. We will have four locations in operation by the fall with two in Iberia and two in Lafayette. We currently have two sites operational now: one in Lafayette and one in Iberia.

Acadiana contracted enrollment is 747 children this includes head start and early head start. We ended the month of May with 266 enrolled in head start/early head start. This is phenomenal given that we were probably less than six months in the actual operations stage under our umbrella. We will have 48 early head start students who will continue services into the summer. Those services will conclude on 7/23/21. School kicks off in August-September. Recruitment events are underway like what is happening in Ouachita.

One of the great things we have done is to bring the success that we have had in Ouachita to Iberia/Lafayette. With that we have redesigned our governance so that we now have a super policy council. We have revised that so that there is participation from Lafayette and Iberia on the one broad policy council that also includes Ouachita. We also have an alignment squad with three folks from Ouachita who are working strategically alongside of Acadiana to look at policies and procedures to ensure both programs are in sync, but also wonderful stand-alones on their own.

We are collaborating with Ouachita on professional development opportunities and the weeklong summer bootcamp. As mentioned earlier, we now have 133 new employees. This is a huge increase to our the overall LEH operation. We are recruiting for our program director. Both the person we and the person we hired felt it was not a good fit.

Thank you to Butcher for all that she has done. We have two that are fully operational facilities. We have had more repairs than we expected. Carrier has a summary of the work that we have to do with Jeanerette Elementary including repairs to the roof and HVAC system. We expect Jeanerette and

7	<p style="text-align: center;">Outreach Committee Report</p>	<p>Gremilion stated that we have had significant challenges due to not being able to meet in person and hold events like our preview parties. It did give a rise to our virtual awards ceremony. Our last meeting was on May 21st and our next meeting is going to be on July 15th. The Outreach Committee will be planning its first 64 Parishes publication party in over a year for January 2022 in Lake Charles. Publication parties offer the opportunity to connect with community partners statewide and celebrate our contributors. We look forward to seeing the board members at the Lake Charles event. We are going to be having an in-person event in September for THFJSC, which will be like a preview function. In our last meeting we established the Outreach Preview functions which are done in conjunction with the magazine. It makes sense for the setting of our magazine articles to be the setting for our preview parties. Pre-COVID, we had preview function parties for Houma, Hammond, and a couple of other areas of the state. Our outreach functions are meant to link us to supporters and potential board members and establish fundraising avenues. Preview parties are linked to the magazine. We are looking forward to that.</p> <p>Vice Chair Schlesinger stated that she had no additional comments.</p> <p>Gremilion stated that we will resume in person meetings for the committee in September 2021. We do not know the date or location at this time.</p> <p>With no questions, Gremilion passed speaking time back to Mount.</p> <p>Mount thanked Gremilion for his tenacity and moving us forward.</p> <p>Mount passed speaking time to Adams for the report on The Helis Foundation John Scott Center.</p>		
8	<p style="text-align: center;">THFJSC Committee Report</p>	<p>Section opened at 11:02am.</p> <p>Adams stated THFJSC is moving along well. He walked by it on the way to work this morning and they are putting the light fixtures in. The marshal did a courtesy walk-through last week or so. They are getting everything tidied up. The final walk through will be next week or shortly thereafter. Terrazzo floors need a little more finishing work which will be done toward the end of the project. The ceiling should be going in as soon as the marshal gives the final okay.</p> <p>A nanawall that separates the boardroom has been installed. Phase 2 has been award to Woodward Design/Build group which includes emergency generator, flood protection, and rear ADA ramp and some fencing. Phase 3 is ramping up which includes the case work for the art, building out the reception area, and acquiring the necessary furnishing and audio-visual equipment.</p> <p>On September 30, 2021, we will host the Bright Lights Among the Stars. It will offer the board members and major donors a chance to sneak peek the center which will include the unveiling of the five-story mural which will be painted by Ayo Scott who is the son of board member Anna Rita Scott and John Scott. Board visits are ongoing. Plenty of pledges and gifts being made. The board is just around \$130,000. We are hoping to get to \$150,000. The public phase will begin at the end of June/early July. Adams stated that he hopes that we do not have any delays so that we can meet the September 30th event date. He thinks the THFJSC will a very desired place to visit once it is finished.</p> <p>Mount thanked Adams and shouted out to Jared White for all his hard efforts to get work on the facilities completed.</p> <p>Section closed at 11:06am.</p>		

9	Division Reports	N/A		
10	Action Items & Adjournment	Meeting is adjourned at 11:56am.	11:06am: A motion is made by Gremilion to approve the March 2021 Board minutes. Adams seconds. The motion passed unanimously.	
11	Contingency Planning Executive Session	11:06am: Enter Executive Session. 11:55am: Exit Executive Session.		

Janet Haedicke, LEH Board Secretary