Meeting Agenda

Board of Directors
January 21, 2026

6:00 pm	Welcome	Dave
6:05 pm	Program - Discuss Mentor Prerequisites	Sam
6:30 pm	Advancement Committee - Discussion around Nominations & Recruitment - Catalyst Presentation	Cara
6:55 pm	Finance Committee	Shannon
7:05 pm	Governance Committee - Brief Update on Trademark Findings (i.e. Empower Change) - BOD Quarterly Check-In schedule	Sam
7:20 pm	Executive Session	BOD

Board Meetings (quarterly on the 3rd Wednesday)
*invites sent via Google Calendar

April 15, 2026 6:00 pm – 7:30 pm EST
July 15, 2026 6:00 pm – 7:30 pm EST
*October 21, 2026 6:00 pm – 7:30 pm EST *Annual Meeting*

Zoom information: https://empowerher.zoom.us/j/81391960060?jst=2

Meeting Minutes

Board of Directors Meeting
July 16, 2025

Board of Directors in Attendance (via Zoom): Cara Belvin, Ryan McManus, Shannon Ewer, Jules Kelley, Dave Clayman, Jenna Mathis, Jennifer Black, James Meyer, Justin Schall

Others in Attendance (via Zoom): Sam Loutzenhiser

Not in Attendance: Skip Allen, Danielle Weisberg, Cynthia Whipple

Opening –

- The Board approved the April Board of Directors Meeting Minutes.
- Mr. McManus proposed to restructure the Development & Expansion Committee. This committee will be renamed the Development Committee, focusing on development instead of the broader expansion and Cara Belvin will serve as the interim chair. The Board approved this proposal.
- Mr. McManus will be stepping down as Board Chair and Mr. Clayman has been nominated as the new Chair of the Board of Empower. The Board approved this motion.

Overview & Mission Moment – Ms. Loutzenhiser

- Ms. Loutzenhiser shared a summary of FY25 with key insights as we close out the year.
- FY25 Key Insights from all cohorts:
    - 154 new kids enrolled
    - 255 new Mentors applicants
    - 45 new Matches
- Ms. Loutzenhiser shared a piece from our newsletter highlighting Paula & Estelle. Paula taught Estelle how to drive and helped her log driving hours highlighting that everyday moments can make a huge impact.

Strategic Operating Plan Progress Report – Ms. Belvin

- Ms. Belvin shared that we ended the year taking less out of our reserve than we had in the last two years.
- Fundraising is currently a major focus for the organization and will help give the Board more of a voice in determining the right revenue model going forward.
- The Development Committee is working to identify where the highest ROI is, most important to reach fundraising goals and learning from the past fiscal year.
- Q4 Development Committee Updates:
    - Ms. Belvin provided an update on the Campaign
    - Hartford Cocktail party raised $40,000
    - LA Event – follow up is required
    - Produced 10 LUMINARIAs around the country. The committee is discussing the future of LUMINARIA and how many we do going forward
    - Ms. Belvin met with the Lebens in New York City and made an ask of $150,000 over three years. The Lebens agreed to $100,000 pledge over two years
    - Ms. Belvin shared that there is $80,000 in Grant asks is in the works with the help of Ms. Kelley

Governance Committee Update – Mr. Clayman

- Mr. Clayman made a proper introduction as our new Board Chair and gave a much deserved thank you to the Board and especially Mr. McManus for his leadership as previous Board Chair.

Finance Committee Update – Ms. Ewer

- Ms. Ewer provided an update on our current budget status after many organizational changes in the recent months.

- The Development Committee is working on a new plan that will hopefully be more comprehensive and will expand into more than just Major Gifts.
- A full budget will be available to review come our upcoming Annual Board Meeting.
- Ms. Ewer pointed out that even though we did not reach income goals that we'd hoped for, Cara, Sam and the Empower team have done a great job at controlling our expenses in recent months.

Closing – Ms. Loutzenhiser & Mr. Clayman

- Ms. Loutzenhiser shared about our Board Retreat that is currently in the works. Date options will be sent to all Board Members in the coming days.
- Mr. Clayman discussed a current challenge that we have in our organization regarding the need to serve more kids with a lack of Mentors. Empower currently requires that a Mentor must have lost their parent. Mr. Clayman feels that it is more important to serve a child with something less than optimal rather than leave them with no service at all.
- Mr. Clayman proposed that this requirement potentially be suspended (not removed). In the meantime, Empower can come up with a model where someone who has not lost their parent can Mentor in the hopes that we can serve more children.