

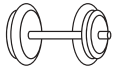
The background of the entire page is a photograph showing a close-up of a person's hands. One hand is holding a gold-colored fountain pen, poised to write on a document. The document features various charts, including a pie chart and a bar chart. The lighting is warm and slightly blurred, creating a professional yet creative atmosphere. A large black rectangular box is overlaid on the left side of the image, containing the title text.

2019

ECIER FOUNDATION
RETREAT NOTES



SWOT ANALYSIS RESULTS



STRENGTHS

- Aid students in attending college.
- Extensive networks with business owners.
- Accomplish more with small board.
- Board members share passion for organization and mission.
- Diverse board members who represent different backgrounds, skills/expertise, and life experiences.
- Positive image in the community.



WEAKNESSES

- Lack access to students during the school day.
- Insufficient finances and resources.
- Students are heavily involved with extra-curricular activities.
- Need stronger profile/presence.
- Marketing is not strong suit.
- Interactions w/students are limited.
- New voices on the board.



OPPORTUNITIES

- Digital/social media
- Grants
- Build school relationships.
- Relationships w/companies.
- Partner w/other foundations.
- Partner w/non-profits and FB.
- Develop school based program.
- Branding/media exposure.
- Highlight student entrepreneurs.



THREATS

- Students level of engagement
- Competing w/many non-traditional environmental factors.
- Schools unaware of ECIER value and programs.
- Lack of student focus and retention.
- Lack of community awareness.
- Lack of parental involvement.
- Board engagement/support
- Other foundations.



BOARD GOVERNANCE

- ECIER will establish the following sub-committees - Governance/Finance, Fund Raising, Program.
- Board members will be provided job descriptions at the September meeting and be asked to serve on at least one committee.
- Each committee will elect a chairperson.

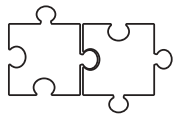
PROGRAM MODEL CHANGES

- Board decided to create a new pilot program model for the 19/20 school year with a school based partnership w/Calumet High School.
- Students that have participated in the past year will not be enrolled in the pilot project.
- ECIER will send letters to the past participating schools informing them of the new program changes and pilot project.
- Program hours will change to be held immediately after school to address transportation barriers.
- Projected number of students served per school year = 40
- Intended long-term programmatic outcome is students become entrepreneurs and launch businesses.
- Board decided to refocus the intended audience for the ECIER program. The 19/20 school year will focus on "opportunity youth" students whom share one or more of the following characteristics:
 - Enrolled in 10th grade
 - Struggling academically (C average or below)
 - Not on traditional pathways to career or college
 - Family annual income at or below federal poverty level

LAS VEGAS PROGRAM EXPANSION

Chariece presented an opportunity to launch a chapter of ECIER in Las Vegas this year through a new network of relationships and potential partnerships she established a few weeks ago.

- Board agreed to form an exploratory task force that will work with Chariece and the Las Vegas contacts to create an implementation plan and analysis to present to the full board by the end of 2019.
- Board agreed to delay the launch of the program expansion until after the implementation plan has been reviewed.



PROGRAM LOGIC MODEL

ACTIVITIES	OUTPUTS	SHORT-TERM	INTERMEDIATE	LONG-TERM
Program provides participants on-site business learning experiences with local entrepreneurs.	240 students 3 entrepreneur experiences	Students are knowledgeable of benefits of entrepreneurship. Students learn how to manage a business. Students are inspired to pursue entrepreneurship.	Students develop business plan for pilot start up. Students secure seed money from investors to launch a start up.	Students become entrepreneurs. Students' businesses are sustainable.
Program engages participants in simulated business learning labs.				