



Cycle 50 "Civics 101" - Session #3 - May 31, 2022

Music: "Through the Fire and Flames" by DragonForce - suggested by Terrance - <https://www.youtube.com/watch?v=0jgrCKhxElS>

Why Anthony picked this selection: It gets him going - Challenges faced and overcome!

How does a for-profit "keep going"?

- Terrence - cash flow - Consumers...
- Buying the product.

How does government "keep going"?

- Taxes & fees. Also a federal government can literally print money.

Why do you donate?

- Karla - To support causes - A cause = charity/some collective fight - "You believe in" - key aspect (Question - How does a person come to "believe" in a cause?)
- Scott - To help others in need
- Support can be either dollars or time
- Key point - This is entirely voluntary
- We want to "help" others...
- When we support causes it might be doing things you believe in because that organization or something like it helped you earlier in life

Learning from i c stars

- i c star's GuideStar profile = <https://www.guidestar.org/profile/36-4253411>
- Look at Unearned vs. Earned Income
- i c stars: 2019 Contributions & grants = \$2.2 million / Total revenue = \$2.7 million // Total expenses = \$2.8 million =

How is reputation and positive word of mouth distributed?

- Alum
- Heard of i c stars via job boards
- Personal referral = powerful
- Public speaking, conference appearances, op-ed pieces by staff, articles ABOUT the organization appear in local press. See, for example: <https://www.chicagotribune.com/business/blue-sky/ct-sandee-kastrul-giving-bsi-20161122-story.html>



Special Guest - Kevin Gates

- <https://www.linkedin.com/in/kevinmgates> - Principal Cloud Solution Architect for Microsoft, where he has worked on many projects and held numerous leadership positions there where he started in 2001. He started his path as an Intern with i c stars in 2000. Kevin is an accomplished photographer and videographer and you can see his work at <https://www.dreaddontdie.com>
- On one other board-> <https://www.family-institute.org>
- His mantra: Learn. Master. Teach.
- Love of learning AND teaching.
- Going to the "buffet" (at i c stars) - took "tour" of range of tech fields/roles.

- Importance of real life experience with real clients, deliverables, actual working conditions...
- Was doing cooking - pursuing roles inside hospitality/dining
- Key advice: Do the best you can do in every role you take on.

Why serve on the board?

- After 20 years at Microsoft - "felt a calling" to join board. He reached out to Sandee. He feels grateful, lucky - somewhat "in debt" to i c stars. He says he is "So lucky" and feels compelled to "give back" and pay it forward...
- Involved w Interns at Microsoft - worked w 15/20 Cycles
- Felt more prepared when joined i c stars Board.
- Training needed to be a great Board member.

Board membership =?

Kevin had this list:

- Steer the direction of the organization, support the CEO and ensure growth and success
- Make the time
- Share your network
- Raise money
- Increase mindshare
- Influence
- Provide feedback
- Join a committee
- Do the work
- Recruit new board members

- Being an alum AND board means being an ambassador for the org - Means he must "speak" i c stars fluidly...
- Raising resources - Board is responsible that org has what it needs...As a board member he gives - and also gets MATCH from employer.
- Also involved in GETTING others to give...
- Reality that turbulent times do happen. Sometimes there is bit of friction between board members and between board and new staff. Could be disagreements about future directions - need data, research...
- Looking at competition is a great role for board

KEY POINT: *Board NOT day-to-day operations but, rather, BIG PICTURE guidance.*

Question: How to get on a board?

- Starts with your belief and commit to mission. Ask yourself what can you give TO the org? What do you want OUT of the org that you wish to serve?

Question: Experience on that first board, that was a bit disorganized?

- That board oard experience was "messy" in sense of board was not well org and the CEO was not well organized. He, himself, was new at Board service.

Parting Thoughts?

- Be curious. Raise your hand and step up to help! You give and you get when you step up.
- Network and connect. Do the best work you can. **Every interaction is an interview.**

CONCLUDING INSIGHT: *The domains of generosity/compassion/service/justice are the drivers/motivators that fuel and sustain the CREATION and the SUPPORT for America's nonprofit sector.*