

Direct Support Organizations (DSO) and Athletics Committee Minutes
Trustee Deveron Gibbons, Chair
Wednesday, December 4, 2024

Trustee Deveron Gibbons called the meeting to order. Trustees John Crossman, Natlie Figgers, Kelvin Lawson, Loryn May, Belvin Perry, Jr., and Kenward Stone were in attendance and established a quorum.

Approval of September 12, 2024, DSO and Athletics Committee Meeting Minutes

Trustee Perry motioned for approval; Trustee Lawson seconded the motion. The minutes were approved, unanimously, by the committee.

FY 2024-2025 Foundation Operating Budget Amendment

Dr. Donald Palm presented the FY 2024-2025 Foundation Operating Budget Amendment.

The amendment approves funding in the amount of \$750,000 for the Athletics Department detailed as follows:

- \$400,000 | Student Athlete Summer School Funding
- \$125,000 | Comprehensive Program Review for Development and Revenue Generation
- \$60,000 | Critical Capital Repairs to Football Practice Field and Baseball Outfield
- \$165,000 | Athletics Director Discretion

Trustee Cliatt thanked the Foundation for these funds and relayed that these funds were non-recurring, which means that the Athletics department may request additional funds. VP/AD Suggs detailed each use of the funds for the committee and informed them that she was preparing a 5-year plan for Athletics fiscal sustainability that she will share with the BOT.

The Committee discussed the budgetary shortfalls in the annual Athletics budget, approximately \$2.5 Million, citing how per BOG regulations, the annual operating budget must balance and include secured revenue projections. The Committee encouraged VP/AD Suggs to review the student fee structure, as well as review supplemental funding sources from Auxiliaries and University Director Support Organizations to determine what the specific shortfall(s) are within the operating budget, so that the University can work to make-up the shortfall.

Trustee Perry motioned for approval of the FY 2024-2025 Foundation Operating Budget Amendment; Trustee Lawson seconded the motion. The motion passed, unanimously.

Foundation Bylaws Discussion

Dr. Palm introduced Jane Parker and David Shufflebarger of Alexander Haas to present their recommendations for the FAMU Foundation Bylaws, Foundation Articles of Incorporation and BOT DSO Policy.

Ms. Parker and Mr. Shufflebarger provided the Committee with a highlight of the recommendations detailed in their report:

- Given the extensiveness of the changes we are recommending we believe it is best to start from scratch in developing the bylaws. The document should be tightly written referencing statutes, regulations, and policies where necessary without reciting them.
- Remove the provision for a possible third four-year term for members; remove the provision that limits the future terms of a board member who resigns; clarify that a board member initially elected to fill a partial term is still eligible to serve two four-year terms following the initial partial term; and add a provision that a board member who has served two full terms is not eligible for re-election until a year has passed since conclusion of the second term.
- Remove the provision grandfathering in board members whose terms began prior to January 1, 2024.
- Consider changing the positions held by the National Alumni Association President or her/his designee, the Director of Alumni Affairs, the President of the Rattler Boosters or her/his designee, the faculty member, and the student from ex officio members to representatives to the board.
- The Emeritus Board Member provision should be included but revised to remove attendance at Board meetings.
- Evaluate the benefit of Honorary Board members in light of the staff time required to service these members.
- Revise the provision on removing board members to be with or without cause.
- Evaluate the benefit of the Advisory Board against the work involved and consider eliminating it, similar to the recommendation about Honorary Board members.
- Provide for quarterly board meetings.

The Committee discussed the recommendations, citing that the recommendations were from a board range of each consultant's experiences in higher education rather than a focus on SUS institutions and that the Gift Report's Recommendations should be reviewed and included in this bylaws review. The Alexander Haas consultants recommended that a joint task force with both Foundation Board and Board of Trustees members be assembled to review the recommendations and develop a finalized set of recommendations for both boards to consider. Ms. Parker also recommended the Board install a permanent University President prior to hiring a permanent Vice President for University Advancement and Executive Director of the FAMU Foundation.

Update on Divisional Activities

A. FY 2024-2025 University Advancement Updates

1. FY 2024-2025 Fundraising Progress as of November 20, 2024:
 - i. Raised \$6,853,310.33 (34.27% of \$20M Goal)

2. New Cash - \$6,478,305.45 (94.53% of Total & 32.39% of \$20M Goal)
3. Pledges & Planned Gifts - \$375,004.88 (5.47% of Total & 1.88% of \$20M Goal)
4. Year-to-Year Constituent Comparison
 - i. Corporations and Foundations account for the majority of support.
5. Historical Fundraising Trend – 2012-13 to 2024-25
 - i. Last three fiscal years have been over \$20+ Million

The Committee discussed the President's annual fundraising goal, requesting feedback from Dr. Palm. Dr. Palm responded that he would convene with his team and provide a recommendation to the BOT in time for tomorrow's meeting.

B. DSO Updates

1. **FAMU Foundation, Inc.**
2. **FAMU National Alumni Association**
3. **FAMU Rattler Boosters**

FAMU Foundation, Inc.

- Investment Value - \$171,978,627 as of September 30, 2024, compared to \$162,934,473.87 as of June 30, 2024.
 - 2027 Investment Value Goal per FAMU's Boldly Striking Strategic Plan - \$200,000,000
- Endowment Value - \$126,804,942 as of September 30, 2024, compared to \$124,140,598.81 as of June 30, 2024.
 - 2027 Endowment Value Goal per FAMU's Boldly Striking Strategic Plan - \$150,000,000
- 2023-2024 Financial Statements – Unmodified (Clean) Audit
- We are starting to prepare for our 2025 Operational Audit
- Foundation Bylaws Review/Recommendations
- 2025 Foundation Board Meetings
 - Spring – May 29-31, 2025 – Frisco, TX (In conjunction with NAA Convention)
 - Fall – November 19-22, 2025 – Orlando, FL (In conjunction with FL Classic)

Dr. Palm offered thanks for their leadership to the 2024-2025 Foundation Board Officers:

- **Chair – Lisa R. LaBoo**
- **Treasurer – Freddie Raines**
- **Vice Chair – Kenneth M. Neighbors**
- **Secretary – Erica D. Hill**

Dr. Palm offered congratulations to the 2025-2026 Foundation Board Officers:

- **Chair – Kenneth M. Neighbors**
- **Vice Chair – Tirrell D. Whittley**
- **Treasurer – Twuanna Munroe Ward**
- **Secretary – Chan Bryant Abney**

FAMU National Alumni Association

- The FAMU NAA is proud to embark upon a new endeavor to collaborate with the FAMU Foundation's Committee on Small Business Engagement at the 2025 National Alumni Convention (May 28 – June 1, 2025) in Frisco, Texas. We have a large contingent of alumni in the corporate arena there and the NAA is eager to assist and support the Foundation committee's initiative, by raising awareness and engaging more of our Rattlerpreneuers in support of our students and FAMU.
- A round of applause for our NAA student liaisons who have proudly supported the university's recruitment mission this fall participating in activities from the DMV in the Northeast region to Middle Georgia to Broward, Hillsborough, Pinellas and Miami-Dade counties between August and November. These recruitment representatives play a pivotal role in assisting our team and university's mission to attract the best and brightest to FAMU.

FAMU Rattler Boosters

- Purchased Muscle Milk for Cross Country, Volleyball and Football teams. Year to date over \$15,000.
- Generated a net profit of over \$24,000 in the Fall Kick Off Luncheon and Golf Tournament.
- Purchased tables to the Rattler F Club Hall of Fame banquet.
- Completed our 2023-2024 Sixth Annual audit with no findings.
- Purchased shooting machine for the Women's Basketball.
- Purchased Keiser Leg Press machine for the track programs.
- Reserved Seven tables for the Florida Classic Luncheon.
- Sponsored Two buses to take donors to the Florida Classic game.
- In the Process of Updating the Rattler Booster's By-Laws.
- Rattler Boosters Memberships are Regular - \$100, Venom - \$300, and Life Members is \$750.

Trustee Gibbons informed the Committee that the Foundation Board Member term renewals was not included on today's agenda, in error, and that the Board Members whose terms expire December

31, 2024, can continue to serve until approved by the Board of Trustees. This item will be included as an action item on the February 2025 DSO & Athletics Committee Meeting agenda.

Athletic Directors Report

a. Athletics Department Update

VP/AD Angela Suggs provided the Athletic Directors Report. She began her report with a video highlighting the achievements of the Athletics Department for the 24-25 season.

- Athletics HR Updates:
 - Mr. John Torrens has been selected as our new director of academic advocacy, and will start on Monday, December 9th.
 - 4 academic counselors and the Assistant director position are being actively advertised, and in the interim 3 university academic coaches are serving in these roles until filled.
 - We have one vacant position for a compliance coordinator, and the path to advertising is underway.
- Athletics Financial Updates:
 - We are working within the current framework to meet immediate needs. We are navigating our current budget constraints. It is essential to prioritize operational efficiency, to maximize resource utilization and enhance our productivity by critically assessing our processes and identifying areas for improvement. We will continue to ensure responsible spending that contributes effectively to our goals. We want to position ourselves for sustainable growth and success overall.
 - By February we will be able to better present to you current budgeted resources and their adequacy. To complete the fiscal year working with Vice President Rebecca Brown, Budget Director Nicole Murray, EVP Donald Palm, AVP Tatum-Fedrick, and others, we will develop a multi-year budget and plan in efforts to break this current cycle and move toward resourcing our competitive excellence as an NCAA Division 1 FCS Southwestern Athletics Conference (SWAC) Program.
 - The Southwestern Athletic Conference is the most funded FCS Conference in the nation, having distributed back to the institutions more than \$28 million dollars over the past 2 years. This is more than any other FCS Conference.
- FAMU's NCAA Probation has officially ended.
- Florida, A&M University has amassed 7 regular season championships and 8 Conference championships.

With there being no further business, the meeting was adjourned.