



REVENUE DIVERSITY & NEW MARKETS COMMITTEE MEETING

CareerSource Central Florida | 3/31/26

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ACHIEVEMENT
BEGINS WITH A DREAM.



3/31/26 REVENUE DIVERSITY & NEW MARKETS COMMITTEE VIRTUAL MEETING **Meeting Details****Meeting Agenda****Welcome****Roll Call****Public Comment****Approval of Minutes****Information/
Discussion Items****Other Business****Adjournment**

What: Revenue Diversity & New Markets Virtual Committee Meeting

When: Tuesday, March 31, 2026
3:00 p.m. – 4:30 p.m.

Where: Virtual via Zoom:
<https://careersourcecf.zoom.us/j/84563493340?pwd=s1NtCr7CthTjJXAkQ3OCwUgoCP9VvJ.1>

Dial In: 1 (305) 224-1968 / **Meeting ID:** 845 6349 3340 / **Passcode:** 794959

3/31/26 REVENUE DIVERSITY & NEW MARKETS COMMITTEE VIRTUAL MEETING

AGENDA	Agenda Item #	Topic	Presenter	Action Item
	1.	Welcome	John Gill	
	2.	Roll Call / Establishment of Quorum	Kaz Kasal	
	3.	Public Comment		
	4.	Approval of Minutes A. 10/21/25 Revenue Diversity & New Markets	John Gill	X
	5.	Information / Discussion A. Board Participation B. Events & 30th Anniversary C. Fundraising Update D. Development Strategy E. Four Ways to Engage F. Discussion & Insights G. Next Steps and Closing	Committee Review/Discussion	
	6.	Other Business		
	7.	Adjournment		

Meeting Details

Meeting Agenda

Welcome

Roll Call

Public Comment

Approval of Minutes

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WELCOME



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▶ Roll Call

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ROLL CALL



Meeting Details

Meeting Agenda

Welcome

Roll Call

► **Public Comment**

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PUBLIC COMMENT



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APPROVAL OF MINUTES



DRAFT
Revenue Diversity & New Markets Committee Meeting

Wednesday, October 21, 2025
1:30 p.m.

MINUTES

MEMBERS PRESENT: John Gill, Sharon Arroyo, Mark Brewer, Michelle Sperzel and Snak Nakagawa

MEMBERS ABSENT: Wendy Ford and Tanisha Gary

STAFF PRESENT: Marcela DeFaria, Pam Nabors, Leo Alvarez, Vince Bruno, and Kaz Kasal

Agenda Item	Topic	Action Item / Follow Up Item
1	Welcome Mr. Gill, Committee Chair, called the meeting to order at 1:34 p.m.	
2	Roll Call / Establishment of Quorum Ms. Kasal reported a quorum present.	
3	Public Comment None offered.	
4	Action Item <u>Approval of Minutes</u> Reviewed draft minutes from 5/28/25 Revenue Diversity and New Markets Committee Meeting (attachment).	A motion was made by Mr. Brewer to approve the minutes from the 5/28/25 meeting. Mr. Nakagawa seconded; motion passed unanimously.
5	Information / Discussion / Action Items <u>Charter - Annual Review</u> - Reviewed Charter (attachment) and Committee concurred on a non-substantive edit to remove last bullet under "Structure" that names the Committee's staff liaison, as it is not necessary to include names in the charter. <u>Review of FY 24-25 Results</u> - Reviewed FY 2024-2025 year-end results (attachment) by funder, type, and funded programs. Exceeded annual goal of \$6M, attaining \$6.45M by year-end. <u>Current Progress and Updates</u> - Reviewed progress thus far for PY 2025-2026 (attachment). Currently have attained \$1.58M of the \$6M annual goal, or 26% of goal. - Reviewed recap of Rise & Thrive fundraising event that occurred on 9/16/25. Total event revenue attained was \$53,475. - Discussed CSCF's 30th Anniversary occurring next year.	



	Committee Feedback: - Include look-back on CSCF's impact and how it evolved. What would community look like if CSCF was not here? - Bring in past board members to talk about changes made under their watch. - Focus on building capacity of individual donors. - Provide "Hall of Fame" awards. - Start promoting "30th Anniversary" now/this year – let the community be aware and share. - Create a logo with "30th Anniversary" - Form a committee to help with planning. <u>Board Participation and Engagement Opportunities</u> • Reviewed Board Giving activities for PY 25-26. So far, the Board has achieved exceptional progress with 51% of Board having already contributed this year vs. 25% same time last year. <u>Examples of Board Activities to Expand Connections</u> • Reviewed various activities that board members can engage in, and ways to contribute. Committee Feedback: - Keep ways to engage consistently in front of the board. - Have a template to promote with social media. - Talk to Board to think of "contribute" as a long-term vs. short-term investment; that this is a continued head/heart/wallet commitment to CSCF. - Set up meetings (initial and follow-up) with board members and their connections of potential funders. CSCF can do the ask at the follow-up meeting vs. the board member. - Can accept IRA gifts. - Liquidity events. - Provide elevator talking points; business card that includes CSCF's value proposition. - Provide donated gifts via a raffle or silent auction at a fundraising event.	
7	Other Business • None offered.	
8	Adjournment There being no other business, the meeting was adjourned at 2:26 p.m.	

Respectfully submitted,

Kaz Kasal
Executive Board Coordinator



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INFORMATION/ DISCUSSION/



BOARD PARTICIPATION



BOARD PARTICIPATION

- **Participation:**
 - 73% of the board has contributed
 - 10 board members remaining
- **Dollars Raised:**
 - \$243,438 in board-driven contributions
- **In-kind:**
 - HSCE and SYP site visits
 - Host board meetings and other convenings



EVENTS AND 30TH ANNIVERSARY

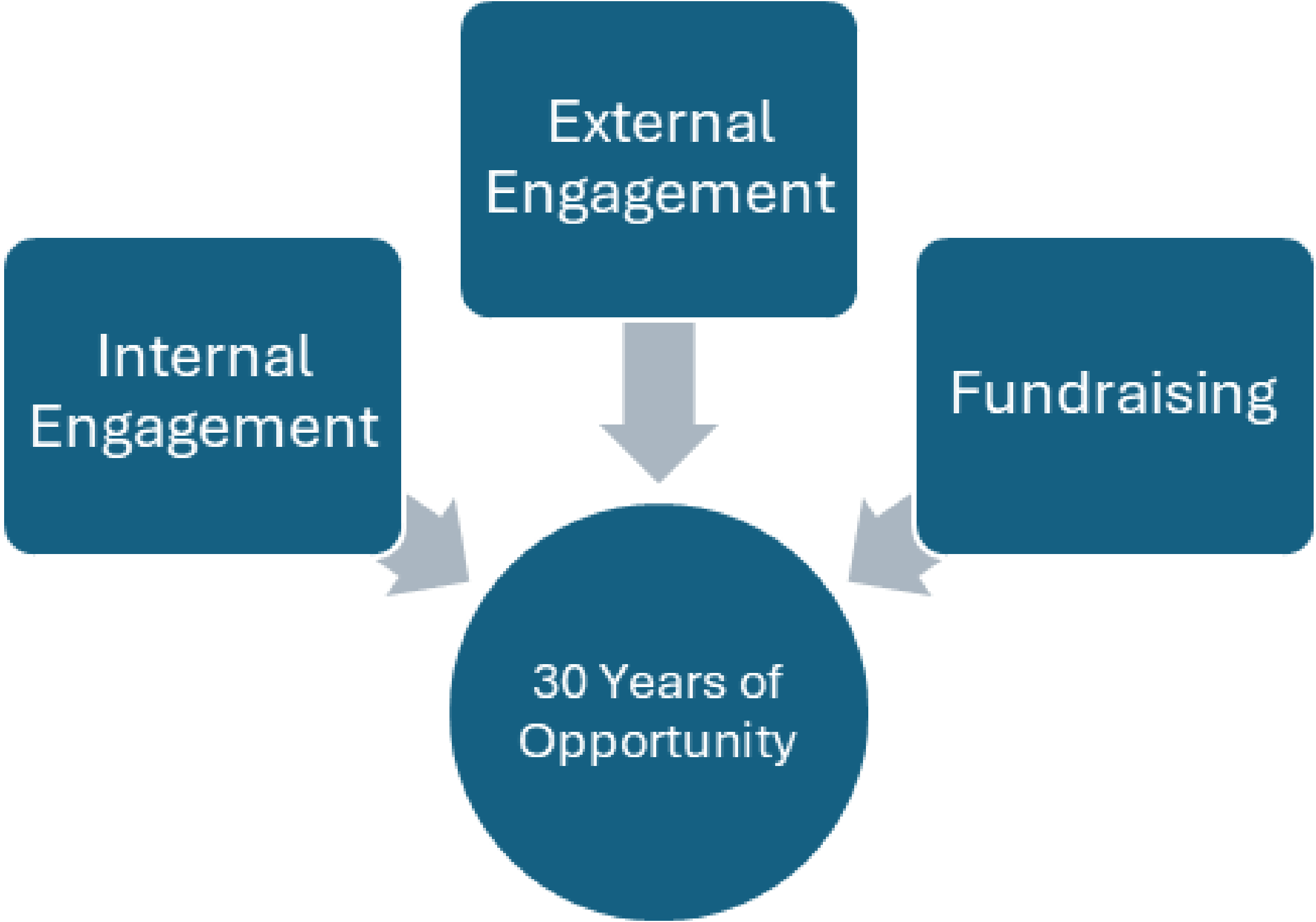


30th ANNIVERSARY CAMPAIGN

- **Theme:** 30 Years of Opportunity
- **Timing:** 12 months
- **Public kick-off:**
 - Rise & Thrive breakfast
 - Tentative: September 30, 2026
- **Fundraising target:**
 - \$300,000+ anniversary campaign
 - Aligned to a clear workforce purpose (e.g., internships or youth career exploration)



30th ANNIVERSARY CAMPAIGN

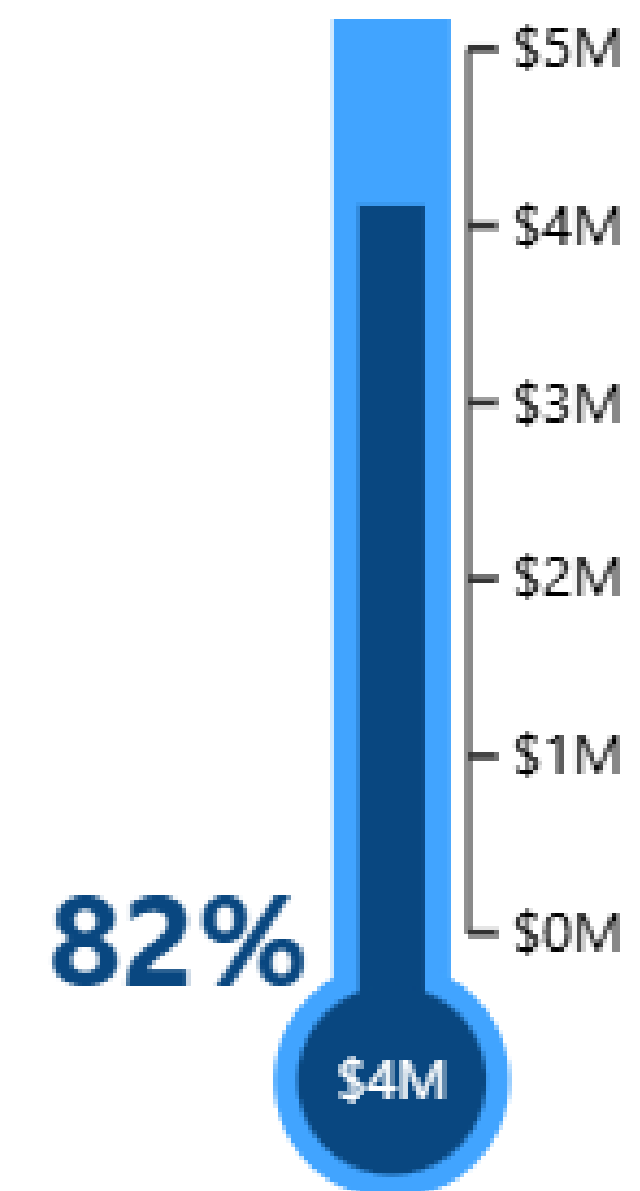




FUNDRAISING UPDATE



- **YTD: \$4.1M**
 - State Workforce (Additional): \$2.4M
 - Public: \$1.6M
 - Corporate & Individuals: \$100,000
- **Funders: 25**
- **Pending Opportunities: \$380,000**
- **Q4 Opportunities:**
 - Rise & Thrive sponsorships
 - Additional grant applications





DEVELOPMENT STRATEGY



CareerSource
Central Florida

Two-Year
Revenue
Development
Plan

FY2025 – FY2027

STRATEGIC INTENT

- Reduce dependency on any single funding source
- Deepen employer & corporate partnerships
- Grow earned and sector-driven revenue
- Build a pipeline of long-term supporters

Revenue Diversity & New Markets
Committee | March 2026

FOUR REVENUE PILLARS

Public Partnerships FY2025–26 \$3.75M–\$3.9M FY2026–27 \$3.0M–\$3.25M	Corporate Philanthropy FY2025–26 \$1,000,000 FY2026–27 \$1.2M–\$1.6M	Sector Partnerships FY2025–26 \$100,000 FY2026–27 \$150,000	Earned & Misc. Revenue FY2025–26 \$25,000 FY2026–27 \$50,000–\$75,000
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FY2025–26 Total Goal \$4.875M–\$5.0M	FY2026–27 Total Goal \$4.4M–\$5.0M
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HOW PARTNERS ENGAGE

Volunteer Expertise, mentorship & advisory roles	Hire Employ CSCF interns & program graduates	Sponsor Fund programs, events & initiatives	Invest Strategic gifts supporting our mission
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PARTNER LIFECYCLE





FOUR WAYS TO ENGAGE

FOUR WAYS TO ENGAGE



Volunteer

Welcome a cohort of students or program participants to your workplace for site visits and hands-on exposure to careers in your industry. Hosting allows your organization to introduce participants to real workplace environments while inspiring future talent.



Hire

Recruit talented participants from our programs for internships, apprenticeships, or full-time roles. Many employers use our programs to identify motivated individuals and strengthen their future talent pipeline.



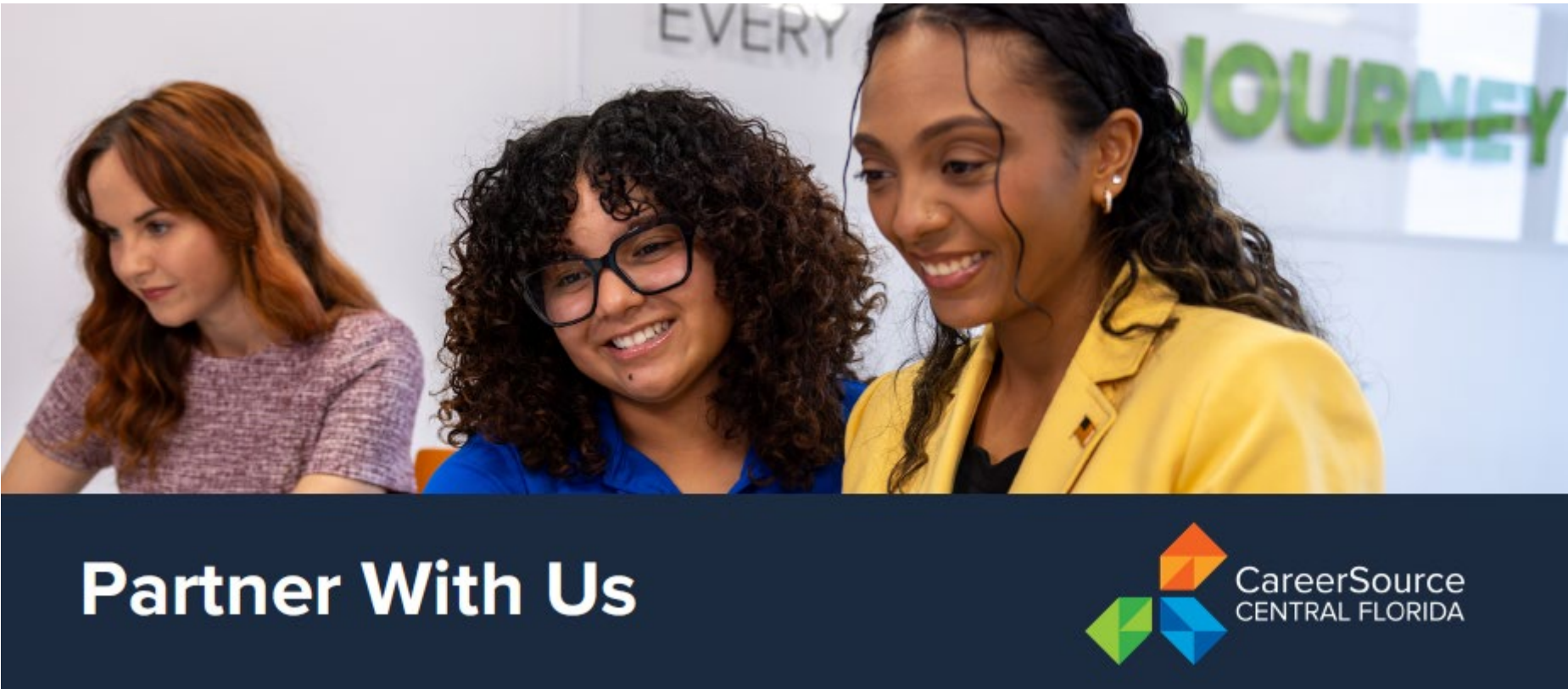
Sponsor

Provide financial support that helps operate and sustain workforce programs. Sponsorships help cover student stipends, training, career exploration activities, and program delivery, allowing more students and job seekers to access meaningful opportunities.



Invest

Co-invest with us in larger workforce initiatives that expand or launch programs aligned with your industry, talent needs, and corporate impact priorities. These strategic partnerships help build long-term talent pipelines while advancing shared goals for your company and our region.



Programs at a Glance

High School Career Express

High School Career Express bridges the gap between education and employment by connecting high school juniors and seniors with real employers, real careers, and real opportunities. Students visit local businesses and gain first-hand exposure to career pathways across industries.

Access to Career Pathways

Access to Career Pathways combines workforce readiness training, education, and work experience to help adults overcome barriers to employment. The program connects participants to employers, mentorship, and pathways to sustainable careers.

Summer Youth Program

The Summer Youth Program provides high school students early career exposure through career exploration and paid internships that build essential workplace skills and introduce participants to high-growth industries.

Public Sector Academy

The Public Sector Academy allows high school students to explore careers in local government, including law enforcement, emergency services, public administration, and more. The four-week program blends career exploration, site visits, hands-on learning, and professional skill building.



DISCUSSION & INSIGHTS



NEXT STEPS & CLOSING



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OTHER BUSINESS



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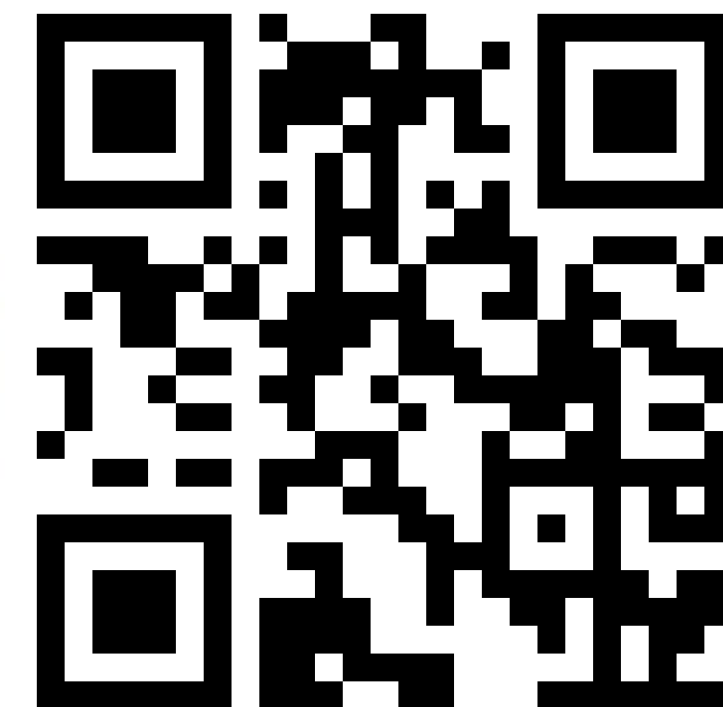
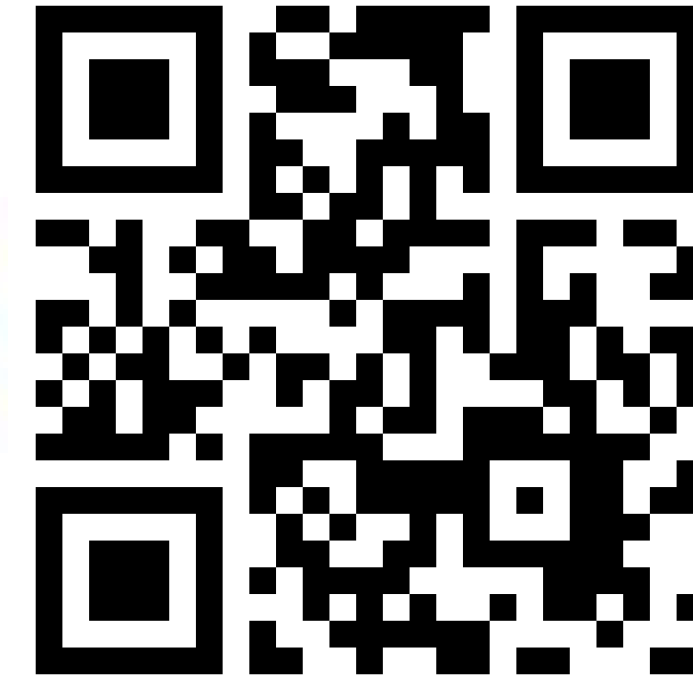
Other Business

▶ **Adjournment**

ADJOURNMENT



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