



REVENUE DIVERSITY & NEW MARKETS COMMITTEE MEETING

CareerSource Central Florida | 1/29/25

[CareerSourceCentralFlorida.com](https://www.CareerSourceCentralFlorida.com)

ACHIEVEMENT
BEGINS WITH A DREAM.



1/29/25 REVENUE DIVERSITY & NEW MARKETS COMMITTEE MEETING DETAILS

Meeting Details

Meeting Agenda

Welcome

Roll Call

Public Comment

Approval of Minutes

Information/
Discussion/
Action Items

Other Business

Adjournment

What: Revenue Diversity & New Markets Committee Meeting

When: Wednesday, January 29, 2025
3:00 p.m. – 4:30 p.m.

Where: Virtual Option via Zoom:
Link: <https://careersourcecf.zoom.us/j/86473088881?pwd=P4bDDTbmdle16uf7gyf3OpawaD53M9.1>

Dial In: 1 (929) 205-6099 / Meeting ID: 864 7308 8881 / Passcode: 849559

1/29/25 REVENUE DIVERSITY & NEW MARKETS COMMITTEE MEETING DETAILS

Meeting Details Meeting Agenda Welcome Roll Call Public Comment Approval of Minutes Information/ Discussion/ Action Items Other Business Adjournment	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. 10/1/24 Revenue Diversity & New Markets	John Gill	X
	5.	Information / Discussion / Action Items A. FY 24-25 Mid-Year Results B. Overview of Development Plan C. Strategic Investment Policy Update	Committee Review/Discussion	
	6.	Other Business A. Update on Career Solutions		
	7.	Adjournment		



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WELCOME



WELCOME REVENUE DIVERSITY & NEW MARKETS COMMITTEE MEMBER



Michelle Sperzel
CEO
Harbor House of Central Florida



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ROLL CALL



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► **Public Comment**

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PUBLIC COMMENT



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APPROVAL OF MINUTES

Thursday, October 1, 2024
1:30 p.m.

MEMBERS PRESENT: John Gill, Joe Battista, Mark Brewer, Tanisha Gary and Nakagawa

MEMBERS ABSENT: Sharon Arroyo and Wendy Ford

STAFF PRESENT: Pam Nabors, Tadar Muhammad, Leo Alvarez, Marcela DeFaria, Nilo Blanco, Vince Bruno, and Kaz Kasal

[illegible]



	- Discussed Finance Committee most likely amending its charter to include oversight of reserve account as part of their responsibility. - Committee offered their support in development of the investment policy. • Reviewed timeline of proposed actions on reserve account (attachment). 1st Quarter Results • Reviewed 7/1/24 thru 9/30/24 results by fund-raising sources: public, private, referral programs and general donations. Currently at 70% of overall \$6M annual target (attachment). 2023-2025 Development Goals & Strategies • Reviewed PY 2023-2024 goals and strategies achieved (attachment). • Reviewed PY 2024-2025 goals and strategies (attachment) - Committee Input: - o Build baseline to include mid-level givers; they are known to invest in the community and continue giving for impactful causes.	<i>Staff to bold highlight any new relationships on report.</i>
7	Other Business • Received updates on Career Solutions, CSCF's sister organization: - Key goal to expand career exploration opportunities, via unrestricted funds, to early-to-mid level high schoolers, who would not otherwise be qualified. - Initiated High School Career Express pilot program. - Meeting next week on market plan for pilot program.	
8	Adjournment There being no other business, the meeting was adjourned at 2:40 p.m.	

Respectfully submitted,

Kaz Kasal
Executive Board Coordinator



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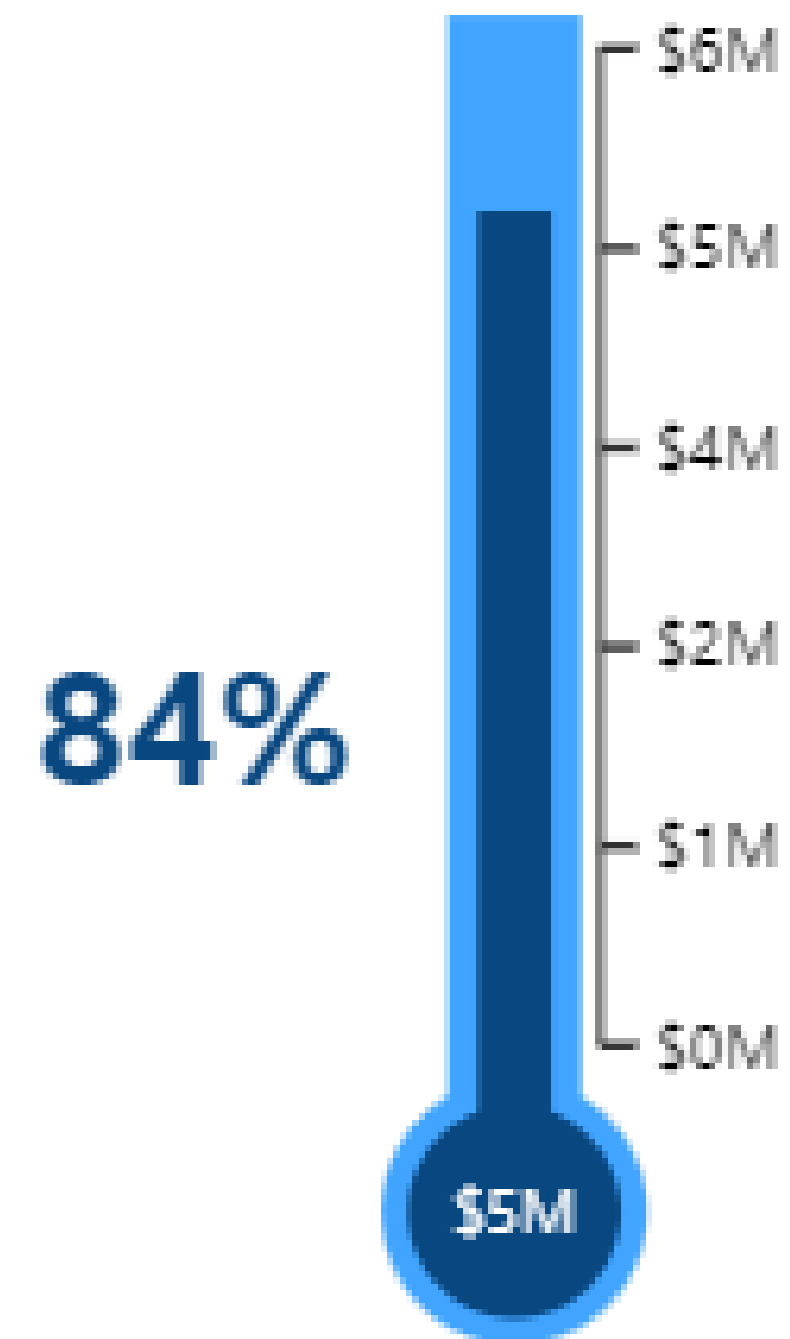
INFORMATION/ DISCUSSION/ ACTION ITEMS



FY 2024–2025 MID-YEAR RESULTS

ATTAINMENT/REQUESTED

PROGRAM YEAR
2024 - 2025



\$5,023,396
ATTAINMENT

\$7,894,396
REQUESTED

17
FUNDERS

23
SOLICITATIONS

TOP FUNDED PROGRAMS

PROGRAM	AMOUNT
Career Services	\$3,163,033
Sector-based Initiatives	\$875,000
Health	\$350,000
English for Speakers of Other Languages	\$200,000
Artificial Intelligence Incumbent Workers	\$150,000
Youth Services	\$80,000
Total	\$4,818,033

PENDING AND DECLINED

\$2,340,000

DECLINED AWARDS

- Truist
- Orange County Public Schools

\$481,000

PENDING CONTRACTS

- iDrive Community Reinvestment Agency
- Seminole County
- Heart of FL United Way

\$50,000

PENDING DECISION

- United Way of Lake and Sumter Counties

BOARD GIVING BY SOURCE

\$598,900

PLEDGED



\$595,000

BOARD-DRIVEN CONTRIBUTIONS

\$3,900

INDIVIDUAL GIFTS

BOARD GIVING: CASH PLEDGES

FUNDER	AMOUNT
AdventHealth	\$350,000
Seminole County	\$130,000*
City of Orlando	\$50,000
Duke Energy	\$30,000
Fairwinds Credit Union	\$25,000
Heart of Florida United Way	\$10,000*
Individual Gifts	\$3,900
TOTAL PLEDGED	\$598,900

*Pending signed agreement or notification.

BOARD GIVING

37

TOTAL MEMBERS

54%

CONTRIBUTED

46%

NOT CONTRIBUTED

TICKET TO WORK PROGRAM

\$275,000

REVENUE GOAL

\$90,634

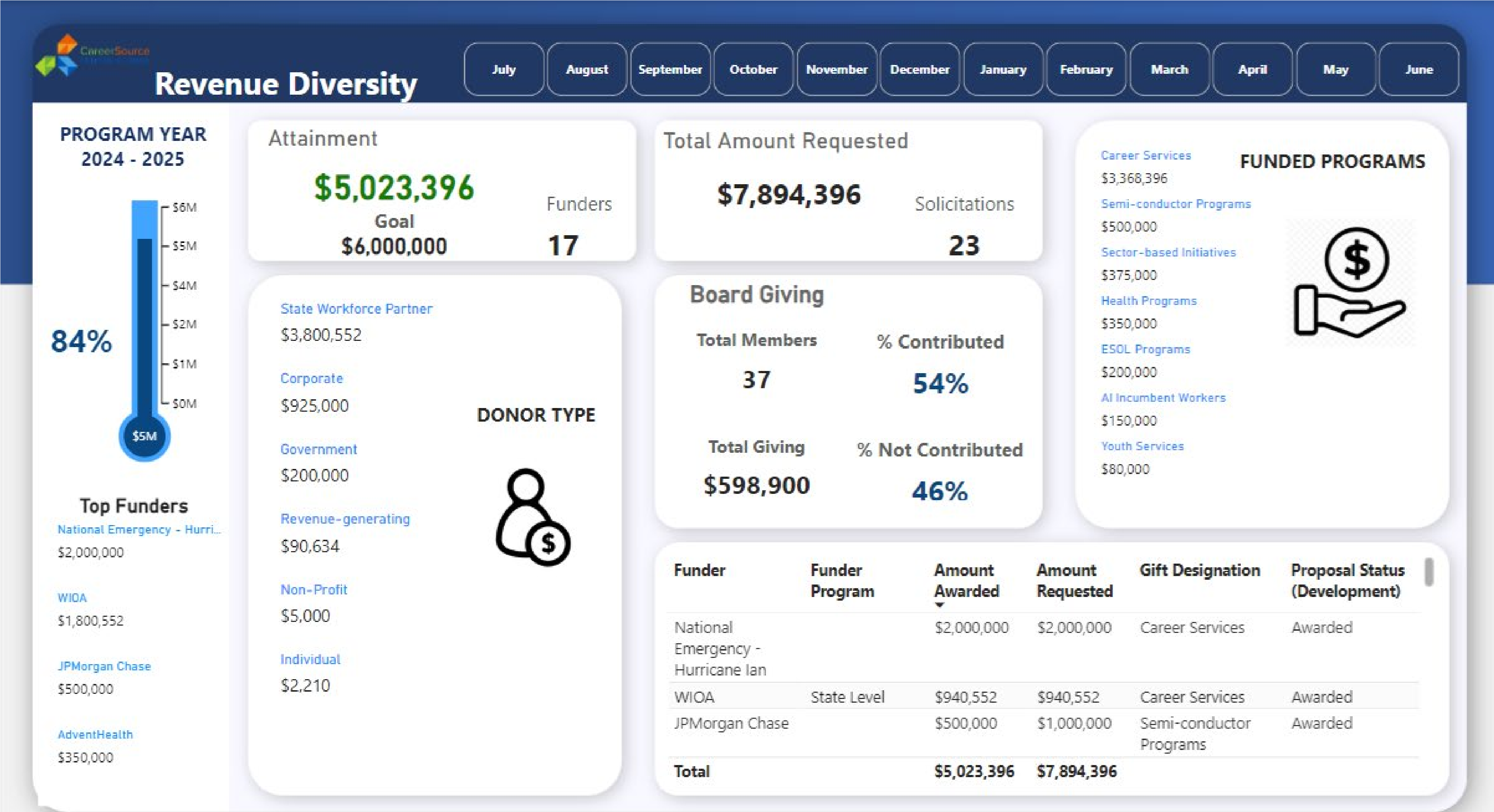
RECEIVED



33%↓

% OF GOAL

DEVELOPMENT DASHBOARD





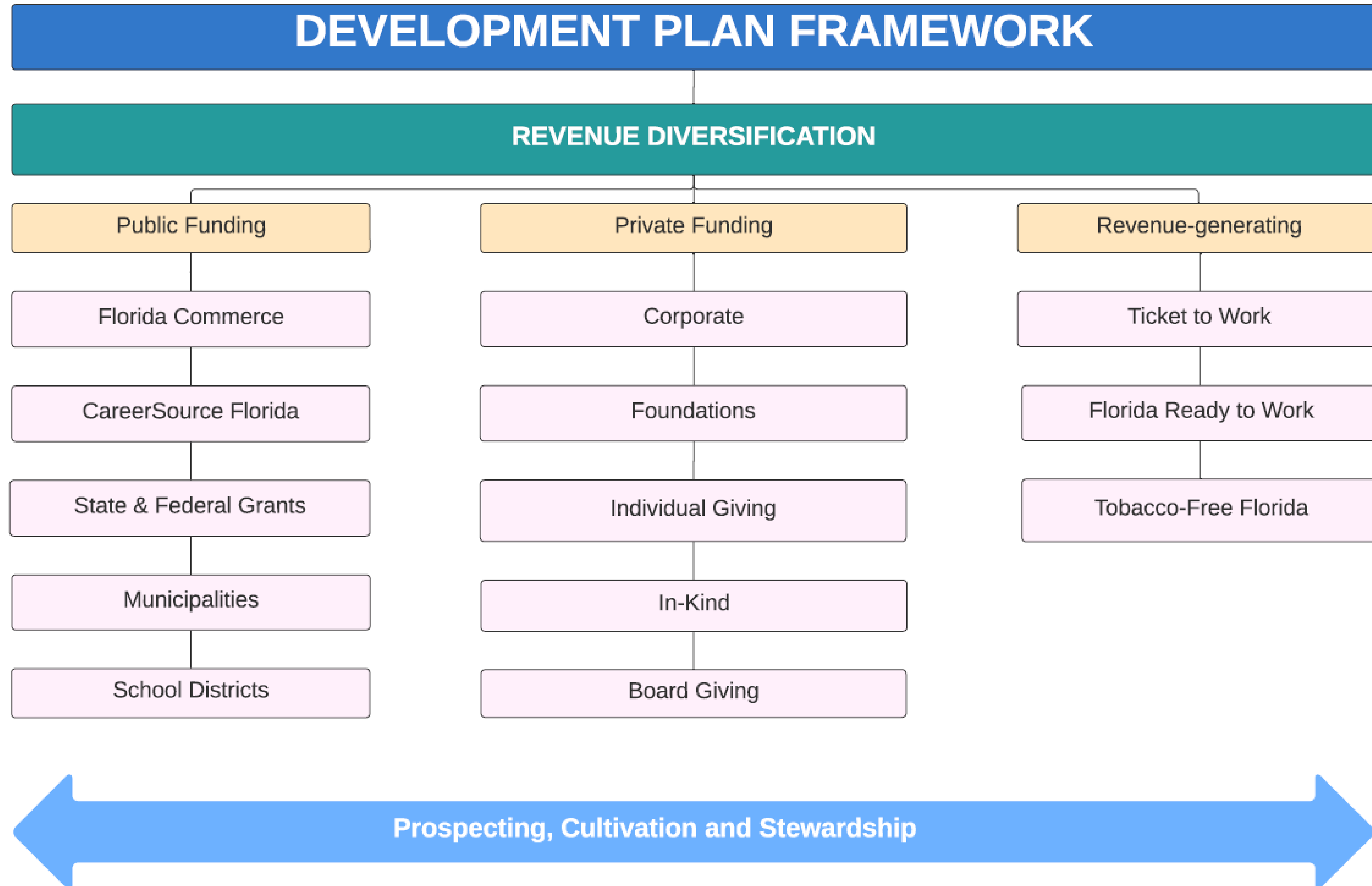
OVERVIEW OF DEVELOPMENT PLAN



EXECUTIVE SUMMARY

CareerSource Central Florida is advancing a strategic plan to **diversify revenue and ensure long-term financial stability**. Key priorities include strengthening relationships with state workforce partners, municipalities, and institutional donors (corporations and foundations), while optimizing state and federal grant opportunities and expanding revenue-generating programs.

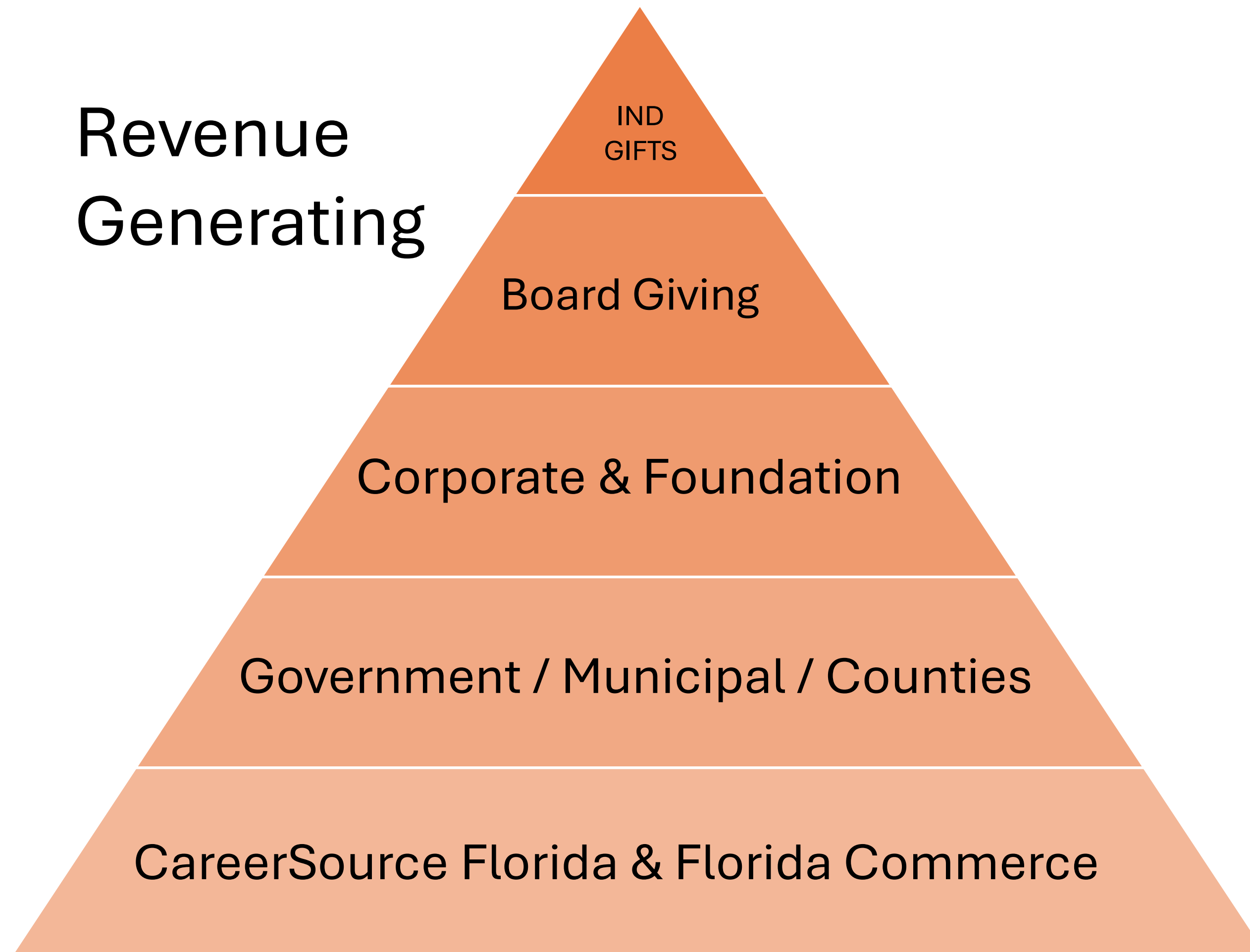
By leveraging relationship mapping, lead generation, intentional cultivation, and robust stewardship, **CSCF is building a sustainable funding base** that aligns with its mission, supports impactful programs, and **addresses critical funding gaps**. These strategies will sustain transformative services and elevate the organization's impact in the community. Fundraising efforts will primarily focus on CSCF's two key priorities: **youth services** and the **expansion of existing career services programs**.





REVENUE DIVERSITY OPPORTUNITIES

Revenue
Generating



Cost Savings

In-Kind Gifts

Unrealized Potential

Consulting Services

IP / Products



FOCUS

- Private Funding
- Public Funding
- Revenue-generating Programs

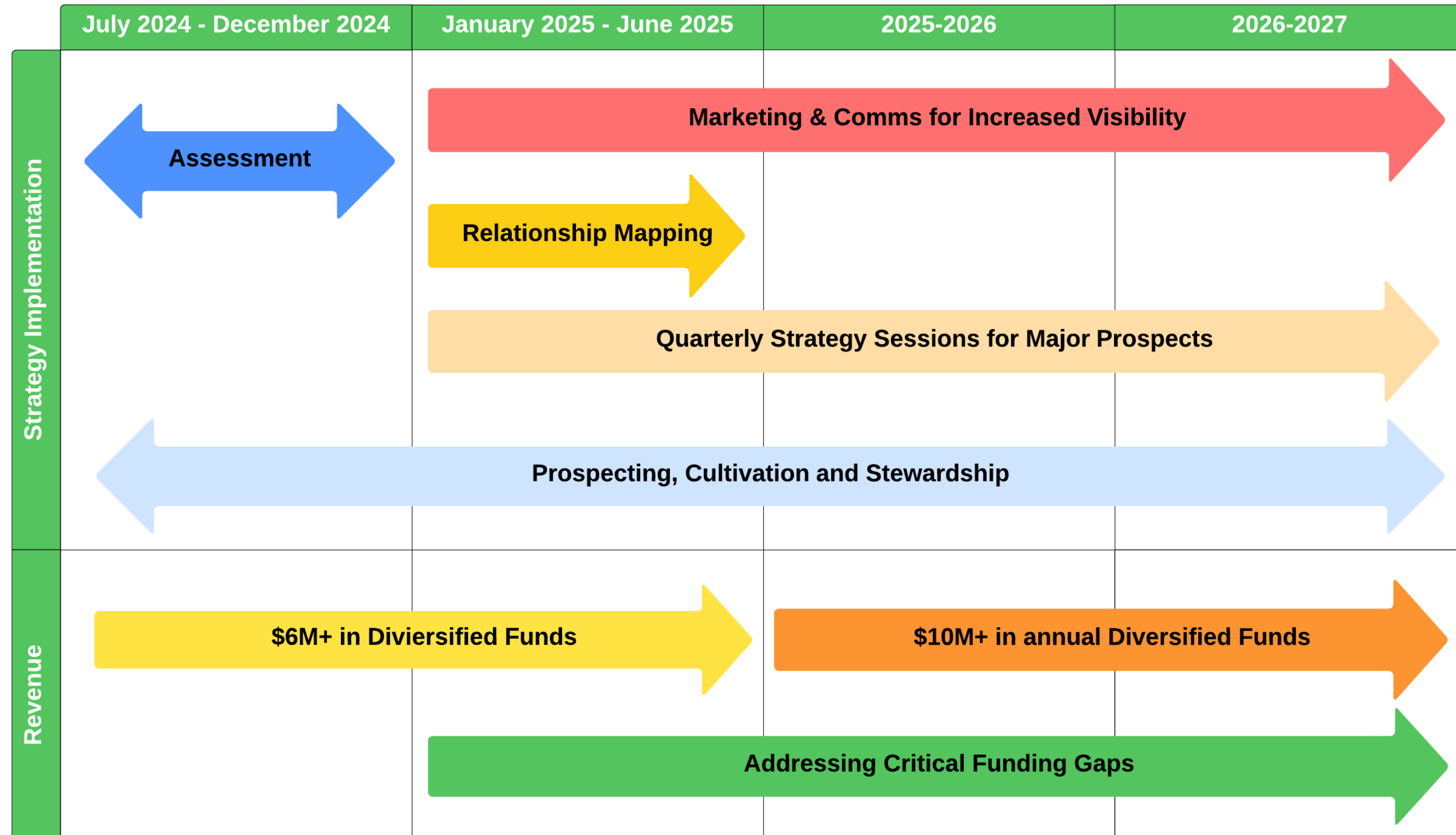
GOALS

- Increase annual diversified funds to \$10M or 30% of annual budget
- Secure \$7M in FY26 to cover critical funding gaps (LUO, WIOA, TANF)
- Secure \$3M in FY26 to expand youth services

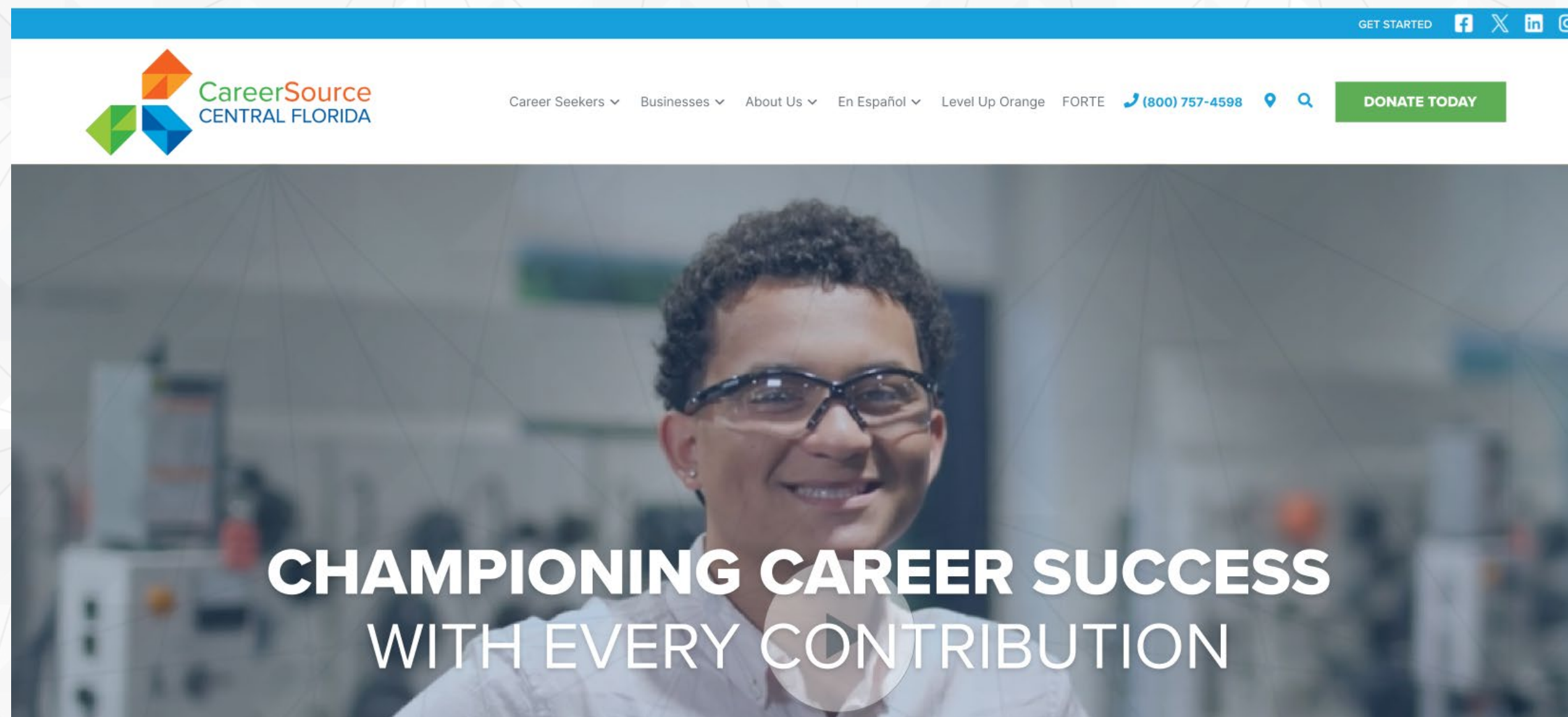
PRIORITIES

- Secondary-age Youth Services
- Maintain and expand Career Services

STRATEGY IMPLEMENTATION



CareerSourceCentralFlorida.com



Make A Difference in Our Community

When you give, you're directly helping individuals find meaningful employment and fostering a vibrant, skilled workforce across Central Florida. Choose the impact you'd like to make by hearing from program participants below.

At CareerSource Central Florida, we're about changing lives, one job at a time. Your support helps us prepare and connect people in our community to great careers, and to introduce students and young adults to different industries and career paths they may have never encountered — all at no cost to them.



MELISSA LOPEZ
MOTHER OF YOUTH PROGRAMS PARTICIPANTS

"Working with CareerSource Central Florida is amazing! It has been a great experience, they are so into helping these kids."



DIONNE CAMPBELL
CAREER SEEKER

"CareerSource Central Florida actually took the time to find out what I'm good at and what I like to do, combining those aspects to help me define a career path."



RICHARD BARBARI
CORPORATE PARTNER, ADDITION FINANCIAL

"We love partnering with other organizations to support students out in the community and give them all the resources they need to be successful."

CareerSource Central Florida is committed to empowering career seekers, supporting businesses, and driving regional economic success. You make that possible.

[RETURN TO AGENDA](#)



STRATEGIC INVESTMENT POLICY DISCUSSION UPDATE



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OTHER BUSINESS

- UPDATE ON CAREER SOLUTIONS



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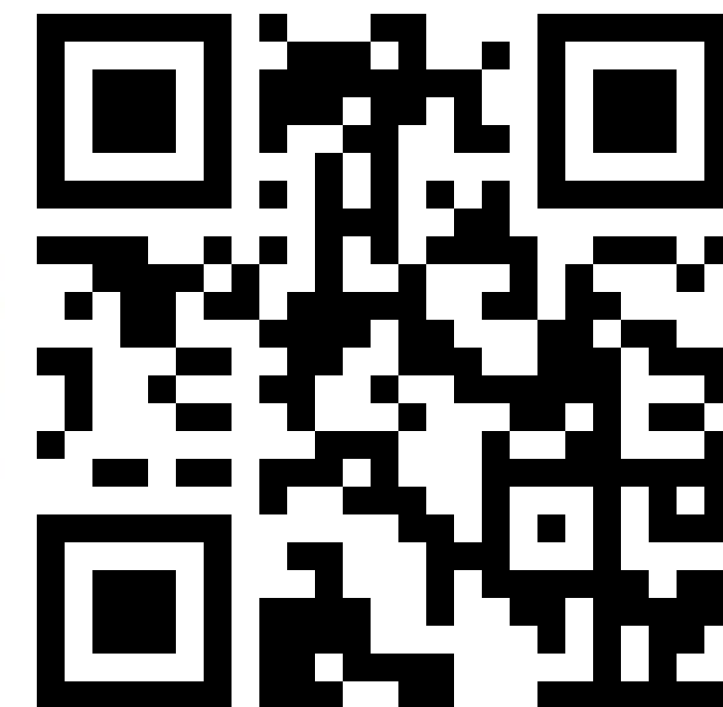
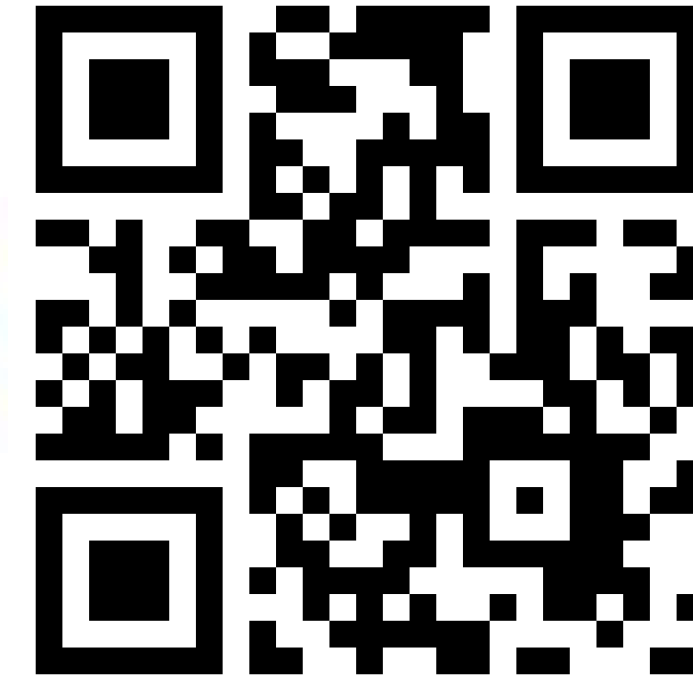
Other Business

► Adjournment

ADJOURNMENT



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or in person by appointment, in your place of business or at one of our Career Centers.



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