

## THE YOUNG AMERICANS FAQ's

The questions are in blue and our answers are in red.

1) This is a huge concern of many YA parents and current NK19 's. There is no email info point of address available to ask for any clarification after and about these resignations of Kat and Travis. Parents and students have no way of finding out what this means for their students future at YA . They are all antsy and time is running out to find other options for educations and loan applications. We feel that this needs to addressed right now :

Answer: We understand that returning Sophomores, the Freshmen who are in limbo, and their parents have many concerns. All questions from students and parents of TYA College, can be addressed to our Interim CEO, Andres "Andy" Luna. Please click on this link to learn more about Mr. Luna's qualifications.

[https://www.youngamericans.org/wp-content/uploads/2020/07/20200707\\_YA\\_LUNA\\_Press\\_Release.pdf](https://www.youngamericans.org/wp-content/uploads/2020/07/20200707_YA_LUNA_Press_Release.pdf)

2) A confirmation email of YA College confirming (hopefully) that it is still moving forward for this fall for the NK19 class in their Sophomore year.

Answer: Our primary concern is getting our Sophomores to their Graduation Day. Therefore, we are continuing with the Class of 2019. Our former Interim CEO, Kat Dull was contacting every student and working with them. With their input, she was putting the finishing touches on a customized, online, curriculum plan for every returning student. Our newly appointed Interim CEO, Andy Luna, will continue this work.

3) Students and parents want to know which members of staff and professors will be returning to teach online classes.

Answer: The classes that are needed for each student to graduate, will determine which teachers return. Outreach to those teachers has begun for an August 10, 2020, start date. As each faculty member is confirmed, we will post that on the College website.

4) Students and parents would like to know if there is any truth to the fact that the Board wanted to notify all furloughed /laid-off personnel by email alone, but that Kat insisted on personal phone calls to the affected individuals, thus creating friction between Board and College administration.

Answer: Laid Off employees were informed in person by our former CEO, Kat Dull. A follow-up email was also sent as an official step. In that email, terminated employees were encouraged to contact Brenda Trujillo, our HR Consultant, with their questions.

In certain cases, employees who had devoted many years and countless amounts of passionate energy, were personally contacted by a select group appointed by the Board.

During the Board's discussions about these layoffs, there was never a moment that we considered only sending e-mail termination announcements and nothing else. Kat Dull did not have to insist on personal calls, because we all agreed that person calls were the proper and appropriate way to proceed.

5) Students and parents would like to know what the plans are for Spring; tours/no tours, for fall tours/ no tours; Christmas show etc. Even if you can't guarantee it because of California Governors edicts regarding Covid19, we would like to know.

Answer: Due to the colossal changes that needed to be made due to Covid 19, we shuttered the campus for the Fall of 2019, thus making it impossible to admit a Freshmen Class. We are spending these summer months, planning ways to keep the potential Freshmen engaged with online classes and seminars, during the Fall.

Also due to the concerns about Covid 19, Boyne Highlands/Boyne Highlands Dinner Theatre cancelled the summer dinner theater.

There will be no domestic or international tours or workshops in the Fall.

Due to Covid 19, no theatres in southern California will be operational for the present time being. They anticipate openings in early 2021. Until we hear otherwise, there will be no New Kids Show and there will no Christmas Show.

As for the Spring, we are waiting and hoping that the world will open up and we can resume touring, workshops, and other performing opportunities.

6) Students and parents would like to know how Covid19 impacted the College and why the Board and administration made decisions of furlough and lay-offs We would like to know if any teachers were not paid their salaries while still teaching their classes to the Spring Intensive students?

Answer: College faculty members were not laid-off. They finished their teaching obligations for the term and were paid in full. When the campus closed in early March, every faculty member reconfigured their classes to be completed through on-line participation. Every faculty member was paid their contracted salary until the close of classes for the Spring 2020 term.

7) Students and parents would like to know if the rumors are true about the \$400,000 amount of Covid19 federal assistance that was supposedly implemented by YA administration and management for a virtual YA production project leading up to Christmas show to keep YA's

a float, but was allegedly voted down by the Board and the next thing was that everyone on YA staff was laid-off . We only heard about this through a social media post by Carley Congdon. Whether there is truth in it or not, we would like to know what this was about, what the money was for, why it was implemented for a YA project and voted down by the Board?

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Answer: The Young American Board of Directors did unanimously vote to receive money from the Federal Government in the form of the "Payroll Protection Plan" (PPP). In the Board meeting discussion, it was determined that, depending on the severity of government action to respond to the COVID-19 pandemic, at best the

group would be forgiven the money liability and at worst it would be a very inexpensive (1%) loan.

We received that money the week of April 21<sup>st</sup>, 2020. Since then, the funds have been used for payroll purposes of staff and faculty, and applicable rent and utilities expenses for the Corona, CA Campus.

Amazingly, two Board members (Phil Lisle and Michelle Lund) have volunteered to underwrite the entire cost of campus operations for the next year (Fiscal 2020/2021). These two Board members deserve all the gratitude we can convey to them through this very difficult time.

8) We would like to know if the Board and YA College can offer us the same inclusive dedication, care, and education that we found last year. Finally, our own additions, queries to the future of YA College.

Answer: The Board is steadfastly committed to upholding the level of “dedication, care, and education” that the students have received, and have plans to intensify those qualities which have been a point of pride for the College.

The Board has enormous confidence in Mr. Luna, and we had hoped that the existing staff would develop the same opinion after working with him. Unfortunately, the Board made some mistakes in communicating Mr. Luna’s candidacy, which broke trust with the existing staff, and fostered more frustration and conflict. On July 1, 2020, the existing staff was present for the entire Board meeting, which included open and sincere conversations. This discussion made Mr. Luna’s appointment seem like it would be well-received. Unfortunately, that was not enough to repair the damaged relationships that existed between the Staff and the Board.

The future of the College is difficult to determine. The College has been losing money since it started. The plans for the future that were presented to the Board never demonstrated that the College would operate at a profit, or even a wash. The plans indicated the College would continue to lose substantial funds. Mr. Luna has hopes to turn this around, and the Board supports him in his early vision. We simply will have to work through this Covid 19 situation as best we can, and provide Mr. Luna with whatever support we can to improve the College’s chances of survival.

9) Students have made the choice to join YA above other colleges based on what was seen as space to express themselves. As such, they have made investments of time and money, that needs to be considered for their sophomore year, why should they continue to invest, when they have no knowledge /line of sight to a functioning college.

Answer: We understand and appreciate the student’s individual investments on every level – financially, emotionally, and practically. Again, our former Interim CEO, Kat Dull was contacting every student one-on-one to hear their concerns, and to assure the Class of 2019 would graduate by creating a customized, on-line, curriculum plan for **every** returning student. Our newly appointed CEO, Andy Luna, will continue this work by assuaging their concerns and fears as comprehensively as we can.

10) A lot of the initial draw to this college was the idea of giving back, leveraging the learnings and inspiring others- what happens to this now?

Answer: We have all witnessed the uplifting, extraordinary transformations that happen over and over again for the young people that we serve. We feel that is The Young Americans most significant contribution since these tours and workshops began.

The Young Americans has every intention to return to doing The Music Outreach Tour and Workshops.

When the world opens its door, we will pass through those doors with all the passion, tenderness, nurturing, and excitement that has been the hallmark of The Young Americans. We will take lessons from the countless individuals that have been doing this work for decades, and we will build upon those lessons. We will continue to create those treasured moments with diligent, open-hearted individual teaching and our glorious team spirit that these young people deserve and have come to count on when they attend The Young Americans Outreach Tours and Workshop.

11) One year into a two-year program would now seem to be wasted with a debt acquired and nothing to show for it?

Answer: We believe that any time spent in the company of The Young Americans is not wasted. On a practical level, however, the Class of 2019 will get all the classes they need to graduate. If the world opens up in the Spring, we will send out Tours and stage Workshops, as best we can, and many members of the Sophomore Class will be in those casts.

12) Openness and transparency seems to be missing. The students are the future of the college, their investment required to keep it going, but they are being kept out of the conversation.

Answer: We were informed many times since the closures in March that our former Interim CEO, Kat Dull was contacting every student one-on-one to hear their concerns and making individual plans for every returning student. Our newly appointed Interim CEO, Andy Luna, will continue this work.

The Young Americans Board of Directors,

Vanessa Brown  
Leif Green  
David Klein  
Phil Lisle  
Michelle Lund  
Drew McGarity  
Kenny Morris  
Carol Schaner  
Mike Wall