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| Meeting: United Way Board of Directors | Date: 11/19/2025 | Location: Peters Community Room | Start Time: 4:10 p.m. | End Time: 4:59 p.m. |
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Presiding: London Cooper, 2025 Board President

Attendance: Justin Adamski, Craig Aittama, Jeff Brasel, Kate Budd, Alexis Bushman, London Cooper, Shena Davis, Paula Erickson, Paul Gwidt, Andrew Halverson, Steve Kunst, Terri Marki, Joe Martino, Matt Paulus, Tina Peters, Michelle Przyblyski, Ross Rettler, Beth Sekerka, Steven Thompson, Ariel Welling

Staff Attendance: Fred Hebblewhite, Shelly Hanson, Katie Gilles, Hannah Hetland, Mae Nachman, Laura Pfeil, Amanda Cottrell

Absent: Vanessa Garcia-Bores, Cory Hirsbrunner, Jessica Hoerter, Todd Huspeni, Patrick Johnson, Alex Okray, Suzanne Rathe, Elisha Williams

Membership Meeting

| Agenda Item | Discussion | Action Taken / Action Required |
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| Call to Order | 2025 board President London Cooper called Special Meeting to order at 4:00 p.m. | |
| | <p>Steven Thompson explained that the special purpose of the meeting of the members was to consider and act upon the proposed amendments to the Articles of Incorporation and the UWPC Bylaws.</p> <ul style="list-style-type: none">Under Section 3 of the Bylaws “business transacted at all special meetings shall be confined to the subjects stated in the call and matters germane thereto.” | |

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| | <ul style="list-style-type: none"> • Through distribution of the revised Bylaws in the absence of the revised Articles of Incorporation, the articles cannot be legally amended due to improper notice. Without the amended articles in place, the Bylaws cannot be amended to contradict the articles. <ol style="list-style-type: none"> 1.) Motion made to: (1) reject the proposed changes due to process restrictions, (2) add amending the articles and bylaws as proposed to the agenda for the Annual Meeting in January of 2026, and (3) call for notice required for such changes to be sent prior to the Annual Meeting. 2.) Adjourn the meeting of the members. | 1.) Thompson / Erickson / Carried Unanimously 2.) Budd / Sekerka / Carried Unanimously |
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| Agenda Item | Discussion | Action Taken / Action Required |
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| Call to Order | 2025 board President London Cooper called the meeting to order at 4:10 p.m. | |
| Introductions | <ul style="list-style-type: none"> • Board welcomed newest committee member, Jeff Brasel (Market Store Director at Festival Foods) and went around the room with introductions | |
| Consent Agenda | <ul style="list-style-type: none"> • Board of Directors Minutes 9/17/25 • Communications Committee Minutes 10/15/25 • Endowment Committee Minutes 10/15/25 3.) Motion to approve all minutes | 3.) Aittama / Rettler / Carried Unanimously |
| Committee Reports | <u>Finance</u> 2025 Jan-Oct Budget vs Actual and Balance Sheet | |

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| Committee Reports | <ul style="list-style-type: none"> For the October 2025 Profit and Loss Statement, we are under budget for campaign revenue compared with budget due to write offs of the 2023 campaign and additional designations out payment compared to budget. We received some funding in non-government grants; \$40,000 for the new Diaper Bank and \$7000 for administration of the Otto Bremer Trust grant and \$7500 from Marshfield Clinic. We also received \$102,000 in ERC funds. For total income we are over budget by \$68,000. With expenses, we are ahead of budget by about \$31,000. We are over budget for professional fees by \$33,000 - this is due to the construction of the new diaper bank - the same goes with supplies. This cost is offset by the funds received in the non-government grant of \$40,000. Regarding Net Ordinary income we are favorable by \$99,000. Other Income under Planned Giving consists of \$115,000 which is made up of \$10,000 in new contributions and the rest a result of CD interest and unrealized gains. Craig discussed the ratio that is set in the Endowment policy of percentage of investment. Fred mentioned it was (60-65% equities) / (35-40% fixed income) split. Discussion was had regarding Finance Committee involvement in this and any future need of the committee to oversee this. The Endowment investment policy was originally adopted in 2012 and revised in 2018 by the Finance Committee. Craig discussed allocations and the use of emerging needs for this year. Overall, we have a net loss of about \$53,000 and a positive budgeted variance of roughly \$188,000. | |
| Committee Reports | | |

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| Committee Reports | <ul style="list-style-type: none"> The balance sheet is as stated; we have about \$7.4M in cash and we are strong on equity. <p>4.) Motion to approve financials</p> <p>Finance Committee Meeting 11/17/25</p> <ul style="list-style-type: none"> Committee discussed 2026 budget Committee made motion to balance budget before the campaign reveal at the Victory Celebration Discussion was made that if PC Conduit is sponsored and the campaign comes in more favorably over the current budget amount that some funding could be set for Emerging Need dollars. <p>5.) Motion to approve Finance Committee Minutes 11/17/25</p> <p>Community Impact</p> <p>Vision Council Minutes 10/11/25</p> <ul style="list-style-type: none"> Warming Center is starting from scratch under new management and will no longer utilize volunteers but instead obtain paid staff 6.) Motion to approve supplemental funding of \$5,000 to assist warming shelter Committee went through each Focus Area allocation numbers proposed by Vision Council: <ul style="list-style-type: none"> 1.) Funding adjustments were made to some programs based on the most current, critical needs of the community | <p>4.) Halverson / Peters / Carried Unanimously</p> <p>5.) Budd / Bushman / Carried Unanimously</p> <p>6.) Aittama / Erikson / Carried Unanimously</p> |
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| Committee Reports | <p>7.) Motion to approve allocations of Youth Opportunity</p> <p>8.) Motion to approve allocations for Healthy Community</p> <p>9.) Motion to approve allocations of Financial Security</p> <p>10.) Motion to approve Vision Council Minutes 10/11/25</p> <p>Resource Development</p> <p>Campaign Leadership (informational)</p> <ul style="list-style-type: none"> • 10% left to reach campaign goal • Continue to work to fill void from previous years one-time gifts • Sweepstakes deadline is tomorrow at 5pm • Victory Celebration is December 10 4pm Food and Farm Exploration Cetner with Board Meeting to follow <p>Endowment Committee (informational)</p> <ul style="list-style-type: none"> • Welcomed two new members to the Endowment Committee from CLA • Discussed Circle of Hope Event held in September • Discussed newsletter that was going out to keep communication with past and future donors | <p>7.) Marki / Sekerka / Carried Unanimously (Rettler and Halverson abstained)</p> <p>8.) Marki / Paulus / Carried Unanimously (Rettler and Halverson abstained)</p> <p>9.) Marki / Adamski / Carried Unanimously (Rettler abstained)</p> <p>10.) Bushman / Budd / Carried unanimously</p> |
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| | <ul style="list-style-type: none"> • Discussion of goals for the Endowment <p><u>Human Resources</u></p> <p>HR Minutes 11/13/2025</p> <ul style="list-style-type: none"> • Discussed medical insurance -moved to 3-tier plan with 2.5% ($2 \frac{1}{2}\%$) increase in cost – cost would have been upwards of 20% if we had stayed with our previous policy • Dental remained unchanged • Salary budgets discussed and will be shared at next meeting in closed session • Discussed recruiting process for Mae's retirement <p>11.) Motion to approve HR minutes 11/13/25</p> | |
| Staff Reports | <ul style="list-style-type: none"> • Amanda Cottrell started October 20 and is the new Community Engagement Coordinator • The Administrative Associate position is currently vacant, and we are not seeking to fill this position during campaign | |
| Other Business | <p>Scott Dietz informed Board of Strategic Planning Process</p> <ul style="list-style-type: none"> • Moving forward with Strategic Planning <ul style="list-style-type: none"> 11.) January 14, 2026 - Begin planning process <ul style="list-style-type: none"> ○ February 1 - SWOT Invites sent to multi-stakeholder representatives | |

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| Other Business | <ul style="list-style-type: none"> ○ February & March - SWOT sessions held; results assessed and prioritized ○ April & May - 3-year strategic plan developed ○ June 17 - Draft 1 presented to the Board of Directors ○ All plans are final until changed - intended to be nimble and shapeable - ongoing ○ Once plan is finished don't keep secret and share with community | |
| Next Board Meeting | <p>Next Board Meeting: Wednesday, December 10, 2025, at Food + Farm Exploration Center following Victory Celebration (around 5pm)</p> | |
| Adjourn | <p>Board President London Cooper motioned to adjourn at 4:59pm</p> | |