

Meeting: United Way Board of Directors	Date: 12/10/2025	Location: Peters Community Room	Start Time: 4:59 p.m.	End Time: 5:45 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, Paula Erickson, Andrew Halverson, Cory Hirsbrunner, Todd Huspeni, Steve Kunst, Terri Marki, Joe Martino, Alex Okray, Matt Paulus, Tina Peters, Michelle Przyblyski, Suzanne Rathe, Ross Rettler, Beth Sekerka, Steven Thompson, Ariel Welling

Staff Attendance: Fred Hebblewhite, Shelly Hanson, Katie Gilles, Hannah Hetland, Mae Nachman, Laura Pfeil, Amanda Cottrell, Beth Smith, Abi Solin, Ann Kleifgen

Absent: Vanessa Garcia-Bores, Jessica Hoerter, Patrick Johnson, Elisha Williams, Shena Davis, Paul Gwidt

Agenda Item	Discussion	Action Taken / Action Required
Call to Order	2025 board President London Cooper called the meeting to order at 4:59 p.m.	
Consent Agenda	<ul style="list-style-type: none"> Board of Directors Minutes 11/19/2025 1.) Motion to approve minutes 	1) Rettler / Budd / Carried Unanimously
Committee Reports	<u>Resource Development</u> <ul style="list-style-type: none"> Thank you to 2025 Campaign Leadership, still looking at options for 2026 Exceeded campaign goal at \$3,406,715 	

<p>Committee Reports</p>	<ul style="list-style-type: none">• We currently have 29 letters of intent and are always looking to set up more meetings if anyone is interested <p><u>Staff Reports</u></p> <ul style="list-style-type: none">• Thanks to staff for a great year <p><u>Human Resource Committee (Closed Session)</u></p> <ul style="list-style-type: none">• Proposed 2026 salaries• CEO 2026 Salary• Other Business <p><u>Finance</u></p> <ul style="list-style-type: none">• January – November 2025 Budget vs Actual & Balance Sheet<ul style="list-style-type: none">◦ Not much has changed since last board meeting / equity in same spot as last year / total assets are \$7,383,0922) Motion to approve financials• Committee discussed instead of moving \$15k from endowment to emerging needs and putting \$3k back in endowment, to instead putting all \$18k into emerging needs<ul style="list-style-type: none">3) Craig changed motion to approve moving all remaining endowment balance not used of around \$18k into emerging needs4) Motion to approve final budget for 2026 <p><u>Governance</u></p> <ul style="list-style-type: none">• Retiring board members received thank you and gifts from staff	<p>2) Adamski / Budd / Carried Unanimously</p> <p>3) Huspani / Welling / Carried Unanimously</p> <p>4) Peters / Sekerka / Carried Unanimously</p>
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	<ul style="list-style-type: none"> ○ Paul Gwidt, Andrew Halverson, Alex Okray, Suzanne Rathe started in 2020 and have served their terms. This is their last meeting. • Still searching for 2026 board members to fill these shoes 	
Other Business	<ul style="list-style-type: none"> • Fred presented the current ratio of designated dollars out - to other United Ways compared to the amount designated in - to UWPC. The differential has grown significantly over the last ten years and is now around seven to one, seven dollars designated out compared to every - one we receive from other United Ways. Until now, we have not set a minimum designation amount, nor have we implemented a fee to cover admin, processing, fundraising, or uncollectible costs. • Looking to set minimum designation amount at \$50 per recipient org/entity and implementation of administrative/ uncollectable expenses policy <ul style="list-style-type: none"> ○ Committee suggests staff come up with specific suggestions to bring to next board meeting 	
Next Board Meeting	January 14, 2026, at United Way office	
Adjourn	Board President London Cooper motioned to adjourn at 5:45 p.m.	