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| **Meeting:** United Way Board of Directors              | **Date:** 11-15-2023 | ***Location*:** United Way Board Room | **Start Time:** 3:58p.m. | **End Time:** 5:01p.m. |
| **Presiding:** Joe M. Kinsella, 2023 Board President |
| **Attendance:** Justin Adamski, Craig Aittama, Kim Angell, Alexis Bushman, Paula Erickson, Paul Gwidt, Andrew Halverson, Todd Huspeni, Joe M. Kinsella, Steve Kunst, Terri Marki, Alex Okray, Tina Peters, Michelle Przybylski, Bob Smith, Steven Thompson, Ariel Welling, Sue Wille, Heather Wynne, Russ Wysocki, Fred Hebblewhite, Shelly Hanson, Mae Nachman, Laura Pfeil, Hannah Klein, Stephanie James**Absent:** London Cooper, Webster Francois, Vanessa Garcia-Preciado, Cory Hirsbrunner, Jessica Hoerter, Suzanne Rathe, Elisha Williams  |

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| **Agenda Item** | 0BDiscussion | **Action Taken/Action Required** |
| Call to Order | 2023 Board President, Joe M. Kinsella, called the meeting to order at 3:58 p.m. | Quorum Established |
| Consent Agenda | **Board of Directors Minutes of 9/20/2023**1.) Motion to approve Board of Directors Minutes of 9/20/2023.**Communications Committee Meeting of 11/9/2023**Alexis Bushman presented.* Brainstormed different ways to get next generation of donors involved and came up with the following ideas: Working with the PCBC’s Ignite Young Professionals group, attending UWSP events and having an informational booth, coupon book giveaways, and social media.
* Discussed importance of also getting younger generation involved in volunteering and committees.
* Brainstormed ideas of how to leverage our sponsorship packet and offer different incentive options for businesses such as: videos playing during luncheon, social media shout outs, logos on all materials, and reaching out to Karen at the PCBC to discuss their event sponsorship process.
* Spread the Love Recognition Luncheon is February 14th at noon at the Holiday Inn.

**Endowment Committee Meeting of 10/4/2023**Kim Angell presented.* Discussed language of the handbook and providing clarity
* The committee proposed using a 12-quarter rolling average based on the total balances in fixed income and equities at the end of each quarter.
* Investments are in line with plan.
 | 1.) Halverson/Wysocki/Carried Unanimously |
| Finance Committee | Sue Wille presented.**2023 January- October Budget Vs Actual Balance Sheet*** Up in revenue by $96,000 compared to 2022.
* Payroll expenses are $78,000 ahead of budget.
* Total Net Ordinary Income is $127,000 ahead of budget which is great considering the $30,000 in property taxes we were not expecting.
* Net Loss is $102,000 compared to budget net loss of approximately $250,000 so we are ahead of budget.

2.) Motion to approve 2023 January-October Financials.**2024 Preliminary Budget*** Requests for allocations and overall expenses are increased due to rise in costs.
* Overall budget is within the 20% of the Reserve Policy.
* The revenue for the ERC Credit of $192,000 is included in the budget which we fully expect to receive in 2024.
* Endowment Committee requested to move funds at Charles Schwab from Vanguard Short-term to Vanguard Inter-term. Fred will ask for explanation for this move.
* Final budget will be presented at the December Board Meeting.

Fred Hebblewhite informed the Board that not many United Ways applied for the ERC Credit. Shelly Hanson deserves accolades for pursuing and following through. Mae Nachman provided proper documentation needed by the government. A big thank you to Shelly and Mae.**Finance Committee Minutes of 11/14/2023**3.) Motion to approve Finance Committee Minutes of 11/14/2023. | 2.) Smith/Peters/Carried Unanimously3.) Halverson/Adamski/Carried Unanimously |
| Community Impact | Mae Nachman presented.**Vision Council Funding Recommendation Meeting Minutes of 10/26/2023****One Big Tent request*** 2nd request for their Laundry Love program
* Served 155 individuals and families twice a week.
* 43 volunteers provided support at the laundromats dispensing laundry supplies and money to operate the machines.
* Advised them that the Community Needs grants are primarily for one time support until other funding is secured.
* Program does not qualify as a “funded” program.
* Motion was made by K. Davies and seconded by J. Weishan to approve the funding request of $1,762. Motion carried unanimously.

4.) Motion to approve the funding request for $1,762 from One Big Tent’s Laundry Love Program with funds from the Community Needs fund.**Partner Program Funding for 2024*** Started funding process in June when a new application was created with eCImpact.
* Released the application to “partner programs” on August 4th.
* Applications were due on September 8th.
* Mae and Beth Smith reviewed the applications and developed questions.
* Community Solutions Teams (CST) in Education, Financial Stability & Health began reviewing applications and submitting questions to staff.
* Programs then presented to the CST and questions were answered.
* CST completed evaluations and scored applications.
* CST met to develop funding recommendations- level funding, decrease in funding, or an increase in funding.
* CST leads, Sherry Anderson-Health, Wayne Korlikowski-Financial Stabiltiy, and Suzanne Rathe-Education, met with Fred, Mae, and Beth to develop a funding recommendation “amount” to present to Vision Council on Oct. 26th.

At the October 26th Vision Council Meeting, the funding recommendations were as follows:**Education programs $961,626**Motion made by K. Davies and seconded by T. Peters to approve funding to Education programs for $961,626. D. Mahoney abstained. Motion carried unanimously.Big Brothers Big Sisters Community/Site Mentoring $ 165,326Boys & Girls Club Teen Programming $ 100,817Boys & Girls Club Rural Programming $ 91,789Boys Scouts Scout Outreach $ 25,000CAP Services Hmong UpLift $ 80,242Children’s WI Strong Start/Born Learning $ 303,652Girls Scouts Reaching Out $ 25,000YMCA Birth to 5 $ 115,737United Way Learn for Life $ 54,063**Total $ 961,626**5.) Motion to approve funding recommendations from the Vision Council for Education programs for $961,626 for 2024.**Health programs $963,334**Motion made by J. Weishan and seconded by K. Davies to approve funding to Health programs for $963,334. D. Mahoney and H. Wynne abstained. Motion carried unanimously.ADRC Adult Day Care $ 18,676ADRC -Care Giver Support Services $ 22,867ADRC-Prev Health $ 27,870ADRC-Rural Delivered Meals $ 43,444CAP Services Family Crisis Center $ 170,395CAP Services Mental Health Navigator $ 84,255Children’s Wisconsin Children & Family Counseling $ 90,300Children’s Wisconsin FOSS in Home Education $ 172,552Children’s Wisconsin FOSS Parent Education $ 44,418Boys & Girls Club Great Futures! $ 58,850Meals on Wheels MOW $ 102,498YMCA Adaptive Recreation $ 77,156YMCA for All $ 50,142**Total $ 963,423** 6.) Motion to approve funding recommendations from the Vision Council for Health programs for $963,423.**Financial Stability programs $511,274**Motion made by A. Anderson and seconded by F. Eichmiller to approve funding to Financial Stability programs for $511,274. D. Mahoney abstained. Motion carried unanimously. CAP Services Skills Enhancement Program $ 64,000CAP Services Small Loans Big Difference $ 15,000CAP Services VITA $ 20,930ODC Community & Career Connect $ 0Salvation Army Hope Center $ 185,000United Way 211 $ 54,050United Way Volunteer Center $ 48,454United Way In a Fix $ 15,000 Childcaring Inc. Good Start Grants $ 66,000YMCA School Age $ 42,840**Total $ 511,274**7.) Motion to approve funding recommendations from the Vision Council for Financial Stability for $511,274 for 2024.**Emerging Needs Funding Requests****Childcaring Inc.**Requested an additional $7,600 to support childcare costs for 7 families.* $2,800 to get three families through the end of the year with increased childcare costs.
* $4,800 to help four families on the waitlist that are already receiving Good Start Grant money.
* Funding request was supported unanimously by all 10 Vision Council members.

8.) Motion to approve funding recommendation from Vision Council for an additional $7,600 for Childcaring Inc.**Evergreen Initiatives: Warming Center**Requested $7,800 in support for a third shift supervisor position.* Raised their capacity from 12 to 20 people.
* Need supervision on the overnight shift for safety and structure.
* Funding request was supported unanimously by all 10 Vision Council members.

9.) Motion to approve funding recommendation from Vision Council for $7,800 for Evergreen Initiatives Warming Center.**Salvation Army**Additional money in budget to support level funding of $185,000.* Instead of a 10% decrease which would have funded $166,500 we are able to maintain funding amount at $185,000
* Housing/shelter was identified as a Call-to-Action need for the community so cutting “shelter” dollars at this time would be counter-productive.
* Vision Council identified an opportunity to move some “shelter” funding dollars from Salvation Army to Children’s Wisconsin FOSS/Strong Start to help support families struggling with housing instability.
* Piloting program would start in December of 2023 with the investment of $18,000 coming from the Emerging Needs Funding budgeted for 2023.
* Fred informed the Board that this would not affect who is housed at the Salvation Army.

Russ Wysocki commented that one possible solution for housing would be H2A housing in the off season or when it is not full.10.) Motion to approve full level funding to the Salvation Army for $185,000 for 2024.**Vision Council Minutes of 10/26/2023**11.) Motion to approve Vision Council Minutes of 10/26/2023. | 4.) Wysocki/Halverson/Carried Unanimously5.) Halverson/Huspeni/Carried Unanimously6.) Smith/Bushman/Carried Unanimously.Heather Wynne abstained.7.) Przybylski/Welling/Carried Unanimously8.) Halverson/Welling/Carried Unanimously9.) Peters/Angell/Carried Unanimously10.) Huspeni/Smith/Carried Unanimously 11.) Kunst/Peters/Carried Unanimously |
| Resource Development | Heather Wynne presented.**Campaign Leadership Update*** 92% of goal has been reached.
* Sentry came in at 1.325 million dollars.
* Five new Tocqueville members this year.
* CEO calls continue with 45 complete.
* Trunk-or-Treat event at Stevens Point Auto Center went very well.
* Fiternal event raised over $1000.
* Burnt Bacon met and shared successes and challenges and discussed potential campaign chair team for next year.
* **Victory Celebration 12/6/2023 @ 4:00pm Sentry Theater**
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| Human Resources | Paula Erickson presented.**Human Resources Minutes of 11/7/2023*** Spectrum COOP informed us that in the first round of discussion with Security Health there was a 19.3% increase, but they recognized that we were able to get the increase reduced to 10.2%.
* There is no increase to the 2024 dental insurance premium.
* Discussed our Policies and Employee Handbook and the need to update these.
* A motion was made by Sara Brish and seconded by Tanya Vollendorf to approve the overall budget for salaries for employees for 2024.
* Budget will be presented to the Board at December’s meeting.

12.) Motion to approve Human Resources Minutes of 11/7/2023 | 12.) Peters/Angell/Carried Unanimously |
| Staff Reports | Fred thanked all the staff for their hard work. |  |
| Other Business | Andrew Halverson reiterated the disconnect between older and younger donors. He brought up the idea to leverage a match to get younger people to give. |  |
| Next Board Meeting | Wednesday, December 6, 2023, at 5:00 p.m. at Muse |  |
| Adjourn | Joe M. Kinsella motioned to adjourn at 5:01 p.m. |  |