

## **UCCI Board Meeting**

December 4, 2020 Virtual Meeting

**Attendance** Paul Black, Paul Karch, Ashley Nolte, Marion Wiese, Kevin Haas, Julie Garber, Winton Boyd, Glenn Svetnicka, Nick Hatch, Franz Rigert, Tom Boyd, Nathan Litt, Carol Merriman, Julie Jennings, Lance Smith, Ben Lentini, Holly Kirking-Loomis, Wendy Dallman

### **Opening**

Winton Boyd and Tiffany Ludwig opened with a prayer. Recognition was given to the leadership team that continues to meet to serve our mission.

### **Consent Items**

- Minutes of September and November 2020 UCCI Board Meetings

- Minutes of the November 2020 Executive Committee Meeting

- Financial Reports

These items were received as written.

### **Updates**

- Team

Health insurance was renegotiated so no need to make an amendment to the flexible spending account.

- Expense reduction staffing/succession plan

At present there are two people at every site. This can be reduced to one person per site. This will be re-evaluated Jan. 1, with a decision to shutter sites made at the end of 1<sup>st</sup> quarter. A plan to re-open is in place, going to a variable cost model for rehiring.

- Facilities

Land sales- plans have been put in place. Committee will be formed to continue with this. Moon Beach zoning concerns will have to be addressed. Gas and electric will need to be installed. The hope is to sell as life estates with the property coming back to UCCI in the future. There is interest from potential buyers. Moon Beach has Little Lake St. Germain property and several Moon Lake lots. Pilgrim Center has 1057 Spring Grove Road and W1010 Spring Grove Road. The best money at Pilgrim Center is in selling whole property if the right buyer can be found.

Cedar Valley lease final payment is \$63,000. Cedar Valley board is not holding us to pay back in 2020. There is work that needs to be finished and

payback with happen after that. We have an apartment lease that will be finalized this afternoon.

Pilgrim Center “Adaptive Change” – Pilgrim Center is a retreat center that happens to do youth camp in the summer. Chris and Judnard are preparing Pilgrim Center for opening in a re-imagined way. Green Lake sailing school wants to use Pilgrim Center as their sailing base. There are plans to integrate Camp AweSum youth into regular youth programming six of eight youth camp weeks.

Moon Beach will pilot a “glamping” model the end of December.

#### Financial

Loans equal \$1.3 million. It will be \$1.414 with WCUCC loan. The car loan is paid off, line of credit restored. \$200,000 match money has already been received.

#### Development

2021 Contributing partners pledges equals \$191,000.

2020 Grants awarded equals \$30,800.

“Keep the Fires Burning” matching gifts campaign. UCCI is being conservative about what is reported, focusing on the matching aspect. Giving Tuesday \$10,000 was raised. 100% of UCCI Board is participating with 13 of 16 pledges received, staff 11 of 18 received, and WCUCC board is participating. Nick Hatch reported that First Congregational, Appleton, has committed their special Christmas offering to go to KTFB campaign and have a matching campaign with youth ministry from their cancelled mission trip. UCCI has a \$85,000 gift waiting to be matched, as well.

#### Budget considerations

UCCI is taking 2021 one quarter at a time. Executive Committee will meet monthly to keep tabs on the fiscal situation. There will be no big spending until the pandemic abates. Registration will begin January 2 for some events with youth events opening later, perhaps April. No rate increase for 2021. Health insurance has 13% increase with 0% increase for other benefits. A full rebidding of other insurances looks to be a \$15,000 savings by going with a different vender. There will be new expenses for Covid-19 vaccine, testing and related expenses. Camps are looking to hire nurse for the summer.

A variable cost approach will be used going forward. The KTFB campaign money will be used as unrestricted funds for 2021. Unrestricted funds raised in 2021 will be used in 2022. Restructuring has occurred with front of

house staff and back of house staff. Back of house staff, food, facilities, housekeeping, will be hired as registration increases need.

WCUCC – with the help of the PPP that they received, they should come out even for this year. Board has heartfelt concern for UCCI and appreciates work that has been done. Board also supported advancing \$135,000 in January and giving UCCI the \$500,000 low interest loan. There may be other funding options to consider.

Discussion of possible land sale continued.

### **Succession Planning for the Board**

Slate of officers: President – Tom Bayer

Vice President – Carol Merriman

Treasurer – Kevin Haas, Paul Black to assist, voice no vote

Secretary – Wendy Dallman

**Motion: Ashley moved, Julie Jennings seconded, to accept the slate of officers.** Motion accepted.

Open positions: Kythie Boyd, Ben Lentini, Tom Bayer, Wendy Dallman

**Tom Bayer moved, Julie Jennings seconded, to accept the slate of new board members.** Motion accepted.

Recognition-Winton Boyd, six years as president of UCCI. He will continue to help with transition. Paul Black, 12 years of service to UCCI as legal counsel, treasurer, policy maker. He will continue remotely as assistant treasurer. Thank you to both for their selfless service to UCCI.

2021 meeting schedule

Zoom meetings, quarterly. Dates for 2021: March 19, June 4, September 24, December 3. Times to be determined.

### **Open Issues**

It is possible to bring in Board members to executive committee meetings to help promote/mentor new leaders. Mentoring new Board members is preferred to help acclimate new members.

### **No Staff Huddle**

Gratitude to all who have kept UCCI afloat and happy holidays, especially to Glenn, Tiffany and Marion.

Concern was expressed for the Leadership Team taking time for selfcare.

It was suggested that Zoom meeting info for Executive Committee meetings be sent to all Board members so they can join if they so choose.

Respectfully submitted,

Wendy Dallman  
Secretary