



“We will love God, All Others, and the Earth by providing sanctuary, practicing hospitality, and performing ministry.”

UCCI Board Meeting

Time: Dec 10, 2021, 01:00 PM Central Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/87591921148?pwd=NFlYWFVjZlZlOVpNZGRHL3o0aThoZz09>

Meeting ID: 875 9192 1148

Passcode: 298416

I. Welcome

- a. Inviting God into this meeting
- b. New Board Member Mimi Hayashi

II. UCCI Board Only Conversations

- a. UCCI Nepotism Policy Review / Executive Committee Recommendations
- b. Camp AweSum / Executive Committee Report and Recommendations
- c. EEOC / ERD Claim Update

III. Board with Staff Reconvening

a. Land Acknowledgement

UCCI's campuses Cedar Valley, Daycholah Center, and Moon Beach are located on the ancestral homelands of the Menominee, Ho-Chunk, and Ojibwa Nations. We acknowledge these first nations communities who have stewarded this land throughout the generations and pay respect to their elder's past and present.

b. Valuing Diversity Statement

We're On A Journey. Diversity is an integral part of our history, culture, and identity. We believe differences are valuable. We're committed to growing our network of people, programs, and tools with the goal of helping our staff and volunteers become visible and voluntary allies in the world. Our journey includes making room for both a top-down and bottom-up approach, giving people at every level the freedom to address these initiatives. It is our deepest desire to foster an environment where everyone feels supported, celebrated and safe to be exactly who they are.

c. Consent / Reference Agenda Items

- i. Minutes of September UCCI Board Meeting Attachment
- ii. Minutes of the Executive Committee Meetings Attachments

IV. Updates

- a. Introduce Rev. Jim Schleif – Director of Ministry and Site Operations
- b. UCCI Diversity, Equity, and Inclusion (DEI) Task Force
 - i. Members
 - ii. Policy Proposal Attachment
 - iii. Daycholah Renaming Postmortem
 - iv. Afghan Refugee Response
- c. Pandemic Response
 - i. Mandatory Vaccinations for our Team
 - ii. Mandatory Vaccinations for our Guests – Medical Exemption
- d. UCCI Board
 - i. Thank You Carol Merriman
 - ii. Rev. Rob MacDougal MOTION
 - iii. Slate of Officers MOTION
 - iv. Recruiting a Person of Color
- e. Financial
 - i. Cornerstone
 - 1. \$100,000 Line of Credit (LOC) 4.5% (Wall Street Journal Published Prime plus 1.25%) -- Adjusts Weekly
 - 2. \$893,152 Cornerstone Loan @ 4.75% (P&I) – Matures 12/26
 - 3. Needed to Close
 - a. Certification of UCCI Officers
 - b. Borrowing Resolution MOTION
 - c. Minutes Adopting the LOC and Loan
 - d. Certificate of Good Standing
 - e. Copies of Leases
 - ii. \$500,000 WCUCC @ 3.5% (Interest Only) – Matures 12/26
 - iii. Current Financial Analysis Attachment

iv. Development Initiatives

1. Scholarship Fund

2. Annual Appeal

V. **Adjournment and Closing Prayer**

Next Meeting: TBD