

## **UCCI Board Meeting Minutes**

September 30, 2021 Trost Center/Zoom

**Attendance** – Glenn Svetnicka, Tiffany Ludwig, Ben Lentini, Tom Bayer, Kevin Haass, Carol Merriman, Ashley Nolte, Kythie Boyd, Nathan Litt, Paul Karch, Franz Rigert, Marion Wiese, Holly Kirking Loomis, Wendy Dallman  
Not attending: Julie Garber, Julie Jennings, Paul Black

### **Opening**

Tom Bayer welcomed all and opened with comments about opportunities and how we have an impact on those around us. Outdoor ministry has a huge opportunity to impact others. Prayer.

### **Consent Agenda Items**

Minutes of the June 2021 UCCI Board Meeting

Minutes of the August 2021 Executive Committee Meeting

Minutes were accepted as written.

### **Updates**

Two SBARs were presented related to COVID-19 vaccination policy. It is proposed to remove the moral exemption and add documentation needed for medical exemption for staff. In 2022 guests will be asked to be vaccinated ages 5 and up. Guests will not be able to participate with medical exemption.

### **Motion**

**Kevin Haass moved, Nathan Litt seconded, to change the COVID-19 vaccination policy by removing the moral exemption and including medical documentation for medical exemptions to vaccination.** Motion accepted.

“Anti-Racist Organization” prioritization

Ronda Hill, anti-racist trainer, identifies that we do not have persons of color on Board and only one on staff. One site had a diverse staff but had not been prepared for it. Handbook is being reviewed. More Black Joy-esque events are needed. UCCI hired HR person to help with this. We have to do better around handling grievances.

## **Motion**

**Kevin Haass moved, Wendy Dallman seconded, the leadership team explore changes for anti-racist policy, programs, training within the next 6 months with updates to the Board.** Motion accepted.

Holly Kirking Loomis asks that UCCI help house Afghan refugees during relocation efforts. Logistically UCCI could house three families between Cedar Valley and Daycholah Center. Residual benefit is possible workers. Relocation service agencies would be responsible for integration. Each family would have a social worker.

## **Motion**

**Kevin Haass moved, Nathan Litt seconded, UCCI move forward offering housing from mid-October through May for up to three Afghan refugee families coordinating with Holly Kirking Loomis.** Motion accepted.

## **UCCI Development Efforts**

### **Team**

Board succession planning - The WCUC President now has voice but no vote. This creates an open position on the Board. Possible candidates are requested. HR background, person of color would be helpful.

UCCI team succession planning

Staff additions – HR Coordinator has taken over benefits and reports to Marion.

Cedar Valley - Managing Directors are hired. They are working to learn the Cedar Valley systems.

Daycholah Center – Chris resigned. Judnard Henry is running the Center alone.

Executive Director job description/compensation/benefits research is ongoing.

Entire benefit structure for staff is under the purview of the HR person. Expect increases in fees because staff didn't have raises in 2020-21 and insurance increases are projected to be very large.

### **Program**

Daycholah Center formal renaming ceremony is October 11. There will be Native foods, open house. RSVP requested.

Camp AweSum had a successful season with four family camps at Moon Beach and one graduate youth camp at Daycholah Center. UCCI and Camp AweSum leadership teams meeting 10/1.

#### Aquatic Efforts

Daycholah Center and Moon Beach - Pontoons and accessible lifts/transfer systems will be purchased from donations.

Daycholah Center docks will be next summer. Green Lake Yacht Club, Green Lake Sailing Club, Lake Association partners. Center Cottage may house offices for some of these organizations.

#### Physical Assets

##### Land Sales/Leases

Cedar Valley apartment lease up at end of year. Contents of apartment are donated to UCCI.

Daycholah Center - sale/lease Chris is leasing his current home until end of year. Neighbor wants right of first refusal before sale. Paul Black is working on rezoning that property. Approximate worth is \$300,000.

##### Moon Beach sale/donation/WPS egress/Lake Cabins

Land sale – There is 200 feet of space on Little St. Germain that neighbor is wanting to buy it and donated back in estate. The neighbor who we sold an egress to previously wants to donate 3 outlots to UCCI. WPS wants an egress that may give Moon Beach a “back door.”

Solar-Carol Merriman introduced the idea of moving toward solar energy, particularly at Moon Beach, to be better stewards of the earth. Solar has gotten better and is more reasonably priced. Moon Beach building already have the desired metal roofs. Habitat put in an eco-village in western Wisconsin, and it is working well. Wisconsin grants have been generous for solar.

#### Financial

##### Financial Snapshot

##### Debt

\$896,000 Cornerstone @ 5.125% (P&I) that matures 12/21

\$500,000 WCUCC @ 3.5% (Interest only) that matures 12/26

Small Business Association PPP II \$214,000 applying for forgiveness

Current Financial Analysis- July and August ran in black. Oct.-Dec. will run in the red.

##### How We Can Make Up That Loss/Pay Down the Debt

Employment retention credits

State of Wisconsin Grants  
Asset sales-maintenance house at Daycholah Center, land at Moon  
Beach referenced above

Support

WCUCC \$135,000 support received 2/1/21

Winnebago Presbytery pledged \$6,000 for 2021

Milwaukee Presbytery pledged \$2,000 for 2021

Camp AweSum \$49,000 received in July

Cedar Community \$28,000 AR on boiler

Fundraising – donation parties, other fundraising in 4<sup>th</sup> quarter

Other

**Closing**

Glenn Svetnicka closed the meeting with a prayer.

Respectfully submitted,

Wendy Dallman  
Secretary

<b>Action</b>	<b>Who</b>	<b>Due</b>
Send info to Board: Board Composition By-laws	Leadership Team	ASAP
2022 Budget	Executive Committee	December