



## BOARD OF DIRECTORS MEETING

5:00 PM Thursday, May 11, 2023  
Radisson Hotel and Conference Center  
625 W. Rolling Meadows Dr., Fond du Lac, WI 54935

## MEETING MINUTES

### **PRESENT**

Connie Anderson, Andy Buck, Ken Bates, Donna Blend, S Joyann Repp, Danielle Viau, Darlene Bilstad, Don Nussbaum, Gary Will, Jay Myrechuck, Joe Gonyo, Paulette Feld, Shanah Zastera, Shawn Ross, Michael Will, Mary Flieschman, Tammi Christian, Raina Lyman, Gayle Demler

### **ABSENT/EXCUSED**

Bob Johnson, Christina Sipple-Fowler, Brian Hamill, Deb Neet

### **STAFF**

Tanya Marcoe, Tony Beregszazi, Kathy Doyle, Jason Vander Velden, Kelly Mauer, Tanya Biermann, Pam Ziegler, Justin McArthur, Deb Shepro

### **CALL TO ORDER**

The meeting was called to order at 6:50 PM by President, Connie Anderson. A quorum of 19/23 was present.

### **REVIEW AND APPROVAL OF AGENDA**

*A motion was made by Jay Myrechuck with a second by Donna Blend to approve the agenda with addition as presented. Motion carried.*

### **REVIEW AND APPROVAL OF 4/20/23 BOARD MEETING MINUTES**

*A motion was made by Don Nussbaum with a second by Shawn Ross to approve the April 20, 2023, meeting minutes as presented. Motion carried.*

### **ANNOUNCEMENTS OF ELECTION RESULTS OF BOARD OFFICERS AND EXECUTIVE COMMITTEE**

Connie Anderson reported the results of the election of board officers and executive committee members as counted by Tony Beregszazi, Deputy Director, and Tanya Marcoe, Executive Director. Results are as followed:

President: Connie Anderson

Vice President: Jay Myrechuck

Treasurer: Shawn Ross

Secretary: Paulette Feld

Executive Committee members: Gayle Demler, Joe Gonyo, Joyann Repp, Danielle Viau, Michael Will

### **RECOGNITION OF OUTGOING BOARD MEMBERS**

Tanya Marcoe and Connie Anderson thanked the retiring board members Jim Cleveland (2015-2022), Jim Chatterton (2002-2023), Sadie VanderVelde (2022-2023), and Ashley Lamers (2022-2023) who were not present due to having prior engagements. ADVOCAP will be mailing them their award commemorating their years of service.

### **WELCOME NEW BOARD MEMBERS**

Tanya Marcoe and Connie Anderson welcomed and introduced the new board of director members Don Nussbaum, Shanah Zastera, Brian Hamill, Raina Lyman, and Tami Christian.

### **PRESENTATION OF ANNUAL REPORT**

Tanya Marcoe presented the 2022 Annual Report highlighting ADVOCAP's mission statement, how many staff members are employed, 200 plus organizations that assist ADVOCAP in achieving our mission. She presented ADVOCAP's graphic history map that details ADVOCAP's journey from 1964 when President Johnson signed the Economic Opportunity Act to 1966 when ADVOCAP opened, and throughout the years until 2023.

Tanya Marcoe presented services and programs that ADVOCAP provides and how many people we were able to help through the past year. The Headstart Program had 227 children participate with 199 of them receiving immunizations, medical care, and dental care. Food and Nutrition services served 1,097 individuals and 292 individuals received hygiene products. Housing and Rehabilitation services provided \$108,400 to 3 households to update their homes. The Downpayment Assistance program helped 9 families with downpayment assistance totaling \$94,500. Weatherization assistance helped 207 individuals with weatherizing their homes. Weatherization helped 141 homes with repairing or replacing their furnace. Weatherization also helped 16 homes with repairing or replacing water heaters. ADVOCAP collaborated with 12 food pantries to assist 4,711 homes with 4,228,485 pounds of food. Community Gardens provided space for 90 households to plant and harvest produce. Affordable Housing provided 81 individuals with safe and affordable housing. Business Development helped 30 businesses either start or expand their business and loaned \$146,935 to 36 businesses. Homeless Prevention services had 83 individuals participate in the homeless program, with 32 individuals securing permanent housing. Volunteer services had 310 volunteers that contributed 67,110 volunteer hours. The Work 'N' Wheels program helped 23 individuals with finding affordable transportation. The Funds for Fines program helped 9 individuals to get their licenses back so that they can get to work, and the Auto Repair loan program helped 5 individuals with repairing their vehicles. The Bridges Program helped 222 individuals. The PASS program helped 101 individuals. The Wisconsin Emergency Rental Assistance Program helped 1,270 households with \$5,111,488 in rental assistance, and Wisconsin Help for Homeowners program assisted 132 households with \$971,618 in WHH assistance. Workforce Development enrolled 118 individuals in the Adult Education Program. They helped 24 individuals increase their income through the Skills Enhancement program and helped 4 individuals enroll in our Skilled Nursing Program.

Tanya presented an update on what was invested in ADVOCAP Inc. to ensure a strong foundation for the future. ADVOCAP invested in a new computer system, invested in staff with bonuses, additional holiday, and vacation carryover. Implemented a 36-hour 4-day work week for staff. Invested in properties that ADVOCAP owns. Did a triennial needs assessment and invested in a strategic planning process.

Tanya also presented what ADVOCAP is working on in 2023 which includes developing affordable housing, a childcare incubator program, workforce development, and solar power.

### **PRESENTATION OF ADVOCAP'S 2023-2026 STRATEGIC PLAN**

Tanya Marcoe presented the 3-year strategic plan journey which included a SWOT analysis devised from key informant interviews. She went over the World Café All Staff meeting and input that was provided by our staff and the challenges that they see within the agency. Tanya went over the strategic innovation workshop that management attended to pull all the information together to form 5 bold steps and how we are going to achieve those goals.

ADVOCAP's 3-year Strategic Vision is: ADVOCAP invests in effective, fundamental, community action strategies that create and sustain meaningful solutions to local poverty problems. ADVOCAP is going to achieve this vision by increasing community collaboration and investment. Develop and expand programs based on needs

assessment. Educate and advocate regarding foundational community action principles. Invest in staff and ensure employees are advocates, evaluate existing programs and establish what to stop, start, continue, or modify. To ensure that ADVOCAP is on track to achieving our 5 bold steps we will implement work plans for each of our 5 bold steps, communicate what we are doing with our key partners, assess and measure our progress, check, and adjust based on what we are learning along the way, and report our results.

#### **PRESENTATION OF COMMUNITY SERVICE AWARDS**

The following organizations/businesses were presented with the 2023 Community Service Award for their positive impact on the counties we serve as well as their role as partner to ADVOCAP in support of its mission.

- Dr. Kristine Nehring- Fond du Lac County
- Second Time Around- Green Lake County
- Lakeside Packaging Plus- Winnebago County

#### **PRESENTATION OF VOLUNTEER SERVICE AWARDS**

The following individuals were awarded the 2023 Volunteer Service Award for going above and beyond to make an impact on those we serve.

- Lucille Wuest- Fond du Lac County
- Mike Griffin- Green Lake County
- Beverly Quells- Winnebago County

#### **PRESENTATION OF ROSALIE TRYON BARBER SELF-SUFFICIENCY AWARD**

The Rosalie Tryon Barber Self-Sufficiency award was created to honor an individual who participated in ADVOCAP's programs and services to move forward and become successful and self-sufficient. This is ADVOCAP's most prestigious award, and it was presented to Brittany Gilbert who has overcome many obstacles in her life. She is currently working with Women's Care Wisconsin where she is a Peer Support Specialist helping connect women in abusive situations to local resources.

#### **PRESENTATION OF ADVOCAP STAFF MILESTONE ANNIVERSARY AWARDS**

Tanya presented a list of staff members celebrating milestone anniversaries for 2022 and 2023 which includes:

- 5 years of service: Anna Nitschke, RoseAnne Henning, Todd Schultz, Libby Stockton, Lindsey Avila, Patti Koenigs, Tina Scheier, Alicia Byers, Tara Peters, Deborah Serwe, Juniper Getchel, LaDonna Combs, Kelly Mauer, Anna Zangl, Justin McArthur, and Amanda Wiechman
- 10 years of service: Jan Griedl, John Hutchinson, Sandra Reeves, Bridget Bestor, Terrance Kilishek, and Laura Tegelman
- 15 years of service: Amy Lang
- 20 years of service: Deb Shepro
- 30 years of service: Kathy Doyle and Jill LeMay

#### **OTHER BUSINESS / ANNOUNCEMENTS**

There was no other business that needed to be discussed.

#### **ADJOURNMENT**

*A motion was made by Shanah Zastera with a second by Darlene Bilstad to adjourn the meeting at 8:03 PM. Motion carried.*

Minutes By: Pam Ziegler