

**Board of Directors' Meeting**  
6:00 PM – Thursday, November 20, 2025  
ADVOCAP Fond du Lac Office  
19 W 1st Street | Fond du Lac, WI 54935

**Present:**

Connie Anderson, Gary Will, Michael Will, Raina Lyman, Deb Neet, Tami Christian, Shawn Ross, Jay Myrechuck, Gayle Demler, Karen Powers, Nita Krenz, Edie Crews, Paulette Feld, Donna Blend, Amber Lyn Gilbertson.

**Absent/Excused:**

Raina Lymna, Deb Neet, Bob Johnson, Brian Hamill, Edie Crews, Jeff Lutz, Donna Blend, Mary Fleishman, Shaddai Carmona.

**Staff:**

April Mullin-Datko, Kathy Boyle, Tanya Marcoe(virtual), Kelly Mauer(virtual), Justin McArthur, Tony Beregszazi, CJ Bruden, Becky Heldt, Deb Shepro, Dawn Paterson (virtual).

**Call to Order:**

*The meeting was called to order at 5:59pm by President, Connie Anderson. A quorum of 15/24 was present.*

**Review and Approval of Agenda:**

Board members reviewed the meeting agenda provided in their packets.

*A motion was made by Tami Christian, with a second by Michael Will, to approve the agenda as presented. Motion carried.*

**Review and Approval of September 25, 2025, Board Meeting Minutes:**

Board members reviewed their packets containing September 25, 2025, board meeting minutes.

*A motion was made by Donna Blend, with a second by Amber Lyn Gilbertson to approve September 25, 2025, meeting minutes as presented. Motion carried.*

**Review and Approval of Actions by Committees:**

Board members reviewed their packets containing summaries of the actions taken by committees during the months of September and October

*A motion was made by Karen Powers, with a second by Amber Lyn Gilbertson, to approve the actions of Committees from the months of September and October. Motion carried.*

**Review & Approval of 2026 Annual Plan:**

Tony Beregszazi reviewed updates to the Needs Assessment and presented a refined approach

for developing ADVOCAP's next three-year strategic plan. The agency is working to unify goals across all programs and increase board engagement, including the possibility of a 2026 board retreat. Key priority areas include expanding mental health services by adding professionals to the Opportunity Center, developing partnerships to improve adult dental care access, strengthening skills and workforce development efforts, and advancing the Childcare Incubator project, which breaks ground on December 10<sup>th</sup>. Additional goals include exploring options for housing development, enhancing staff onboarding and ongoing training, updating organizational standards, and creating a training program that equips employees to represent ADVOCAP effectively in the community.

*A motion was made by Karen Powers, with a second by Donna Blend, to approve the 2026 Annual Plan. Motion carried.*

### **Review & Approval of 2026 Staffing and Budget:**

Tony Beregszazi explained that ADVOCAP periodically updates its organizational chart to support agency goals and adapt to funding changes. Examples included shifting the Opportunity Center under Business Development, adjusting Food & Nutrition meal sites and driver structures to stay within budget, and reassigning staff when funding ends to retain employees when possible. He noted departmental changes such as adding assistant directors in Head Start and a field technician in Weatherization. Overall, the agency will see a net decrease of six employees from 2025 to 2026.

Joe Lougher provided an overview of projected funding for 2026, noting the difference between general and program-specific revenue streams. He explained that any change of plus or minus 10% includes a note for clarification and confirmed that revenues are budgeted to net close to zero, which is the goal. Grants are assumed to continue unless officially discontinued, and those known to be ending have been removed from the budget. The agency anticipates roughly a \$1 million decrease in department-specific revenue, with Homeless Prevention seeing the largest impact. The budget includes a 3% cost-of-living adjustment and accounts for inflationary pressures. While the budget remains balanced, it is tight with little flexibility. Quarterly reviews allow adjustments throughout the year. Tony also reminded the board that ADVOCAP does have donor support available, though not a formal donor program.

*A motion was made by Shawn Ross, with a second by Amber Lyn Gilbertson, to approve the 2026 Staffing and Budget. Motion carried.*

### **Review & Approval of 2026 Board Calendar:**

Board of Directors members reviewed the proposed ADVOCAP 2026 Board Calendar first presented during the October 2025 Committee meetings.

*A motion was made by Jay Myrechuck, with a second by Donna Blend, to approve the 2026 Board Calendar. Motion carried.*

### **Review and Approval of August 2025 Agency Wide Financial Statements:**

Joe Lougher reviewed the most recent 2025 financial statements, noting that they are balanced and that the agency's cash flow remains strong, even with minor disruptions caused by the

government shutdown. With operations returning to normal, financial activity aligns with expected seasonal patterns—for example, higher Head Start activity in summer and fluctuations in Homeless Prevention throughout the year. Some expenses categorized as “other” are still being reassigned to their appropriate grants. Overall, Joe reported that the budget remains very close to zero, which is the goal for a nonprofit organization.

A motion was made by Jay Myrechuck, with a second by Donna Blend, to approve the August 2025 Agency Wide Financial Statements.

**Other Business/Announcements/Reports:**

- a) Holiday Celebration December 4, 2025, between 6:00pm-8:00pm at the Radisson Hotel and Conference Center, Fond du Lac
- b) Committee Meetings December 18, 2025, at the ADVOCAP Oshkosh Office, 2929 Harrison St, Oshkosh, WI 54901

**Adjournment:**

*A motion was made by Karen Powers, with a second by Amber Lyn Gilberston, to adjourn the meeting at 7:09pm. Motion carried.*