

**Board of Directors
WI Council on Children and Families and
WI Council on Children and Families Foundation
Thursday, September 24, 2015
Madison Senior Center
330 W. Mifflin Street (meeting rooms 2&3)
Madison, WI 53703
2:00-4:00 p.m.**

COUNCIL-FOUNDATION JOINT MEETING AGENDA

- 2:00 Welcome and Introductions (H. Nelson)**
- 2:10 New WCCF Staff (K. Taylor)**
Corinda Rainey-Moore – Outreach and Engagement
Maia Stitt – Communications
- 2:20 Equal Opportunity Explorer Group Update (H. Nelson, K. Taylor)**
- 2:35 Equity Commitment (H. Nelson/K. Taylor)**
Request for Approval and Next Steps to Implement.
Please review these materials in advance to prepare for a brief discussion followed by board approval at this meeting.
Attachment: Non-Profit Collaborative Commitment to Racial Equity
Attachment: Non-Profit Equity Collaborative Commitment to Racial Equity – June 12, 2015
WCCF Board Discussion
WCCF Board Action. *See proposed MOTION (over)*
- 2:55 Branding Work Group: Report and Preview (K. Taylor/H. Nelson)**
- 3:15 Foundation Board Report (D. Schultz)**
Attachment: WCCFF Amended and Restated By-Laws
WCCF Board Action (Approve WCCFF Amended By-Laws)
- 3:30 Finance Committee Report (S. Mixtacki)**
a. First Half of 2015 Financials
Attachment: WCCF Statement of Financial Position Comparison (as of 6/30/15)
Attachment: WCCF Statement of Activities Comparison (Jan-June 2015)
Attachment: WCCF Statement of Activities Budget vs. Actual (Jan-June 2015)
b. End of year projection
WCCF Board Action (Motion to Approve Financial Reports presented today).
- 3:40 Approval of Minutes (H. Nelson)**
Attachment: March 13, 2015 Minutes, Attachment: June 12, 2015 Minutes,
Attachment: June 12, 2015 Action Items
WCCF Board Action (Motion to Approve March 13, 2015 and June 12, 2015 minutes)
- 3:45 Fund Development Report (P. Neuman)**
- 3:50 Executive Director's Update (K. Taylor)**
- 4:00 Adjourn**
WCCF Board Action (Motion to Adjourn).

Motion language for WCCF’s Equity Commitment:

MOTION that the WCCF Board affirms its commitment to join the Non-profit Equity Collaborative. The Board pledges to address racial equity within our own organization, and to do our part to address the racial disparities in our state by committing to the best practices outlined in the “Non-Profit Equity Collaborative Commitment to Racial Equality” statement. The Board further commits to WCCF’s continual improvement in each of the areas listed in the Statement. WCCF’s Executive Director and Board President will lead the development of a work plan to fulfill these commitments, and report on that plan to the Board at the December meeting as well as regularly reporting on progress in accomplishing the tasks outlined in the plan.

Non-Profit Equity Collaborative Commitment to Racial Equity

Our organization has agreed to join the Non-Profit Equity Collaborative. In doing this we pledge to address racial equity within our own organization and do our part to address the racial disparities in our state by committing to the best practices and continual improvement in each of the areas listed below.

We understand that the Collaborative is designed to be a group of leaders from a variety of non-profit organizations who offer each other support, resources, training and feedback. The group is dependent on trust, mutual respect and honesty. We will provide mutual accountability through open sharing of plans and progress reports.

Climate and culture

- Our organization has an official statement regarding the role that diversity plays in our organization – this statement is either a part of the organizational mission, vision and values statement(s) or is a separate diversity statement that is publicly available to anyone who is interested in learning about our organization.
- We assess our internal climate by surveying our employees, volunteers and board members every 2 years and considering responses by race.

Leadership, planning, decision making

- Our Executive Director/CEO and management team directly address issues of race, diversity and inclusion and promote these values through written and verbal communication.
- We have diverse staff and board leadership, or have specific strategies to achieve diverse leadership or our leadership is primarily people of color.

Hiring and retention

- We have diverse staff throughout the organization and a diverse board of directors.
OR
We have specific strategies and measures to achieve that goal and we have concrete strategies identified to connect our staff of color to networking and supportive opportunities outside of our organization.
OR
Our staff and board are primarily people of color.
- We have revised all position descriptions and postings to value experience along with degrees/credentials wherever possible or will complete this process within one year.
- Expectations for cultural competence and behavior in alignment with the organization's diversity statement are clearly described and the organization evaluates staff members and holds them accountable for these expectations.

Client/customer services

- We intentionally serve a racially diverse client, customer or stakeholder group with the goal of increasing equitable access to opportunity in our community.
- Our staff and board members have regular (at least annual) training and exploration on topics of equity and cultural competence.
- We seek strategies to make such training available to volunteers who work with our clients/consumers.

Internal policies, practices, processes

- Our organization utilizes an equity impact assessment tool to assess our policies and practices and/or when making significant decisions (example attached) to discover and address any unintended benefit/harm to racial groups.
- Important decisions are made by diverse groups with input from the racial groups who will be impacted by the decision.

External relationships/collaboration/contracting and vendors

- We seek opportunities to support and/or do business with companies and organizations that are minority owned and/or explicitly prioritize equity.
- Our organization strategically cultivates relationships and partnerships with organizations and communities of color beyond client services.

Holding ourselves accountable

- The organizations that are part of this Nonprofit Equity Collaborative agree to create annual work plans in accordance with the above standards.
- These work plans and the commitments listed above are embedded within the organizational strategic plan and/or other documents approved by the Board of Directors.
- The members of the Collaborative will meet 6-11 times per year to share resources, learning and experiences and to report on our progress and challenges.

Signatures:

Executive Director/CEO

Date

Board President

Date

Non-Profit Equity Collaborative Commitment to Racial Equity: June 12, 2015 WCCF Board Discussion

- We agree with these goals as a pledge to work towards best practices.
- Feels like we're getting to root causes of many of the issues we've worked on over the years.

- This is a serious commitment calling us (board and staff) to work hard on change.
- What's the commitment from the board . . . how will it impact what we expect of ourselves collectively?
- This is a good reminder to always keep this in mind, and requires a commitment to board development. This is not just for staff.
- Desire to see strong focus on board composition.

- Self- analysis. How do we rate ourselves? Where do we stand on these items?
- What is our plan for holding ourselves (board/staff) accountable?
- Are we clear about what cultural competence/ behavioral expectations will be?

- We need to make this commitment for our authenticity as an advocate.

- How does the affect our friend/ fund raising? Promoting other opportunities to learn and engage?

- We think it would be useful to have Rachel Krinsky from the YWCA, or someone else, to make a presentation about this, to understand the work required.

**AMENDED AND RESTATED
BYLAWS
OF
WISCONSIN COUNCIL ON
CHILDREN AND FAMILIES FOUNDATION, INC.**

Wisconsin Council on Children and Families Foundation, Inc., a nonstock, nonprofit corporation organized and existing under the laws of the State of Wisconsin (the “Corporation”) hereby adopts the following bylaws (these “Bylaws”).

**ARTICLE I
OFFICES**

Section 1.1. Principal and Business Offices. The Corporation shall maintain a principal place of business in the State of Wisconsin, which shall be located in Dane County. The Corporation may have such other offices, either within or without the State of Wisconsin, as may be designated from time to time by the members of the board of directors of the Corporation (the “Board”).

Section 1.2. Office of the Registered Agent. The office of the registered agent of the Corporation may be, but need not be, identical with the principal office of the Corporation. The address of the office of the registered agent may be changed from time to time by the Board or by the registered agent. The business office of the registered agent of the Corporation shall be identical to such registered office.

**ARTICLE II
PURPOSES**

The purpose of the Corporation shall be set forth in the Articles of Incorporation.

**ARTICLE III
MEMBERS**

The Corporation’s Articles of Incorporation provide that the Corporation shall have no members.

**ARTICLE IV
BOARD OF DIRECTORS**

Section 4.1. Number. The business and affairs of the Corporation shall be managed by the Board of Directors. The number of the Directors of the Corporation shall be a minimum of three (3). The number of Directors may be increased or decreased from time to time by an affirmative vote of all of the Directors then serving, provided that the number of Directors of the Corporation shall not at any time be reduced to less than three (3).

Section 4.2. Tenure and Qualification. Directors shall be appointed in the following manner:

(a) The following officers of Wisconsin Council on Children and Families, Inc. (“WCCF”) shall at all times serve as ex-officio Directors of the Corporation: President of the Board of Directors of WCCF, Treasurer and Executive Director. An ex-officio Director shall not have the right to vote on matters that require Board approval, but shall be counted for purposes of determining whether or not a quorum exists.

(b) The Board of Directors of the Corporation may nominate candidates to serve as Directors of the Corporation for submission to the Board of Directors of WCCF. Directors of the Corporation (other than ex-officio Directors) shall be elected by the Board of Directors of WCCF at a regular or special meeting of the Board of WCCF.

(c) Director terms shall commence January 1 and conclude December 31. Each Director shall hold office for a term of three years or until his or her successor has been elected, or until his or her prior death, resignation or removal. The terms of the Directors shall be staggered. A Director may be removed from office for cause by the affirmative vote of a majority of the Directors then in office. A Director may resign at any time by filing his or her written resignation with the Secretary of the Corporation.

Section 4.3. Annual Meeting. The Annual Meeting of the Board of Directors shall be held each year to occur in December at a place to be decided by the Board of Directors, or, if the Board of Directors shall fail to so designate, as designated by the President of the Corporation. The principal officers of the Corporation shall be elected at the Annual Meeting.

Section 4.4. Regular Meetings. The Board may provide by resolution for the date, time and place for the holding of regular meetings without other notice than such resolution.

Section 4.5. Special Meetings. Special meetings of the Board may be called by or at the request of the President, Vice-President or any Director (other than an ex-officio Director). The President, Vice-President or any Director calling any special meeting of the Board may fix any place as the place for holding any special meeting of the Board, and if no other place is fixed the place of meeting shall be the principal business office of the Corporation.

Section 4.6. Notice; Waiver.

(a) Notice. Notice of special meetings of the Board shall be given by written notice delivered, mailed, or sent electronically via facsimile or other means of wireless communication to each director at his or her street address, fax number or e-mail address (as applicable) as it appears on the records of the Corporation, or by telephone call placed directly to each director; in each case not less than seventy-two (72) hours prior thereto. If mailed, such notice shall be deemed to be delivered when deposited in the United States mail, addressed to the director at his or her address as it appears on the records of the Corporation, with postage thereon prepaid. The date, time and place, but not the purpose, of the special meeting shall be specified in the notice of such meeting. If, however, the purpose of the meeting includes either board action to remove a director or to approve one (1) or more amendments to the Articles of Incorporation of the Corporation, such notice shall be in writing and shall be delivered, mailed, or sent electronically via facsimile or other means of wireless communication to each director at his or

her street address, fax number or e-mail address (as applicable) as it appears on the record of the Corporation, not less than seven (7) days prior thereto.

(b) Waiver of Notice. Whenever any notice whatever is required to be given under the provisions of Chapter 181 of the Wisconsin Statutes or under the provisions of the Articles of Incorporation or these Bylaws, a waiver thereof in writing, signed at any time by the person or persons entitled to such notice, shall be deemed equivalent to the giving of such notice. The attendance of a director at a meeting shall constitute a waiver of notice of such meeting, except where a director attends the meeting for the express purpose of objecting to the transaction of any business because the meeting is not lawfully called or convened.

Section 4.7. Quorum. Except as otherwise provided by law, by the Articles of Incorporation or these Bylaws, a simple majority of the Directors (including ex-officio Directors) then in office shall constitute a quorum for the transaction of business at any meeting of the Board of Directors but a majority of Directors present (though less than a quorum) may adjourn the meeting from time to time without further notice.

Section 4.8. Manner of Acting. The act of the majority of the Directors (other than ex-officio Directors) present at a meeting at which a quorum is present shall be the act of the Board of Directors, unless the act of a greater number is required by law or by the Articles of Incorporation or these Bylaws.

Section 4.9. Conduct of Meeting. The President shall call a meeting of the Board to order and shall act as the chairperson of such meeting. In the event the President is absent, any Director chosen by the Directors present shall act in his or her place as chairperson of such meeting. The chairperson may appoint any Director or other person to act as secretary of the meeting.

Section 4.10. Vacancies. Any vacancy occurring in the Board shall be filled in accordance with Section 4.2 of these Bylaws. If the number of Directors increases pursuant to Section 4.1, vacancies created by such increase shall be filled in the same manner.

Section 4.11. Presumption of Assent. A Director of the Corporation who is present at a meeting of the Board at which action on any corporate matter is taken shall be presumed to have assented to the action taken unless his or her dissent is entered in the minutes of the meeting or unless he or she files his or her written dissent to such action with the person acting as the secretary of the meeting before the adjournment thereof or shall forward such dissent by registered mail to the Secretary of Corporation immediately after the adjournment of the meeting. Such right to dissent shall not apply to a Director who voted in favor of such action.

Section 4.12. Written Consent Without Meeting. Any action required or permitted by the Articles of Incorporation or Bylaws or any provision of law to be taken by the Board at a meeting or by resolution may be taken without a meeting if a consent in writing (by paper or electronic, i.e., facsimile or other means of wireless communication, form) setting forth the actions so taken is signed by at least two-thirds (2/3rds) of the voting Directors then in office. All Directors must then be immediately notified of the text of the written consent and of its effective date and time

Section 4.13. Telephonic Meetings. Any action required or permitted by the Articles of Incorporation or Bylaws or any provision of law to be taken by the Board at a meeting or by resolution may be taken through the use of any means of communication by which (a) all

participating Directors can simultaneously hear each other during the meeting or (b) all communication during the meeting is immediately transmitted to each participating Director and each participating Director is able to immediately send messages to all other participating Directors. Correspondence by facsimile or other means of wireless communication shall conclusively be deemed to comply with this Section 4.13.

Section 4.14. Committees. The Board, by resolution adopted by a majority of directors then in office, may establish such committees as it shall deem necessary and desirable to enable the Corporation to carry out its purposes. Each committee shall consist of three (3) or more directors. The President shall appoint individuals to serve as the members of each committee and each committee shall fix its own rules governing the conduct of its activities and shall make such reports to the Board of its activities as the Board may request. The designation of such committees and the delegation thereto of authority shall not operate to relieve the Board of Directors or any individual Director, of any responsibility imposed upon it or such Director.

Section 4.15. Conflict of Interest. Members of the Board shall not conduct private business in any manner, which places them at a special advantage because of their association with the Corporation. In providing advisement to the Corporation involving transactions of a nature which may be related to the business or profession of a member of the Board, the quality and cost of services shall have a priority and be managed in an objective and customarily competitive manner. In case of a clear conflict of interest, the member of the Board will be excused from voting on an item so constituted. The Board may adopt a separate conflicts of interest policy if the board determines, in its sole and absolute discretion, that such a policy is in the best interests of the Corporation and such conflicts of interest policy is consistent with requirements for nonprofit, tax-exempt organizations set forth under Section 501(c)(3) of the Internal Revenue Code of 1986 (as amended) and applicable Treasury Regulations thereunder, and Wisconsin law.

Section 4.16. Compensation. No compensation shall be paid to any Director for serving as Director, except for reasonable expenses actually incurred as a result of duties performed as a Director.

ARTICLE V CORPORATE OFFICERS

Section 5.1. Number and Qualifications. The officers of the Corporation shall be the President, one or more Vice-Presidents, Secretary, and Treasurer and such other officers as determined by the Board of Directors. The officers shall be elected by the Board of Directors. Any two or more offices may be held by the same person, except for the offices of President and Vice-President and President and Secretary.

Section 5.2. Election and Term of Office. Except as otherwise provided herein, the officers of the Corporation shall be elected annually by the Board of Directors at the Annual Meeting of the Board of Directors. Each officer shall hold office for a term of one (1) year or until a successor has been duly elected and qualified or until his/her prior death, resignation or removal.

Section 5.3. Removal. Any officer or agent may be removed by the Board of Directors whenever in its judgment the best interests of the Corporation will be served thereby.

Section 5.4. Vacancies. A vacancy in any office because of death, resignation, removal or otherwise, shall be filled by the Board of Directors for the unexpired portion of the term.

Section 5.5. President. The President shall be the principal officer of the Corporation. The President shall preside at all meetings of the Board of Directors and of the Executive Committee, shall be a voting member of each committee, and shall perform such other duties as are normally incident to the office of President.

Section 5.6. Vice-Presidents. The Vice President shall assist in the coordination of Corporation activities. In the absence of the President or in the event of his or her death, refusal or inability to act, the Vice President shall perform the duties of the President, and when so acting shall have all the powers of and be subject to all the restrictions upon the President. The Vice President shall perform such other duties as may be from time to time assigned to him or her by the President or by the Board of Directors.

Section 5.7. Secretary. The Secretary (or the Secretary's designee) shall maintain the minutes of the meetings of the Board of Directors, be familiar with the provisions of these Bylaws, and perform such other duties as may be from time to time assigned to him or her by the President or the Board of Directors.

Section 5.8. Treasurer. The Treasurer shall in general perform all the duties incident to the office of Treasurer, including management of the books and financial records of the Corporation, and have such other duties and exercise such other authority as from time to time may be delegated or assigned to him or her by the President or by the Board of Directors.

Section 5.9. Assistants and Acting Officers. The Board of Directors shall have the power to appoint any person to act as assistant to any officer, or as agent for the Corporation in his or her stead, or to perform the duties of such officer whenever for any reason it is impracticable for such officer to act personally, and such assistant or acting officer or other agent so appointed by the Board of Directors shall have the power to perform all the duties of the office to which he or she is so appointed to be assistant, or as to which he or she is so appointed to act, except as such power maybe otherwise defined or restricted by the Board of Directors.

ARTICLE VI CONTRACTS; LOANS; CHECKS AND DEPOSITS; SPECIAL CORPORATE ACTS

Section 6.1. Contracts. The Board of Directors may authorize any officer or officers, agent or agents, including persons designated in a management services agreement, to enter into any contract or execute or deliver any instrument in the name of and on behalf of the Corporation, and such authorization may be general or confined to specific instances. No contract or other transaction between the Corporation and one or more of its Directors or any other corporation, firm, association, or entity in which one or more of its Directors or officers are financially interested, shall be either void or voidable because of such relationship or interest or because such Director or Directors are present at the meeting of the Board of Directors or a committee thereof which authorizes, approves or ratifies such contract or transaction, if: (1) the fact of such relationship or interest is disclosed or known to the Board of Directors or committee which authorizes, approves or ratifies the contract or transaction by a vote or consent sufficient for the purpose without counting the votes or consents of such interested Directors, or (2) the fact of such

relationship or interest is disclosed or known to the Directors entitled to vote and they authorize, approve or ratify such contract or transaction by vote or written consent, or (3) the contract or transaction is fair and reasonable to the Corporation. Common or interested Directors may be counted in determining the presence of a quorum at a meeting of the Board of Directors or a committee thereof which authorizes, approves or ratifies such contract or transactions, but such interested Directors shall abstain from any vote to authorize, approve, or ratify such contract or transaction.

Section 6.2. Loans. No indebtedness for borrowed money shall be contracted on behalf of the Corporation and no evidence of such indebtedness shall be issued in its name unless authorized by or under the authority of a resolution of the Board of Directors. Such authorization may be general or confined to specific instances.

Section 6.3. Checks, Drafts, Etc. All checks, drafts or other orders for the payment of money, notes or other evidence of indebtedness issued in the name of the Corporation, shall be signed by an officer of the Corporation or an agent of the Corporation duly appointed for that purpose.

Section 6.4. Deposits. All funds of the Corporation not otherwise employed shall be deposited from time to time to the credit of the Corporation in such banks, trust companies or other depositories as may be selected by or under the authority of a resolution of the Board of Directors.

Section 6.5. Fiscal Year. The fiscal year of the Corporation shall be the calendar year.

ARTICLE VII SEAL

The Corporation shall have no corporate seal.

ARTICLE VIII AMENDMENTS

The Articles of Incorporation and these Bylaws may be altered, amended or repealed and new Bylaws may be adopted by the Board if such amendment or other change in the Bylaws is adopted by affirmative vote of two-thirds (2/3rds) of the Directors then in office. Any amendment to the provisions of Section 4.1, Section 4.2(a), Section 4.2(b) and Section 4.2(c) shall require the approval of a majority of WCCF's board of directors.

ARTICLE IX DISSOLUTION

The Corporation may be dissolved by a vote of seventy-five percent (75%) of the members of the Board of Directors and with a vote of seventy-five percent (75%) of WCCF's board of directors. Upon the dissolution of the Corporation, the Board of Directors shall, after paying or making provision for the payment of all the liabilities of the Corporation, dispense of all the remaining assets of the Corporation as set forth in the Articles of Incorporation.

ARTICLE X
INDEMNIFICATION

The Corporation shall indemnify its officers and directors to the maximum extent allowed by Sections 181.0855-181.0889 of the Wisconsin Statutes or their successor provisions.

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Wisconsin Council on Children and Families Inc.
Statement of Financial Position Comparison
As of June 30, 2015

	Jun 30, 15	Jun 30, 14	\$ Change	% Change
ASSETS				
Current Assets				
Checking/Savings				
1000 · Checking-First Business Bank	138,850.56	401,568.22	-262,717.66	-65.4%
1150 · Milwaukee FBB	250,346.74	0.00	250,346.74	100.0%
1120 · Money Market - Home Savings	76,414.46	76,330.59	83.87	0.1%
Total Checking/Savings	465,611.76	477,898.81	-12,287.05	-2.6%
Accounts Receivable				
1200 · Accounts Receivable	63,031.10	83,752.30	-20,721.20	-24.7%
Total Accounts Receivable	63,031.10	83,752.30	-20,721.20	-24.7%
Other Current Assets				
1405 · Income Earned Not Billed	2,945.00	0.00	2,945.00	100.0%
1510 · Prepaid Expenses	4,911.88	4,827.51	84.37	1.8%
1499 · Undeposited Funds	132,392.93	0.00	132,392.93	100.0%
Total Other Current Assets	140,249.81	4,827.51	135,422.30	2,805.2%
Total Current Assets	668,892.67	566,478.62	102,414.05	18.1%
Fixed Assets				
1600 · Furniture & Equipment	18,105.19	10,630.19	7,475.00	70.3%
1700 · Accumulated Depreciation	-9,684.39	-8,528.80	-1,155.59	-13.6%
Total Fixed Assets	8,420.80	2,101.39	6,319.41	300.7%
Other Assets				
1850 · Unemployment Fund-Associated	13,098.58	13,098.58	0.00	0.0%
1800 · FBTI - Board Designated Reserve	258,156.62	257,486.38	670.24	0.3%
Total Other Assets	271,255.20	270,584.96	670.24	0.3%
TOTAL ASSETS	<u>948,568.67</u>	<u>839,164.97</u>	<u>109,403.70</u>	<u>13.0%</u>
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable				
2000 · Accounts Payable	24,979.51	21,820.37	3,159.14	14.5%
Total Accounts Payable	24,979.51	21,820.37	3,159.14	14.5%
Credit Cards				
2102 · US Bank CC	0.00	1,006.79	-1,006.79	-100.0%
Total Credit Cards	0.00	1,006.79	-1,006.79	-100.0%
Other Current Liabilities				
2299 · Due to Other Organizations	0.00	75,000.00	-75,000.00	-100.0%
2145 · Due to Foundation	281.00	2,162.50	-1,881.50	-87.0%
2500 · Accrued U.C. Expense	6,720.00	6,720.00	0.00	0.0%
2350 · Accrued Vacation	17,262.74	20,617.10	-3,354.36	-16.3%
2170 · Advances-Deferred Revenue	2,500.00	0.00	2,500.00	100.0%
2300 · Payroll Liabilities	1,196.00	0.00	1,196.00	100.0%
Total Other Current Liabilities	27,959.74	104,499.60	-76,539.86	-73.2%
Total Current Liabilities	52,939.25	127,326.76	-74,387.51	-58.4%
Total Liabilities	52,939.25	127,326.76	-74,387.51	-58.4%
Equity				
3150 · Designated Operating Reserve	257,858.98	257,188.91	670.07	0.3%
3300 · Temp Restricted Net Assets	399,192.44	354,013.11	45,179.33	12.8%
3900 · Undesignated Net Assets	131,395.42	33,092.49	98,302.93	297.1%
Net Income	107,182.58	67,543.70	39,638.88	58.7%
Total Equity	895,629.42	711,838.21	183,791.21	25.8%
TOTAL LIABILITIES & EQUITY	<u>948,568.67</u>	<u>839,164.97</u>	<u>109,403.70</u>	<u>13.0%</u>

Wisconsin Council on Children and Families Inc.

Statement of Activities Comparison

January through June 2015

07/24/15

Accrual Basis

	Jan - Jun 15	Jan - Jun 14	\$ Change	% Change
Ordinary Income/Expense				
Income				
4055 · Cost Sharing Grant	15,000.00	0.00	15,000.00	100.0%
4304 · Contractual Services	99,820.19	89,761.54	10,058.65	11.2%
4150 · Conferences & Events	0.00	2,180.00	-2,180.00	-100.0%
4162 · Event Income	0.00	2,750.00	-2,750.00	-100.0%
4200 · Contributions	51,158.36	41,542.40	9,615.96	23.2%
4306 · Grants Release from Temp Rest	408,674.06	380,470.91	28,203.15	7.4%
4319 · Total Honorariums	1,875.00	1,328.23	546.77	41.2%
4349 · Rental Income	0.00	250.00	-250.00	-100.0%
4350 · Interest Income	1,318.91	979.20	339.71	34.7%
4750 · Miscellaneous Income	573.70	5.00	568.70	11,374.0%
4950 · Administrative Fees	13,256.52	10,831.33	2,425.19	22.4%
Total Income	<u>591,676.74</u>	<u>530,098.61</u>	<u>61,578.13</u>	<u>11.6%</u>
Gross Profit	591,676.74	530,098.61	61,578.13	11.6%
Expense				
5000 · Administrative and Occupancy	49,516.65	48,191.09	1,325.56	2.8%
5400 · Payroll Expense	341,039.57	347,678.71	-6,639.14	-1.9%
5500 · Professional Fees	24,089.87	29,736.11	-5,646.24	-19.0%
5600 · Program Expense	132,174.01	98,238.09	33,935.92	34.5%
Total Expense	<u>546,820.10</u>	<u>523,844.00</u>	<u>22,976.10</u>	<u>4.4%</u>
Net Ordinary Income	44,856.64	6,254.61	38,602.03	617.2%
Other Income/Expense				
Other Income				
9995 · Temp Restricted Grants	471,000.00	441,760.00	29,240.00	6.6%
Total Other Income	<u>471,000.00</u>	<u>441,760.00</u>	<u>29,240.00</u>	<u>6.6%</u>
Other Expense				
8995 · Offset for Temp Restr Grants	408,674.06	380,470.91	28,203.15	7.4%
5998 · Total Passthrough Activity	0.00	0.00	0.00	0.0%
Total Other Expense	<u>408,674.06</u>	<u>380,470.91</u>	<u>28,203.15</u>	<u>7.4%</u>
Net Other Income	<u>62,325.94</u>	<u>61,289.09</u>	<u>1,036.85</u>	<u>1.7%</u>
Net Income	<u>107,182.58</u>	<u>67,543.70</u>	<u>39,638.88</u>	<u>58.7%</u>

5:07 AM

07/24/15

Accrual Basis

Wisconsin Council on Children and Families Inc.
Statement of Activities Budget vs. Actual
 January through June 2015

	Jan - Jun 15	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
4055 · Cost Sharing Grant	15,000.00	15,000.00	0.00	100.0%
4304 · Contractual Services	99,820.19	78,750.00	21,070.19	126.8%
4150 · Conferences & Events	0.00	2,000.00	-2,000.00	0.0%
4200 · Contributions	51,158.36	49,000.00	2,158.36	104.4%
4306 · Grants Release from Temp Rest	408,674.06	417,375.00	-8,700.94	97.9%
4319 · Total Honorariums	1,875.00	1,000.00	875.00	187.5%
4350 · Interest Income	1,318.91	1,000.00	318.91	131.9%
4750 · Miscellaneous Income	573.70	750.00	-176.30	76.5%
4950 · Administrative Fees	13,256.52	11,499.98	1,756.54	115.3%
Total Income	<u>591,676.74</u>	<u>576,374.98</u>	<u>15,301.76</u>	<u>102.7%</u>
Gross Profit	591,676.74	576,374.98	15,301.76	102.7%
Expense				
5000 · Administrative and Occupancy	49,516.65	54,044.16	-4,527.51	91.6%
5400 · Payroll Expense	341,039.57	431,811.00	-90,771.43	79.0%
5500 · Professional Fees	24,089.87	28,525.00	-4,435.13	84.5%
5600 · Program Expense	132,174.01	78,289.56	53,884.45	168.8%
Total Expense	<u>546,820.10</u>	<u>592,669.72</u>	<u>-45,849.62</u>	<u>92.3%</u>
Net Ordinary Income	44,856.64	-16,294.74	61,151.38	-275.3%
Other Income/Expense				
Other Income				
9995 · Temp Restricted Grants	471,000.00	425,000.00	46,000.00	110.8%
Total Other Income	<u>471,000.00</u>	<u>425,000.00</u>	<u>46,000.00</u>	<u>110.8%</u>
Other Expense				
8995 · Offset for Temp Restr Grants	408,674.06	417,375.00	-8,700.94	97.9%
5998 · Total Passthrough Activity	0.00	0.00	0.00	0.0%
Total Other Expense	<u>408,674.06</u>	<u>417,375.00</u>	<u>-8,700.94</u>	<u>97.9%</u>
Net Other Income	<u>62,325.94</u>	<u>7,625.00</u>	<u>54,700.94</u>	<u>817.4%</u>
Net Income	<u>107,182.58</u>	<u>-8,669.74</u>	<u>115,852.32</u>	<u>-1,236.3%</u>

To be approved 09/24/15

**Wisconsin Council on Children and Families, Inc.
Joint WCCF Foundation and Council Board of Directors Meeting
American Family Insurance Training Center
6000 American Parkway, Building A, Room A3141
Madison, WI 53783
Friday, March 13, 2015
10:45 AM–2:30 PM**

Present:

WCCF President Helene Nelson, WCCF Vice President Don Maurer, WCCF Secretary Sandi Tunis, WCCF Treasurer Steve Mixtacki; WCCF Board members Mary Haffenbredl, Nancy Heykes, Sarah Inman, Harry Ogden Missy Jacobus MacLeod, Susan Shafer-Landau Sue Vincent, and Joseph Wall; WCCF Foundation President Donald F. Schultz, and WCCFF Treasurer/Secretary Don Maurer; WCCFF Board Members Anne Arnesen, Pat Neuman; WCCF Staff: Executive Director Ken Taylor, Deputy Director Jim Moeser, Fund Development Coordinator Wenona Wolf, Office Manager Barbara Zuccarello; Research Director Jon Peacock; Guest Fritz Grutzner of Brandgarten

Absent: WCCF Board Members Juli Aulik, Tonya Brito, Bob Duncan, Sheri Pattillo Johnson, and Mary Rohrer.

1. Welcome/Call to Order/Introductions (H. Nelson)

WCCF President H. Nelson called the Friday, March 13, 2015 Joint WCCF and WCCF Foundation Board meeting at American Family Insurance Training Center to order at 10:50 a.m. S. Vincent introduced new board member Sarah Inman. Sarah is the Vice President of Brown County United Way.

2. Approval of Minutes from December 12, 2014 (WCCF Board Only)

See “**WCCF December 12, 2014 Minutes**” and “**WCCF December 12, 2014 Actions.**”

A MOTION was made by M. Haffenbredl to approve the minutes from the December 12, 2014 minutes. The motion was seconded by N. Heykes, and then passed unanimously.

3. WCCF Foundation Board Report (D.Schultz)

WCCF Foundation board president D. Schultz shared the following:

- Foundation board members have been good stewards of the fund; At the end of 2014, the value of the fund portfolio was \$561,529.81; up from \$450,000 at inception and having disbursed \$120,000+ over the years.
- Growth in 2014 was \$16,252.04; however, the Council did not take the 2014 distribution in 2014; it will be taken in 2015.
- As of 2/28/15, the value of the portfolio was \$570,268 indicating that the market is doing well for WCCFF.

- Asset allocation policy dictates 60/40 with a 10% leeway; managers have been pushing that with 69.8%/29.1%
- Socially responsible investing information was gathered at the Wisconsin Planned Giving Council presentation on March 3, 2015; a WCCFF committee/subgroup has been formed to pursue how the foundation shall proceed with sorting out SRI.
- A foundation by-laws change is in process and will be proposed to the Council board in June 2015.

4. Strategic Framework and Race/Poverty Explorer Group Discussion **(H. Nelson, K. Taylor)**

A. Strategic Framework (K Taylor).

Attachment: Strategic Framework 2.10.15 (pink)

K. Taylor noted that the Strategic Framework document presented today summarizes and encapsulates WCCF's work and who we are as an organization. It is a living document that will be kept live as the year progresses; we may eventually wish to go to a 2-year framework revising the document for 2016. Details discussed included:

Vision and Mission. The proposed statements are very similar to what we've had; we should look at whether this is what we want going forward.

Underlying Principles. Time was spent being very mindful of the language used insuring it is intentional; the diagram on page 2 indicates that issue areas don't exist in isolation, that is, all are interconnected.

Criteria for Prioritizing Our Work. This is an ongoing challenge; if we say yes to everything, we end up saying no to all. We must attempt to hold the tension and determine the Council's best role for engagement with specific issues (sponsor/leader, active participant/support, or monitoring).

Conclusion. Underpinning all of our issues are the Wisconsin Budget Project and the Race to Equity Project. The Council's first true north goal is an area of focus, and how we address it on a statewide basis is important. We can start there, but that's the beginning.

Board comments on this discussion included:

- (N. Heykes) this document is very helpful to look at issues going forward—puts in perspective how the Council makes these decisions.
- (N. Heykes) true north goals indicate what focus should be
- (D. Maurer) what things did we say “no” to at the end of the year—and did it help us?
- (S. Inman) wondering about the use of the word “can” in the Vision statement; also, suggestion that the Mission statement be written as a full sentence, then list items.

A MOTION was made by N. Heykes to approve the Strategic Framework as presented today. The motion was seconded by S. Tunis, and approved unanimously.

**B. Race/Poverty Explorer Group Discussion (H. Nelson).
(Attachment: R2E Statewide ad hoc group) (orange)
(Attachment: Executive Committee Retreat Report to the Board)**

A small Race to Equity statewide ad hoc group will be formed between April and November 2014 to explore and try to understand how to look at race/poverty and current questions/issues. This group will bring recommendations back to WCCF's board about WCCF's role and strategies. WCCF is thus far the backbone of data for collaboration, but is not trying to run everything. The group will ideally consist of nine to eleven individuals comprised of three to five WCCF board members (S. Johnson serving as Chair, other board members to include H. Nelson (WCCF President)/N. Heykes (WCCF President-Elect), S. Inman; also K. Taylor and R2E staff, plus other individuals to bring expertise and diversity of various kinds.

H. Nelson reviewed the proposed group's charge outlined in "Developing a WCCF Strategy to Increase Racial Equity & Family Economic Success in Wisconsin (2.27.15) (orange). Discussion included the following comments:

- very impressive structure; am in awe of the work that went into this (M. Haffenbredl).
- in awe of the challenge; concerned about the breadth of this initiative; scope may be more than we can address; we can be contributory player and foster interaction; what opportunities are already out there that we can already partner with rather than debate long-standing issues (S. Mixtacki).
- we hope to answer charge 1. a-h by December 2015 and not just be a think tank for ten years; we can try to be practical about what we can do given that scope is a huge issue (H. Nelson).
- How do we take what we did in Dane County to transfer to other communities; how do we meld what we do next with what has already been done (N. Heykes).
- We don't yet know if R2E is another study that stalls out; something has been presented in Madison before (S. Mixtacki).
- AECF is funding this work in Dane County; staff are looking at the national level for support for this work (H. Nelson).
- WCCF is a research organization and part of a peer learning process; we have a helpful contribution to make (K. Taylor).
- The question is what WCCF's part in this process is. We hope we can make a difference over time for ourselves and others (H. Nelson).
- It will be important to include statewide organizations in these conversations; discipline will be needed to keep the focus on what is manageable (M. Haffenbredl).

- We have no preconceived notion about what WCCF's role will be, and are not assuming that WCCF per se will take the work statewide; other organizations are using the R2E report to underpin work they are doing (J. Moeser).
- AECF funding is financially strengthening this work; as we go "out" we will find we have allies (N. Heykes).
- It is important to involve statewide agencies in the explorer group, but not become a coalition as they are too big and people stop coming (A. Arnesen).
- Community foundations in Milwaukee know who the players are in their own community and could help WCCF by hosting something in their places (M. Jacobus MacLeod).
- What is WCCF's deep role? Reorder the language to outline what we are doing and what has already been done (S. Vincent).

A MOTION was made by S. Tunis to approve the document "Developing a WCCF Strategy to Increase Racial Equity & Family Economic Success in Wisconsin (2.27.15) in concept, with responsibility for approving the final charge and membership of the Equal Opportunity Explorer Team residing with the Executive Committee. The motion was seconded by D. Maurer.

Discussion included the following:

- **Get more educators for outside participation in this initiative (J. Wall)**
- **Get teachers at ground level versus administrators—they have an institutional history past say 20 years (S. Shafer-Landau).**

The motion was approved unanimously.

ACTION: Anyone who wishes to join the R2E statewide ad hoc group or contribute in any way to the explorer group's work, let H. Nelson know (Responsibility: H. Nelson).

C. The Race to Equity Project's Statement on the Death of Tony Robinson (K. Taylor) (Attachment)

A statement is posted on both the Race to Equity and WCCF websites, and was included in today's packets to make sure that everyone has seen it. At the policy team meeting on the Monday following this tragic incident, 45-60 minutes were spent discussing how best to address it publicly. The Race to Equity statement was co-branded with WCCF. Careful consideration was given to the tone and content of the statement connecting it to the work we are doing.

There was a lengthy discussion about the choice to pledge deepened WCCF support to the Young, Gifted, and Black Coalition (YGBC) in the R2E/WCCF

public statement.

5. LUNCH (Executive Session—E.D. Performance Evaluation)

Staff left the meeting room to allow the Executive Committee to conduct the Executive Director's performance evaluation. Staff rejoined the meeting when the evaluation was completed.

6. Finance Committee Report (S. Mixtacki)

a. 2014 Year End Financial Statements.

(Attachment: Balance Sheet Comp December 2014)

(Attachment: Budget Performance December 2014).

S. Mixtacki reported that the Finance Committee had reviewed the financial statements, and found the balance sheet to be healthy, and the reserve goal being met. K. Taylor and staff were commended for efforts that resulted in a \$70,000+ surplus at the end of 2014.

A MOTION was made by S. Mixtacki to approve the 2014 fourth quarter financial statements as presented at this meeting. The motion was seconded by M. Haffenbredl, and was passed unanimously.

b. Corporate Banking Resolution. (Attachment).

The details of the proposed banking resolutions to open a new account at First Business that will permit greater earned interest while better protecting the funds against loss were reviewed and discussed for clarification. It was suggested by S. Vincent that in the future the Finance Committee might vet matters of this sort, and then just bring them to the Board for final approval.

A MOTION was made by D. Maurer to approve the proposed banking resolution

The motion was seconded by H. Ogden, and was approved unanimously with one abstention (S. Mixtacki).

A MOTION was made by D. Maurer that the Executive Director be authorized to close the existing account/Certificate of Deposit at Home Savings and transfer those funds to the WCF Deposit Account at First Business Bank – Milwaukee created by a previously approved motion/resolution of the Board. The motion was seconded by H. Ogden.

H. Nelson pointed out that this authorizes the Executive Director to close the existing account and does not direct him to do so. There are multiple factors to consider in making this decision. **Motion approved unanimously with one abstention (S. Mixtacki).**

**7. Branding Discussion (K. Taylor & Fritz Grutzner)
(Attachment: Fritz Grutzner Bio)**

K. Taylor introduced Fritz Grutzner, President and Founder of Brandgarten. Fritz is on both the Board of United Way's Marketing Committee and also the Madison Community Foundation's Grants Committee. He reported that he's observed a huge shift in both of those organizations in the last year in response to WCCF's Race to Equity report. Brandgarten is offering to help WCCF with branding strategy this year for free. Because people don't buy things—they buy "the story"—the question that needs to be asked is, "What is WCCF's story?" Brandgarten believes that emotion drives choice, and archetypal stories deliver on our deepest emotional needs. That said WCCF needs to identify what archetypal story it can tell truthfully—the story for WCCF's brand—and tell it. If an organization doesn't know its own story, it's hard for anyone else to know it. Long lists of what an organization does confuses the audience. Fritz described an exercise that will be done with folks internally and others externally with 61 archetype cards; all will be asked to choose cards that describe WCCF to find the emotional driver. Fritz briefly discussed non-profit logos—good and bad—and suggested that upon figuring out WCCF's archetypal story it would be a good idea to change WCCF's name. Questions that will need to be answered include: What is WCCF's core story? Who is a key supporter? Why do they support you? Is WCCF the right name? What is WCCF's relationship to Race to Equity?

**ACTION: Provide list of prospective donors to Fritz Grutzner
(Responsibility: K. Taylor).**

**ACTION: Deliberate about the next steps to pursue branding strategy
work with Brandgarten (Responsibility: Executive Committee).**

**8. Fund Development (K. Taylor)
a. 2014 Year End Report (Attachment)**

Community Shares of Wisconsin Big Share Fundraising Event.

K. Taylor reported that WCCF was one of 70 organizations to participate in the Community Shares one-day Big Share fundraising event. At the end of the day, WCCF ranked number 4 for amount of funds raised and number 2 for the number of donors. The goal had originally been set at \$3,000, which was met very early in the solicitation, so the goal was raised to \$7,000. At the end of the day-long event, WCCF had raised \$11,784 and picked up 50 new donors.

Future Events.

- Wednesday, March 25, 5:30—7:00 p.m. at the American Family Dream Bank on the Capitol square. The public has been invited to meet members of the Race to Equity Project and learn how the project is moving forward to address racial disparities in Dane County. At this event, African American children will dress up to portray African American heroes.

ACTION: Let W. Wolf know by next Wednesday, March 18, if you wish to attend the American Family Dream Bank event on March 25 as space is limited for this event (Responsibility: All Board Members).

- Thursday, April 30, 11:30—1:00 at The Madison Public Library in the Children’s Section. WCCF will host a Donor Appreciation Luncheon. It will be an opportunity for donors to meet other supporters, staff, and board members, as well as enjoy a brief update on WCCF’s work. There will be children’s activities, so all are invited to feel free to bring kids long.

ACTION: Let W. Wolf know by April 23 if you wish to attend WCCF’s donor appreciation luncheon on April 30 (Responsibility: All Board Members).

- Thursday, September 24, 5:00-7:00 at Madison Museum of Contemporary Art (MMOCA). Mark your calendars. WCCF’s Step Forward for Kids annual fundraising evening.

b. 2015 Fund Development Plan (Attachment)

The 2015 WCCF Fund Development Plan was shared in advance for board approval at this meeting.

A MOTION was made by N. Heykes to approve the 2015 Fund Development Plan presented at this meeting. The motion was seconded by M. Haffenbredl, and approved unanimously.

c. 2015 Fund Development Status

K. Taylor reported that the goal for 2015 has been set at \$117,000, which is \$6,000 more than 2014’s target. It was noted that in 2009 fundraising activities had raised \$51,000. The 2015 goal is more than double that of 2009, which reflects the progress that has been made with fundraising over time.

9. WI State Budget Analysis (J. Peacock)

(Meeting Handout: Children’s Issues in the 2015-17 Budget Bill)

J. Peacock provided an update on the state budget, noting that in the past, a large, cumbersome document was used to track budget issues; that format has been replaced by a number of two-plus page documents.

Jon shared the following insights about the budget at this time:

- this budget is transformational in a number of different ways;
- a whole shift to the privatization of public education will result in public schools hurting in a big way within a decade or two; the proliferation of charter schools via automatic transfer of funding from public schools; over the next two years, public schools will take a hit of \$98 million and it will be worse for non-rural districts; even a freeze is a cut due to inflation, but this isn't a freeze;
- dramatic changes may be anticipated in the area of long-term care; not necessarily bad change, but bizarre in the sense that everyone (stakeholders) in the state were blindsided;
- there is \$650 million more for the Department of Health Services in the budget, mostly for Medicaid;
- Wisconsin Shares is a brighter spot in the budget;

10. Other Business

Susan Shafer-Landau. This will be Susan's last WCCF board meeting. She will be resigning from the board as her husband has taken a job in another state and they will be moving in the near future. H. Nelson thanked Ms. Shafer-Landau for all her great work on the Board and wished her well in her new home.

11. Adjournment

A MOTION was made by S. Tunis to adjourn the meeting at 3:12 p.m. The motion was seconded by S. Inman, and approved unanimously.

Appendices

- A. Strategic Framework 2.10.15**
- B. Explorer Group**
- C. 2015 Fund Development Plan**

2015 COUNCIL BOARD MEETING SCHEDULE

- **Friday, June 12**
- **Thursday, September 24 (2:00—4:00 p.m.)**
Location: Madison Senior Center (contract pending)
NOTE: The September board meeting schedule/location is coordinated with 2015 Step Forward for Kids annual fundraising event, which takes place 5:00-7:00 p.m. at the Madison Museum of Contemporary Art.
- **Friday, December 11**

Council meetings are scheduled for 10:45 a.m. to 2:30 p.m. unless noted otherwise (and on a different schedule the day they coincide with a fundraising event). Location of meeting to be determined prior to each meeting, if not listed above.

To be approved 09/24/15

**Wisconsin Council on Children and Families, Inc.
Joint WCCF Foundation and Council Board of Directors Meeting
American Family Insurance Training Center
6000 American Parkway, Building A, Room A3141
Madison, WI 53783
Friday, June 12, 2015
9:30 AM–3:00PM**

Present:

WCCF President Helene Nelson, WCCF Vice President Don Maurer, WCCF Secretary Sandi Tunis, WCCF Board members Juli Aulik, Mary Haffenbredl, Nancy Heykes, Sarah Inman, Sheri Pattillo Johnson, Harry Ogden, Missy Jacobus MacLeod, and Sue Vincent; WCCF Foundation President Donald F. Schultz, and WCCFF Treasurer/Secretary Don Maurer, WCCFF Board Members Anne Arnesen, Pat Neuman, and; WCCF Staff: Executive Director Ken Taylor, Deputy Director Jim Moeser, Office Manager Barbara Zuccarello; Research Director Jon Peacock; Race Matters Institute presenters Joanna Shoffner-Scott, Paula Dressel, and Dennette Derezotes.

Absent: WCCF Treasurer Steve Mixtacki, WCCF Board Members Tonya Brito, Bob Duncan, Mary Rohrer, and J. Wall.

1. Welcome

WCCF President H. Nelson called the Friday, June 12, 2015 Joint WCCF and WCCF Foundation Board meeting at American Family Insurance Training Center to order at 9.50 a.m. H. Nelson thanked D. Maurer for serving as Vice President through June 30, 2015; N. Heykes is slated to serve as Vice-President beginning July 1, 2015 (and through December 31, 2015).

2. Race Matters Institute

K. Taylor introduced Race Matters Institute (RMI) presenters Joanna S. Scott, Paula Dressel, and Dennette Derezotes. Joanna Scott, RMI's Program Director, shared that she came to this work via child advocacy; she had done research of different types, and worked for her state's budget. She was offered a position to do race work to replace a person who had left her organization. Though she responded to the offer by declining and saying that she was not interested in doing that work, her employer ultimately "drafted" her into it. She shared that despite that reluctant beginning she is ever thankful to the boss who drafted her into that position and this work.

See PowerPoint presentation, "**Racial Equity: A Lens to Achieve Organizational Mission.**"

Opening Discussion (Name one opportunity you see and one concern you have about WCCF being more intentional around issues of race) notes.

Opportunities/Concerns Shared:

- Opportunity to use this work to impact the state budget.
- Race to Equity report has raised awareness to a high degree; concern that it could fade.
- Having race data is a strength; lack of diversity in the organization and how that might be perceived is a concern.
- Our organization's mission demands this and it's the only path (to be more inclusive); concern is that here we are—how will we live in to our part—in the scope of the problems and our inadequacies.
- There are 71 other counties in Wisconsin with these issues needing to be addressed (the opportunity); how shall we address issues in 71 counties beyond Dane County? (the concern) .
- Opportunity to get the message out; concern is that state legislature/policymakers at the state level have no long term plan (how WCCF can maintain the message through this period is a concern.
- WCCF message needs to be honest, but not too soft
- History of WCCF is a strength; concern is the challenge of polarizing that could happen around this work.
- Milwaukee is ready for this message/work; concern is finding resources to support it.
- Opportunity to go statewide; challenge is to have/keep energy to make this go statewide—not setting up for failure.
- R2E has become a brand decoupled from WCCF; concern is that Race to Equity has been focused on one community of color in Dane County, so need to be intentional going forward, broad-based, and inclusive of populations.
- Experience in Dane County is that well-meaning whites are at different levels of awareness.

K. Taylor shared that he had asked if there was an alternative term to “white privilege” that might be more accessible to folks addressing this issue for the first time...the answer that came back was not really: “white power” or “white supremacy” are options but more difficult to hear than “white privilege.”

It was noted that understanding these issues and messaging about these issues are two different competencies. Books recommended were: The New Jim Crow (back history of incarceration and the prison/industrial complex) and Racism without Racists.

To take the Implicit Association test go to:
<https://implicit.harvard.edu/implicit/index.jsp>

ACTION: Send note to RMI regarding evaluations/these were not collected by them at the end of the session (Responsibility: B. Zuccarello).

ACTION: Send presentation, printed one slide per page to whoever

requests it, including to N. Heykes and S. Tunis (Responsibility: B. Zuccarello).

3. Lunch/Small Group Discussion of the Equity Collaborative Commitment Statement.

See “**Non-Profit Equity Collaborative Commitment to Racial Equity**”

Board members broke up into three small groups to have this discussion over lunch break. Group A (H. Nelson, S. Tunis, S. Inman, J. Aulik). Group B (J. Moeser, S. Vincent, N. Heykes). Group C (M. MacLeod, D. Maurer, K. Taylor, M. Haffenbredl)

Comments shared included:

- The YWCA has been using this statement.
- This document needs to be kept “live” – incorporating feedback as we go along.
- Address Board composition
- Like the expectations for behavior and cultural competence for staff.
- Wondering how commitment to this collaboration would affect our friends in fundraising.
- What commitment is needed from the Board (beyond Ken and staff)? - Group is comfortable with the big picture; would add background about the collaborative and collaborative partners for information.
- Aspirationally no concerns, but serious commitment required at the Board and staff level.
- Board development should occur as we go along.
- Could Rachel Krinsky at YWCA do a presentation about what it means to take this seriously?

4. Work Group Status Report

Equal Opportunity Explorer Group.

S. Johnson is chairing this team. The charge has been re-written slightly from the last meeting. Working with the Executive Director, offers were extended to individuals to join the work group, which were accepted. In Sheri’s absence today, H. Nelson reviewed the Explorer Group roster. Those who have confirmed their willingness to join the team are: WCCF Board members Sheri Johnson (Milwaukee), Helene Nelson (Madison), Nancy Heykes (Fox Valley), Sarah Inman (Green Bay; Jacquie Boggess (Center for Family Policy and Practice/former WCCF Board member), Bob Jones (WISCAP/Madison), Michelle Mackey (Center on Wisconsin Strategy/Madison), Angela Moore (YWCA Rock County), Tracey Robertson (Fit Oshkosh), Tony Baez (Retired Centro Hispano/Milwaukee), Lucia Nunez (city Director of Civil Rights/Madison), Brenda Gonzalez (Group Health Cooperative/Madison), and Reggie Moore (Beyond the Bell/Milwaukee).

See **“WCCF Explorer Team Roster of 5.15.15”** for details on the composition of the Explorer group team.

The Executive Committee agreed to appointments and that the Explorer Team would do outreach for representation of other communities of color versus having only one person to represent them on the team. The first meeting is planned for the end of July, though summer has proven to not be an ideal time to gather everyone. Though some cannot attend the meeting will be held to honor the people who have agreed to serve.

Branding Work Group. This discussion was postponed on the agenda to allow for the Audit Report.

5. Audit Report (Brian Dahlk of Wegner LLC).

See **“WCCF, Inc. Consolidated Financial Statements with Consolidating Information, December 31, 2014 and 2013” (short form)** and **“Wegner CPAs Letter of May 29, 2015 to WCCF Board of Directors”** appended to these minutes.

B. Dahlk outlined the audit process, which is to essentially gather information from staff and test it to determine if it is materially correct or not. Following review of information provided, the auditor provides an opinion on the work that has been done by staff. Besides testing numbers, the auditors do an investigation of the internal control process in order to prevent fraud, etc. The findings of this year’s audit were that there were no deficiencies and that control processes were considered to be effective. The review process went smoothly, with staff providing all requested information in a timely manner (the vast majority of information in the audit report comes from staff). Wegner LLC’s rendered the final opinion that all information provided was materially correct, an unqualified opinion, which is the highest opinion an auditor can give.

B. Dahlk also noted:

- Council and Foundation finances are consolidated, but page 14 shows a comparison.
- Statement of financial position 12/31/2014 and 12/31/2013:
- Page 4 shows net assets of \$179,760, which reflects a nice rebound from 2013’s (\$290,356).
- Page 5 provides a detailed breakdown of expenses.
- Page 6 provides a statement of cash flow (reconciles net income of the organization to the change in cash position over the year.

Board questions included:

- What are “professional services?” (Answer: Payments to consultants; Wraparound pass-through funds, etc.) J. Moeser described WCCF’s

relationship with Wraparound Milwaukee as WCCF being the fiscal agent and outside evaluator for Wraparound Milwaukee; WCCF produces their annual report.

- What is covered under Revenue Source (projects, forums, conferences) \$221,796 on page 4? Does it include WCCF events? (Answer: K. Taylor said WCCF events are not included; B. Dahlk said this could be the admin portion of Wraparound. K. Taylor will find out what that line item represents.
- WCCF's 990 will be done in a couple of weeks (an extension was filed); 990 goes to the Board for review as best practice (for sharing/not for approval).
- K. Taylor is now using the same accounting terms in financial reports as terms used in audit reports.

ACTION: Find out what Revenue Source line item of \$221,796 represents and report to S. Inman/all (Responsibility: K. Taylor).

ACTION: Send copy of 990 to board members for review (Responsibility: J. Moeser).

A MOTION was made by H. Ogden to accept the Audit report as presented at this meeting. The motion was seconded by M. Haffenbredl and unanimously approved.

6. Approval of Minutes (H. Nelson).

See **March 13, 2015 Minutes and Actions.**

The March 13, 2015 minutes were not ready for approval; they will be submitted for approval at the September 24, 2015 board meeting.

7. Brandgarten Update (K. Taylor)

K. Taylor reported following up with Fritz Grutzner of Brandgarten on next steps and what will be a multi-step process that will include some Board members: A rough outline includes:

- Interview process to learn what WCCF's archetypal story is (of Board members, close community members, possibly an electronic survey to a broader group--to identify 50-60 touchpoints).
- A day long discussion with a working group.
- Decisions about what is WCCF's story and how we should tell it.
- This will lead to a Board discussion; it has not been determined when the Board discussion will be scheduled, however, A. Friedman had shared with K. Taylor (prior to this Board meeting) that it would be preferable to do this sooner rather than later, so that Aaron can have confidence when reaching out to folks for fundraising.
- Through this branding process we will look at who WCCF has been and what the organization's story for the future may be.

8. Finance Report (H. Ogden, K. Taylor)

K. Taylor reported that the Statement of Activity January-April 2015 reflects a

running surplus of \$51,000—generally good news—compared to the budget forecast of a deficit. The year is starting with finances in good shape; the actual surplus balance is approximately \$17,000 lower than \$51,000; some items not factored in yet include: vacant staff positions that are in the process of being filled; lower grant revenue, but lower expenses, and grant activity has picked up recently; the audit bill was paid after this report; a retroactive increase for staff.

K. Taylor noted that he has approved splitting up investments, so that they are all federally insured under \$250,000.

H. Ogden noted that the staff vacancies do not affect grants; 2016 is on the radar screen for planning, as grants that we've had will not be there in 2016.

A MOTION was made by H. Ogden to approve the financial reports presented at this meeting. The motion was seconded by S. Tunis, and approved unanimously.

9. Fund Development Report (K. Taylor)

K. Taylor reported that WCCF received \$12,034 from donations via Community Shares of Wisconsin's "Big Share" day of online giving (this was quadruple the goal that had been set at \$3,000). To date, \$19,812 has been raised across fund development categories versus \$7,800 at this time last year. A recent mail appeal with a photo postcard did not prove to be as successful as mail appeals in previous years; this might possibly be related to folks donating on the Big Share day of online giving as half of those donations were half from new donors, but half of them were from current donors. Discussions included:

Future focus on online giving. One strategy might be to solicit donations online from a specific group that has been identified—those who might not respond to a mailed card. K. Taylor noted that the spring appeal results have not been analyzed yet as it is still going on.

Database Considerations. WCCF's current database is not user friendly, so we have not done a lot of analysis. It is a system we could afford at the time it was purchased several years ago, but is now quite outdated. Currently, our donor lists are small enough that we can see who we are missing and then ask why. The analytic piece that is missing limits the capacity of the database.

Library Donor Appreciation Event. This went well. It was a nice event providing an opportunity for donors to connect with WCCF staff. Due to the library's policy that events held there be open to the public, library patrons present during the event--a few families with kids--came by for snacks.

10. WI State Budget Legislation Update (J. Peacock).

J. Peacock provided a state budget update.

See meeting handouts: **“Better Choices for Wisconsin-Legislators Can Avoid Deep Cuts --Without Raising Taxes 5.4.2015”** and **“Budget Issues Affecting Low-Income Households in Wisconsin 6.12.15 Draft”**

Note: Update to chart on “Better Choices for Wisconsin” doc: “\$345 million Accepted federal money for Medicaid” is now \$360 million.

Jon shared that the Joint Finance Committee was busy, but not for the past two weeks; now there is a cramped amount of time left to wrap the session, so the time for public examination/response to the budget will be decreased. The Finance Committee had made a lot of changes—some--not all--positive. Media is focused on a number of issues advocates have made high-profile issues, but other issues have received no media coverage.

Issues mentioned (and covered in detail in the “Budget Issues...” handout) included:

- Earned Income Tax Credit (EITC) transfer of federal block grant funds to the state Department of Revenue to finance the credit, which will result in a large, structural deficit in TANF funding in the next biennium.
- Family care changes initiated by the governor’s office with no apparent consultation with DHS.
- The approved 4-year time limit for eligibility of childless adults for BadgerCare.
- \$600-800 million loss to public schools over time due to charter school legislation.
- The likelihood that we will turn down, so not capture our federal share of Medicaid funds, which will result in a loss of \$20 million per month over 18 months.
- Possible changes/losses related to the transportation budget (Jon said that he would be shocked if deeper cuts were made to fund transportation);

The Better Choices coalition document was written by WCCF with others signing on. We are trying to get an op-ed in the Milwaukee Journal Sentinel to lay the groundwork for future alternatives and to let people know it doesn’t have to be this way.

11. Adjourn

A MOTION was made by S. Tunis to adjourn at 2:58 p.m. The motion was seconded by M. MacLeod, and passed unanimously.

Appendices

Appendix A. **WCCF, Inc. Consolidated Financial Statements with Consolidating Information, December 31, 2014 and 2013 (short form)**

Appendix B. **Wegner CPAs Letter of May 29, 2015 to WCCF Board of Directors”**

2015 COUNCIL BOARD MEETINGS AHEAD

- **Thursday, September 24 (2:00—4:00 p.m.)**
Location: Madison Senior Center
NOTE: The September board meeting schedule/location is coordinated with 2015 Step Forward for Kids annual fundraising event, which takes place 5:00-7:00 p.m. at the Madison Museum of Contemporary Art.
- **Friday, December 11 *****

*****Council meetings are scheduled for 10:45 a.m. to 2:30 p.m. unless noted otherwise (there is a different schedule the day they coincide with a fundraising event). Location of meeting to be determined prior to each meeting, if not listed above.**

Action Items- June 12, 2015- Council Board Meeting

Administration

ALL BOARD MEMBERS ASKED TO	COORDINATOR	STATUS
OTHERS ASKED TO	COORDINATOR	
Send RMI presentation, printed one slide per page to whoever requests it, including to N. Heykes and S. Tunis.	B. Zuccarello	done
Note to RMI regarding evaluations/these were not collected by RMI at the end of the session	B. Zuccarello	done
Find out what Revenue Source line item of \$221,796 represents and report to S. Inman/all.	K. Taylor	
Send copy of 990 to board members for review.	J. Moeser	

Fundraising	COORDINATOR	STATUS
ALL BOARD MEMBERS ASKED TO		
<i>Fundraising</i>		
OTHERS ASKED TO		

Networking	COORDINATOR	STATUS
ALL BOARD MEMBERS ASKED TO		
OTHERS ASKED TO		

<u>Policy Priorities/Advocacy</u>	COORDINATOR	STATUS
ALL BOARD MEMBERS ASKED TO		
OTHERS ASKED TO		