



REGULAR MEETING MINUTES

March 16, 2026

Uplift Office

Presiding: President-Elect, **Merilynn Kessi**

Recording Secretary: **Jennifer Nicholas**

Parliamentarian: **Carol Coulter**

Merilynn Kessi: Welcome and Call to Order

Recording Secretary: **Jennifer Nicholas**

MOTION: I move to approve the minutes of the February 23, 2026, Regular Meeting held at the Uplift Community Alliance office.

PASSED

Officers' Reports

1. **President, Carrie Drown – Reporting**

- The time capsule project, VOICES OF UPLIFT 2026, is progressing. Please submit a paragraph about what inspires you about being a member of ULCA to be included in the capsule.
- Carrie and Merilynn were featured guests on a radio program on PBS where they shared information about ULCA. The program was broadcast in Spanish and English to many countries.
- The winner of the “Wind Beneath My Wings” monthly award was given to Jodi Mauer.

2. **President- Elect, Merilynn Kessi – Reporting**

- The new front door was installed in the programs office. The trim will be painted to match the door.
- Several overgrown shrubs around the building have been removed. More water-wise landscaping will be reviewed.
- The parking lot will be re-stripped for handicapped parking.
- Utah Refugee Connection sent a book and a thank you note for the car seats and cleaning kits.

3. **1st VP, Philanthropic Programs, Antonia White – Reporting**
 - Uplift Plus has been involved with special needs/education children in various school districts. They have purchased iPads as well as special needs teaching and attention learning tools during the past year.

4. **2nd VP, Community Relations, MaryAnn Mackley – Reporting**
 - A campaign is in process for “BEST OF SALT LAKE” votes for Uplift Thrift from March 17 – April 2. A link to vote will be sent in Constant Contact to members.
 - The MLD Event invitations for reservations will be sent out today. It starts at 5:30 pm on Thursday, April 16th. The theme is “Welcome to the Derby.” Early ticket prices are \$75/person with later tickets prices of \$85/person.

5. **3rd VP, Member Services, Linda Stimpson – Reporting**
 - The Uplift Service Award nominations are currently open for submission. Any member of the Member Services committee can take a nomination or place it in the Member Services mailbox. Please see the attached “Guidelines for the Uplift Service Award.” The deadline is March 31st.
 - Annual dues for the 2026-2027 are now payable. Payment can be made by check or on the website. Stripe and Link are essentially the same.

6. **Treasurer, Peggy Carpenter – Reporting**

FINANCIAL INFORMATION:

	<u>Current Year</u>	<u>Prior Year</u>
Total YTD Ordinary Revenue through 2/28/26	\$1,047,306	\$1,033,701
Total YTD Expense through 2/28/26	\$1,139,855	\$1,227,863
Net Ordinary Income	\$ (92,549)	\$ (194,162)
Total Net Income Including Investment Income	\$ 15,584	\$ (142,514)
Thrift Shop Revenue 06/1/25 – 2/28/26	\$ 754,535	\$ 720,024
Total Cash in Bank Accounts as of 2/28/26	\$1,119,631	\$1,042,743
Total Invested Assets as of 2/28/26	\$ 714,030	\$ 611,355
Total Cash plus Invested Assets	\$1,833,661	\$1,654,098

Our return to the community percentage for the period ending February 28, 2026, is 80.23%.

Through the end of February, we are 75% through the fiscal year; the revenue and expenses reflect those proportions. Revenue from the Uplift Thrift is expected to exceed \$1,000,000.

Wendy Holloway, the Finance Committee Chair, provided background information on the proposed budget. All program chairs submitted budget requests which resulted in a 7% increase in the budget over the current year. The committee is submitting a balanced budget for approval. Proposed adjustments can be made at any monthly meeting.

MOTION: I move to approve the 2026-2027 Operating Budget of \$1,477,000.

RATIONALE: Establish a balanced operating budget for the 2026-2027 fiscal year.

PASSED BY THE BOARD TO BE VOTED ON BY THE MEMBERSHIP AT THE APRIL REGULAR MEETING.

MOTION: I move to approve the 2026-2027 Capital Budget of \$105,000.

RATIONALE: Establish a capital budget for the 2026-2027 fiscal year.

PASSED BY THE BOARD TO BE VOTED ON BY THE MEMBERSHIP AT THE APRIL REGULAR MEETING.

7. **Bylaws, Val Mercer** – No report
8. **Strategic Planning, Heidi Makowski** – No Report
9. **Technology, Barb Engen** – No Report
10. **Thrift Shop, Stephanie Hatton-Ward** – **Reporting**
 - Thank you to everyone who has welcomed Austin Robertson, our new Thrift Shop Manager. He comes to us with previous retail and management experience.
 - Thomas Miller, the warehouse worker, resigned. Ads have been placed and interviews are being scheduled. The position is part-time and requires reliability.
 - Several shifts are available this week if you can work in the shop.
 - As of last week, the thrift revenue was \$791,000.
 - There is a QRS code in the thrift shop to vote for the “Best of SLC.”
11. **Uplift Teens, Barb Slater** – No Report
12. **Uplift Associates, Liz Hendricks** – No Report

Unfinished Business:

MOTION From the Bylaws Committee

I move to add an amendment to Uplift Community Alliance Bylaws Section 13, Bylaws and Amendments, authorizing the Board to approve non-substantive or housekeeping changes to the Bylaws without submission to the membership, provided that such changes do not alter member rights, Board authority, officer duties, voting thresholds or the fundamental governance structure of the organization and that all such changes shall be reported to the membership.

Article 13 Bylaws and Amendments to read:

13.03 As a limited exception to the member approval requirements set forth in these Bylaws, the Board may, by majority vote, approve non-substantive or housekeeping amendments to the Bylaws without a vote of the membership.

Such Board action shall be reported to the membership at its next regular meeting.

(a) non-substantive amendments are limited to:

- (1) Typographical, grammatical, or formatting corrections;
- (2) Internal cross-reference corrections;
- (3) Statutory citations or updates;
- (4) Clarifications that do not change intent;
- (5) Revisions that do not affect:
 - a. the fundamental governance structure of the organization,
 - b. the rights of members,
 - c. powers or composition of the Board,
 - d. officer duties,
 - e. voting requirements.

PASSED

New Business:

1. HR Committee report on an Employee Benefit Package – Liz Quealy

(See Actions of the Board below.)

- To fulfill the mission of the HR Committee, four (4) motions were made and passed by the Board to offer a benefits package to attract and retain quality personnel. A brief description of each component was given. The total cost to the organization will be in the range of \$10,000-13,000 for the current employees on the payroll.

2. Report of the Nominating Committee – Jean Buckley

MOTION: In accordance with Article 5 – Nominations and Elections, Sections 5.02 (Slate) and 5.03 (Notice) of the Bylaws of Uplift Community Alliance,

I move that the slate of nominees for the 2026-2027 Board of Officers and Directors be approved.

Slate of Nominees:

President:	Merilynn Kessi
President-Elect:	Trish Oba
1st VP Philanthropic:	Debbie Smith
2nd VP Community Relations:	Linda Hilton
3rd VP Member Services:	Jeannette Shaffer
Recording Secretary:	Liz Quealy

Treasurer:	Wendy Holloway
Bylaws Chair:	Margo Simmons
Strategic Planning:	Billie Tolman
Technology Chair:	Ann Plantin
Uplift Thrift Chair:	Stephanie Hatton-Ward
Uplift Associates Chair:	Chris Mezek
Parliamentarian:	Appointed by the President

TO BE VOTED ON BY THE MEMBERSHIP AT THE APRIL REGULAR MEETING.

ACTIONS OF THE BOARD

Board Passed March 12, 2026

No Member Vote Needed

MOTION: I move to adopt the amended/updated job descriptions for:

- President
- President-Elect
- First Vice President, Philanthropic Programs
- Second Vice President, Community Relations
- Third Vice President, Member Services
- Recording Secretary
- Treasurer
- Strategic Planning Chair
- Technology Chair
- Uplift Thrift Chair

MOTION from the Bylaws Committee. I move to adopt the housekeeping amendments (indicated in blue print) in Uplift Community Alliance Bylaws Amended March 2026 as attached. See attachment.

RATIONALE: The proposed housekeeping amendments come as a result of (1) a previously adopted amendment that required changes in several places, (2) changes as required by Robert's Rules of Order Newly Revised, (3) corrections in numbering, grammar and punctuation and, (4) rewrite for clarity.

MOTIONS from the HR Committee:

I. Individual Coverage Health Reimbursement Arrangements (ICHRA)

MOTION: I move to adopt the ICHRA health insurance plan administered by BizCare Benefits at a 75% employer/25% employee contribution rate effective April 1, 2026.

RATIONALE: To attract and retain full-time employees.

II. Vensure Pooled Employer Program (PEP 401-k)

MOTION: I move to adopt the Vensure PEP401-k plan administered by Vensure through Slavik 401-k with a 50% match of an employee's contribution up to 6% of an employees' gross income, effective on the next open enrollment period.

RATIONALE: To attract and retain employees.

III. Holiday Bonus Policy

MOTION: I move to adopt a holiday bonus policy with payment made in December.


RATIONALE: To attract and retain employees.


IV. Bereavement Leave Policy

MOTION: I move to adopt the bereavement leave policy formalized by the Human Resources Committee December 2025.

RATIONALE: To create a formal policy for employee bereavement leave.

Adjourn at 11:31


Merilynn Kessi, President-Elect


Jennifer Nicholas, Recording Secretary

2025-2026 Calendar

March 2026

March 18 Uplift Associates, Office 5:00 pm

April 2026

April 1 Uplift Teens, Office 6:00 pm
April 13 Board Reports Due
April 13 Mentor and New Member Social, Office 12:30 pm
April 15 Uplift Associates, Office 5:00 pm
April 16 Board Meeting, Office 9:30 am
April 16 MLD Event and Fundraiser, 5:30 pm – 8:00 pm
April 20 Regular Meeting, 10:00 am, 9:30 social

May 2026

May 11 Board Reports Due
May 14 Joint Board Meeting, Hidden Valley C.C. 10:30 am
May 18 Annual Meeting & Luncheon, University Park Marriott 10:00 am – 1:30 pm
May 20 Uplift Associates, Office 5:00 pm
May 28 Board Orientation, Cottonwood Country Club, 10:00 am – 2:00 pm