

KAZTEX FOUNDATION, INC.
Minutes of the Regular Board of Directors Meeting
November 28th, 2023, 1:00pm - 4:30pm

This meeting of the Board of Directors of The Kaztex Foundation, Inc. (TKF) was held on November 28th, 2023, in the first-floor offices of The Kaztex Foundation office building in Pewaukee, WI. John C. Kasdorf, President, chaired the meeting.

In attendance were TKF board members: John C. Kasdorf (**JCK**), Michael C. Kasdorf (**MCK**), and David J. Kasdorf (**DJK**), Cheryl N. Kasdorf (**SNK**), Alicia Manning (**AM**), Mark Klug (**MK**) and C. Lee Heyward (**CLH**). John Davis (**JD**), Teri Bittner (**TLB**) and Marcy Minix (**MAM**) also attended.

The purpose of meeting was to discuss and approve the grant awards for 2023 and to discuss initial goals for 2024.

The meeting began at 1:02pm, called to order by **JCK**.

DJK opened with prayer and **JCK** gave a devotional that focused on TKF history and philosophy of effective generosity. Matthew 25:34-45 and the parable of the Good Samaritan were used as illustrations.

A motion was made to approve the 9.13.23 minutes by **DJK**, **MCK** seconded, and the minutes were approved.

TLB gave an overview of TKF's financial picture. It is TKF practice to give out the RMD the year it is reported.

JD walked the board through the purpose and mission of TKF, following up with the approach to the grantmaking season and the budgetary guidelines.

Partner Updates: **MAM**, **DJK**, **JD** and **TLB** shared stories from selected partners.

Final Grant Awards:

JD explained what it takes to be a TKF partner and **MAM** gave an overview of the revamped Bracket designation. **DJK** gave an analysis of the proposed grants. Some discussion of themes/pillars and how to communicate those things through the budget occurred. Further discussion on the topic was deferred.

JCK moved to accept the proposed grant awards and **SNK** seconded.

Discussion:

Young Life Milwaukee: Moved from Bracket 1 to Bracket 2 due to grant amount.

God Touch MKE/Ebenezer Stone Ministries: **AM** clarified the stabilizing intent of Bradley Foundation's grant to Ebenezer Stone as God Touch MKE folds into Ebenezer Stone.

MK: Voting for the proposed grants as presented, but with an abstention for CFS.

Motion carried.

Discussion of Initial Goals for 2024:

- Documentation of operations and processes – multiyear project
- Website changes – general consensus is that TKF benefits from a low profile.
- Suggestion made by TLB to have video interviews of **JCK** and **SNK** to ensure accurate history of TKF.
- Structure of the board, such as term limits – **CLH** suggested term limits can be detrimental to an advisory board, did recommend having a graceful process for exiting board members.

Peeking around the Corner:

- Employment of Board's skills, "reverse engineering" – **JCK** would like the three outside board members to consider how TKF might be a place where some underutilized skills could be exercised.
- It was suggested that **JCK** might also have much to offer to those looking to start their own family foundation/intentional giving plan.

Calendar Change: the May Board meeting will be held on May 29, not May 22 as previously scheduled.

DJK moved to adjourn and **JCK** seconded. Motion carried.

Meeting adjourned at 4:19 PM.

CLH closed the meeting in prayer/

Dated this 30th day of November 2023.



Teri L. Bittner, Secretary