Accola
COMMUNITY. SPIRIT. JUSTICE.

FINAL

Nomination & Governance Committee
December 15, 2025
MINUTES

Present: Kevin Berg; Anita S. Duckor, CSJC; Karen Gervais; Steve Kenney; Jean Wincek, CSJ

Staff: Lacy Sietsema; Matt Halley

Excused Absence: Anne Weyandt

Location: Via Zoom – Meeting began at 8:29 a.m.

DEI: Kevin read the Accola DEI Statement.

Spiritual Centering: Jean led the committee in spiritual centering.

Approval of Agenda
Jean would like to amend the agenda to include the topic of executive sessions. With this change, Steve moved and Kevin seconded to approve the agenda. All present members voted to approve the agenda.

Minutes
The September minutes were presented for approval. Hearing no changes or corrections, Jean moved and Kevin seconded to approve the minutes. All present members voted to approve the minutes.

Advancement Committee Bylaws/Charter
Anita reported that the Advancement Committee has revised its bylaws/charter and approved the changes. She reviewed the process for this amended document and suggested drafting a Board resolution for electronic approval. The Advancement Committee will now focus solely on Advancement efforts, with marketing and communications removed. Hearing no further feedback, Kevin moved and Karen seconded to bring this to the Board. All present members voted to approve.

2025-2026 Nomination & Governance Work Plan
The Nomination and Governance Committee reviewed and provided feedback on the work plan. There was a discussion about a 2025-2026 recruitment and Board engagement plan for those in their 30s and 40s. Matt emphasized the importance of a balanced Board composition. The committee discussed Board member qualifications

and ways to improve the onboarding process.

Anita reported that the evaluation process needs to begin earlier and she reviewed some of the latest research on this topic. Matt stated that the results of the President's Evaluation were helpful and rich in feedback. The committee discussed the inclusion of staff feedback and ways to improve the survey. It was suggested that an AI tool could be used to guide the process and pull themes from the data. It was also suggested that the committee should get input from Matt, staff, and Board members.

Anita reviewed the necessity of having committee goals and there was a discussion about whether or not the Executive Committee should be tracking committee progress. Karen suggested that each committee draft a summary statement about its progress on goals. It was also suggested that committee goals should be added to the Portal.

Executive Sessions
Jean reported that she and Lacy will be developing a way to keep Board Executive Sessions confidential and viewable to Board members. Jean will be developing a process for tracking these sessions and establishing guidelines. Jean suggested that this topic be added to the January agenda. The Executive Committee can review this in January and this plan can be presented to the Board in February.

Meeting concluded at 10:03 a.m.

Respectfully submitted by: Lacy Sietsema, Accola