



DRAFT

**Accola Board of Directors
Thursday, December 18, 2025; 4:00-6:30 PM
In-Person & Zoom**

In Attendance: Kevin Berg; Marjie Blevins; Anita Duckor, CSJ-C; Karen Gervais; Steve Kenney; Mary Lydon; Brian Mallaro; Brian Mullen; Susan Oeffling, CSJ; Colleen O'Malley, CSJ; Adele O'Sullivan, CSJ; Joel Rainville; Kris Smyth; Sandy Vargas; Anne Weyandt; Jill Underdahl, CSJ; Jean Wincek, CSJ

Staff: Andrée Aronson; Janine Capelle; Matt Halley; Tiffany Melnik; Lacy Sietsema

Special Guest: Marty Roers, CSJ Justice Commission

Excused Absences: Comfort Dondo; Gabi Rohde; Angela Schreiber, CSJ

The Accola Board of Directors meeting convened in-person and on Zoom on Thursday, December 18, 2025. The meeting was called to order at 4:03 p.m.

DEI Statement: Read by Anita.

Spiritual Centering: Led by Susan.

Agenda: Anita suggested adding a review of the Advancement Committee Bylaws/Charter. With this amendment to the agenda, Susan moved to approve and Jean seconded. All present members voted to approve.

Minutes: The October minutes were presented for approval. Hearing no changes or corrections, Joel moved to approve the minutes and Anita seconded. All present Board members voted to approve the minutes, except for one member abstaining due to an excused absence.

Current Public Policy Issues, Advocacy, & Moral Leadership

Matt welcomed Marty Roers (CSJ Justice Commission) as a special guest. Matt stated that Marty will be presenting on the topic of current public policy issues and how the CSJ community is promoting advocacy. This will allow the Accola Board to have a generative discussion about its role in the community and partnerships. Matt explained policies that have been drafted around immigration services and how these are impacting refugees and immigrants.

Marty explained the mission and charism of the CSJ community and highlighted updates from the Center for Victims of Torture. Marty reviewed current justice challenges and various working groups that make up the CSJ Justice Commission. He explained the ICE enforcement policy and how this is impacting communities throughout the Twin Cities. The Board discussed moral leadership and ways in which Accola/the Board can show up, partner, and/or advocate during these times.

Staff Report & Discussions

President's Report: Matt updated the Board on the Accola all-staff get together. Andrée and her team hosted all employees at Brunson's Pub and staff were able to get to know one another better and connect around mission.

Matt reviewed the activities of the Senior Leadership Team and how Accola is telling the stories of the some of the people we work with. Matt reported that it is the year-end giving season and he and Andrée have been calling past and current donors and reintroducing Accola.

December Finance & Operations Report: Tiffany reported that the sustainability project is moving forward and she is exploring income generating opportunities to increase revenue. An OCIO firm (LCG Associates) has been selected, and this will help manage investments that reflect Accola's mission. A company-wide intranet site is being developed, which will increase collaboration. IT projects and HR, and facilities/maintenance initiatives are underway.

Wisdom Ways Update: Haven reported that Wisdom Ways is planning its spring programming. The theme will be "Stronger Together: Community and Resilience in a Changing Climate." Wisdom Ways continues to push for stronger engagement and program participation. Haven reported that Wisdom Ways is reaching its strategic goals and is evaluating its programs. Wisdom Ways will host a Soul Conference in June. They encouraged Board members to think about the theme of interdependence, ecology, and community and to send them any ideas about people, organizations, or companies that might be willing to be a sponsor or partner.

Committee Reports

Finance and Audit: Brian reported that the financial dashboard was in the mailing and is on the Portal. Everything is balanced and going well.

Investment Committee: Mary reported that the Investment Committee meets quarterly and that Tiffany worked diligently to select an OCIO. LCG Associates will help select investments that are inline with Accola's values. Steve reported that the Executive Committee will be given a survey to help determine filters for investments.

Nomination and Governance: Anita reported that the Nomination and Governance Committee will completely revise the Board and committee surveys, as well as the President's performance evaluation.

Advancement Bylaws/Charter: Anita reviewed the revised Advancement Bylaws and Charter. Both the Advancement and Nomination and Government committees have approved these changes. Pending further review, it was decided by all present Board members to submit votes via email for approval.

Programs and Opportunities: Anne reported that the Programs and Opportunities Committee met with Atum Azzahir, the director of the Cultural Wellness Center. During this meeting, the committee discussed culture and leadership, as well as personal commitments to change and community. A conversation is underway about engaging Atum for the February Board Retreat.

Advancement: Joel reported that Advancement has reviewed its work plan and approved the amended bylaws. A recent appeal has gone out and that will help fundraising. Joel reported that Accola will host a breakfast on April 21, 2026, at St. Catherine University. A save the date will be sent out. The committee is developing a "Board Buddy System". Andrée presented at the November Board Education session. The

documents and a recording of the session have been uploaded to the Board Portal. There will be a January Open House at Learning In Style School on January 15 at 8:30 a.m.

CSJ Mission Education: Susan reported that the CSJ Mission Education Committee is planning a presentation about the wider CSJ community and consociates for the January Education Session.

Executive Session: The Board went into Executive Session at 6:01 p.m.

Board Adjourned: The Board Adjourned at 6:30 p.m.

Respectfully Submitted,
Lacy Sietsema, Accola