DRAFT

Nomination & Governance Committee
March 17, 2025
MINUTES

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

Staff: Lacy Sietsema; Matt Halley

Location: Via Zoom – Meeting began at 8:31 a.m.

DEI: Anita opened with the Accola DEI Statement.

Spiritual Centering: Karen led the committee in spiritual centering.

Approval of Agenda
The March agenda was presented. Hearing no changes, all present members voted to approve the agenda.

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

Dr. Michele Herring, MD: Potential Board Member - Update
Kevin reported that he and Matt met with Dr. Michele Herring via Zoom. Dr. Herring has a history with St. Mary's Health clinics and is looking for ways to remain engaged with the community. There was a discussion about her qualifications and while Accola isn't currently adding people to its Board, it was suggested that Dr. Herring be directed to the SMHC Board. Kevin will reach out to Monty.

Proposed 2024-2025 Committee Self-Assessment
Anita presented the Nomination and Governance Committee with the revised 2024-2025 Committee Self-Assessment. There was a discussion about adding this assessment to the Board Handbook, with the understanding that it can be updated as needed. Hearing no further feedback, Jean moved to approve the Accola Board of Directors 2024-2025 Committee Self-Assessment and add it to the handbook. Karen seconded the motion. All present members voted in favor.

Proposed 2024-2025 Board Self-Assessment
The 2024-2025 Board Self-Assessment was reviewed. Hearing no further changes to the assessment, Stacy moved to approve both the assessment and process and Karen seconded.

Jean added an amendment to the motion to include the Board Assessment in the Board Handbook. All present members voted in favor.

Proposed President's Performance Evaluation Process & Survey
Anita reported that she, Kevin, Matt, and Jean met and reviewed the proposed President's Performance Evaluation Process and Survey. The meeting was productive and feedback is properly represented in the survey. There was a discussion a salary study and appropriate compensation. This survey is based on Matt's current job description and can be revised accordingly. Karen moved to approve the process/survey and incorporate it into the Board handbook with the understanding that it will be revised as necessary and Jean seconded. All present members voted in favor.

Board Attendance
Lacy stated that overall attendance is good.

Next Steps
Anita will send the surveys to Kevin for the next Executive Committee meeting. The Board will be notified about these assessments at the April meeting. Anita and Lacy will develop these assessments in Survey Monkey.

Kevin suggesting updating the assessment of Board skill sets at the next Nomination and Governance Committee meeting. There was a discussion about the Officer Slate that will be voted on in June. Anita will organize a process for this and would like committee members to submit feedback on how this process should work.

Matt reported that there is a need for a stronger statement of including. He wants this statement to reflect the sign of the times and will use the statement for staff recruiting. Matt reviewed his process for drafting this statement. This statement is a direct challenge to the current presidential administration and it highlights the importance of diversity as a moral and practical imperative for a just society. The Nomination and Governance Committee reviewed the statement and provided feedback. The statement will be reviewed by the Executive Committee. There was a discussion about potential partnerships and the impact this statement may have.

Meeting concluded at 10:00 a.m.

Respectfully submitted by: Lacy Sietsema, Accola