



**DRAFT**

**Nomination & Governance Committee  
September 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 8:30 a.m.

**DEI:** Jean read the Accola DEI Statement.

**Spiritual Centering:** Karen led the committee in spiritual centering.

**Approval of Agenda**

The agenda was presented for committee approval. Hearing no revisions, all present members voted to the agenda.

**Minutes**

The August 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 August minutes.

**2025-2026 Nomination & Governance Work Plan**

The work plan was reviewed. Anita pointed out that there are a lot of things happening towards the end of the fiscal year and that it might be better to move some processes up. Anita suggested discussing the President's Performance Review in January and developing a plan for this process in February. There was a discussion about who should be included in this review and the need to increase Board engagement with these surveys. The committee discussed finding an external person to help guide this process.

There was a discussion about committee work plans. It was suggested that Steve could remind committee chairs to turn the plans in during the Executive Committee.

**2025-2026 Board Recruitment Plan**

The committee discussed strategies for recruiting younger Board members. Challenges

include tight schedules and timing. Kevin stated that it's important to learn what younger people think about Board service. It was suggested that committee members get together with some younger people for the purpose of discussing this topic. The committee discussed the possibility of creating a subsection of the Board that would allow for younger people to be engaged without taking on full commitment. This would also lead to increased volunteering. The committee discussed focus groups and how this process should be developed. Anita will work with Karen to plan an outline of this process. It was suggested that this should be sent to the new volunteer manager for feedback.

The committee discussed the need to recruit people who represent their communities and have deep networks and connections.

### **Board Attendance**

Lacy reported that overall Board and committee attendance is good. Lacy will draft a report of attendance during FY25 and FY26 and share the results with Steve.

There was a discussion about recognizing former Board members.

### **Other**

There will be no October Nomination & Governance Committee meeting.

**Meeting concluded** at 10:00 a.m.

**Respectfully submitted by:** Lacy Sietsema, Accola