COMMUNITY. SPIRIT. JUSTICE.

DRAFT

Nomination & Governance Committee
July 20, 2026
MINUTES

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

Staff: Lacy Sietsema; Matt Halley

Excused Absence: Anne Weyandt

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

DEI: Jean read the Accola DEI Statement.

Spiritual Centering: Karen led the committee in spiritual centering.

Approval of Agenda
The July agenda was presented for approval. Hearing no changes to the agenda, Jean moved and Karen seconded to approve the agenda.

Minutes
The June minutes were presented for approval. Hearing no changes or corrections, Kevin moved and Karen seconded to approve the June minutes.

Building an Inclusive Board – Moving Forward
Anita presented updates on building an inclusive Board. She suggested moving forward with this process and emailing it out in its own email to Board members. The importance of understanding recruitment responsibilities was emphasized. Committee members provided feedback on the document. Jean stated the importance of including this document with the Board Packet and suggested giving the Board time to discuss and affirm the responsibilities outlined within the document.

2026-2027 Board Recruitment Plan – Professional Skills, Resources, Backgrounds and Experience, Demographics, and Community Connections
The committee reviewed the Board recruitment plan and provided updates on potential candidates. Jean plans to have a discussion with Consociates Marianne Graham and Deb Sheats about joining the Board. Potential committee members were also reviewed.

The committee discussed the need to create a clearer recruitment policy for Board members, including how to identify and recommend prospects.

Proposed Build/Implement Onboarding Board Program
The committee discussed the onboarding process. Karen outlined her approach to creating this process that would help new Board members understand Accola's status as a startup and provide necessary context. She emphasized the importance of having clear relationships and support around the onboarding process rather than having new members navigate it alone.

Committee members discussed strategies for developing Board relationships and mentoring new members. The need to balance mentoring responsibilities across multiple people was emphasized, with Matt suggesting a cohort-based approach where new members are brought on simultaneously to create a more efficient mentoring opportunities. The committee discussed Board commitment levels and what commitment to the Accola Board entails.

2025-2026 Board/Committee Survey Results
Anita requested committee feedback regarding the process of sharing the Board/Committee survey results. It was decided that each particular committee's results will be shared with its Chair.

The committee also established that Board member recognition and term renewal responsibilities need to be clearly assigned to the Nomination and Governance Committee with timely notification from officers.

Board Attendance Reports
Lacy provided an update on Board attendance. There was a discussion about attendance policies and engagement expectations.

Meeting concluded at 9:51 a.m.

Respectfully submitted by: Lacy Sietsema, Accola