



DRAFT

**Nomination & Governance Committee
June 18, 2026
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 8:31 a.m.

DEI: Steve read the Accola DEI Statement.

Spiritual Centering: Kevin led the committee in spiritual centering.

Approval of Agenda

Anita added the Board term renewals to the agenda. Jean suggested adding the officer's slate. Hearing no further changes to the agenda all present members voted to approve the agenda.

Minutes

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

Board Resolutions

BOD Term Renewals: Anita asked for a motion to approve this. Steve moved and Karen seconded. All present members voted to approve.

Board Officers Slate: Sandy Vargas has been nominated to the position of Chair for FY27, with Kevin Berg serving as Vice Chair, and Jean Wincek, CSJ, as Secretary. Steve moved and Karen seconded to approve bringing the Board slate to the Board. All present members voted to approve.

Anita emphasized the need for more written documentation around processes.

Building an Inclusive Board – Moving Forward

The committee discussed how best to approach the topic of building an inclusive Board. It was determined that this will be an ongoing conversation and will influence recruitment and

onboarding. The committee discussed adding this topic to the July Board agenda.

A resolution thanking Angela Schreiber, CSJ, and Susan Oeffling, CSJ for their service to the Accola Board will also be brought to the Board.

2026-2027 Board Recruitment Plan – Professional Skills, Resources, Backgrounds and Experience, Demographics, and Community Connections

The committee discussed plans for board recruitment and onboarding processes. They reviewed and refined a board recruitment document, removing references to health equity and ethics in healthcare while adding real estate use and development as a competency. The committee agreed to aim for a Board size of around 22 members, including two CSJ representatives, with a goal of adding 3-5 new members beyond current vacancies. It was emphasized that Board recruitment should be a full organizational effort rather than solely the responsibility of the Nomination and Governance Committee. The committee also discussed the importance of including new members on committees as an entry point to Board service. The committee reviewed the potential Board nomination list.

The committee discussed the process for Board member nominations. It was agreed that Board members should provide specific information about potential candidates, including qualifications and background, when suggesting new additions to the board.

The committee discussed approaching Kathy O'Brien as a potential Finance/Audit Committee member. It was requested that Matt and Sandy compile a list of key program partnerships that could provide potential Board members and committee members. This will build strategic relationships and enhance diversity. The committee discussed recruitment priorities and strategic planning. Matt emphasized the need for clarity on organizational priorities. It was proposed that officers form an ad hoc committee to review Accola's mission and vision.

Proposed Build/Implement Onboarding Board Program

The committee discussed ways to improve the onboarding process. This process includes a phased engagement and mentorship components. There is a need for better accountability measures and a review of existing Board expectations. Matt suggested creating a cohort-based structure. The committee will refine the onboarding framework that includes both formal and informal check-ins with new recruits.

2025-2026 Surveys

Lacy reported that Steve will send out a notice extending the assessment deadlines for another week.

Meeting concluded at 10:06 a.m.

Respectfully submitted by: Lacy Sietsema, Accola