

NETWORKS NORTHWEST BOARD

MEETING MINUTES

Monday, December 12, 2016

Roll Call

Present: Jamie Al-Shamma; Eric Bachmann; Jim Barnard; Ken Bollman; Michael Cain; Coury Carland; Chris Christensen; Jim Cook; Alan Cooper; Michael Crawford; Gary Fedus; Mike Groleau; Andy Hayes; Mike Hill; Beth Holmes-Bozung; Paul Hresko; Art Jeannot; Jeff Jenette; Rachel Johnson; Caroline Kennedy; Bill Kennis; Jane Korthase; Kristine Lagios; Douglas Mansfield; Josh Mills; Pam Niebrzydowski; Ken Osborne; Doug Parkes; Tracy Peal; Sue Peters; Mike Powers; Richard Schmidt; Jim Smith; Marsha Smith; Kelli Stepka; Nicole Sulak; John Stephenson; James Tamlyn; Barb VonVoigtlander; Kim Weckesser; Chuck Welch; Ty Wessell; Betty Workman.

Absent:

Mike Ascione; Amanda Hawthorn; Les Housler; Tom Johnson; Gene Kaminski; Doug Luciani; Christine Maxbauer; Tim Nelson; Leslie Nowlin; Stuart McKinnon; Joe Moch; Steve Perdue; Bob Scheele; Clint Steele; Bill Tencza; Tom Vine; Chris Warren; Joe Williams.

Staff present: Elaine Wood; Terry Vandercook; Darla Rowland; Denise Culman; Matt McCauley; Anne Helbig; Steve Shugart.

Guests present: Tom Slater; Bill Myers; Nicole McGinty; Rod Groleau; Judie Groleau; Cathy Groleau; Loren Gibbons

Call to Order and introductions

Gary Fedus, Chair, called the meeting to order at 5:30 p.m. and welcomed everyone to the meeting.

Public Comment

None.

Networks Northwest Minutes of October 10, 2016

G. Fedus asked if there were any additions or corrections to the Networks Northwest minutes of October 10, 2016. Hearing none, he asked for approval.

Motion by S. Peters, supported by B. Holmes-Bozung, to approve the Networks Northwest minutes for October 10, 2016 as presented. Motion passed unanimously.

Consent Agenda

- a. CEO report
- b. Quality Assurance Committee minutes of 9/12/16
- c. Finance Committee minutes of 10/10/16
- d. Executive Committee Minutes of 10/10/16 & 11/7/16

There were no requests to remove any item(s) from the consent agenda.

E. Wood provided a brief verbal report on some of the items on the consent agenda. Questions were answered.

Motion by M. Cain, supported by A. Jeannot, to accept the consent agenda. Motion passed unanimously.

Item(s) pulled from the Consent Agenda

None.

Finance Committee Report

S. Perdue, Committee Chair, was not able to attend so D. Rowland, Director of Finance, presented the Finance Committee report. Darla briefly presented all the information the committee had reviewed and stated that the budgets and expenditures are all in good order. Questions were answered.

- a. Networks Northwest FINAL FY16 budget report of 9/30/16

Motion by A. Cooper, supported by K. Osborn, to accept the Networks Northwest FINAL FY16 Budget report 9/30/16 as presented. Motion passed unanimously.

- b. Networks Northwest FY17 budget report of 10/31/16

Motion by C. Kennedy, supported by M. Smith, to accept the Networks Northwest FY17 Budget report 10/31/16 as presented. Motion passed unanimously.

- c. Northwest Michigan Works!, Inc. FINAL FY16 budget report of 9/30/16

Motion by D. Mansfield, supported by M. Cain, to accept the Northwest Michigan Works! Inc. FINAL FY16 budget report 9/30/16 as presented. Motion passed unanimously.

- d. Northwest Michigan Works!, Inc. FY 17 budget report of 10/31/16

Motion by D. Mansfield, supported by J. Stephenson, to accept the Northwest Michigan Works! Inc. FY17 budget report 10/30/16 as presented. Motion passed unanimously.

- e. Selection of auditor for FY 16-18

D. Rowland presented a thorough report on the bid process for the auditor and a summary of the bids received. Discussion took place.

Motion by M. Cain, supported by S. Peters, to select Abraham-Gaffney as the auditor for FY16-18 as recommended by the Finance Committee. Motion passed unanimously.

Regional Prosperity Initiative Work Plan for FY17

M. McCauley presented a summary of the RPI work plan for FY17 and answered questions.

Motion by M. Smith, supported by J. Al-Shamma, to accept the Regional Prosperity Initiative Work Plan for FY17. Motion passed unanimously.

Executive Committee report – Succession planning

- a. Presentation of background, process, and recommendation

S. Peters, Committee Chair, provided a thorough report on the committee's process over the past several months to address succession for the CEO position upon the retirement of Elaine Wood which is planned for Dec. 31, 2017. The committee's work was reviewed and has been presented to the board along the way in summary form over the past several months. She discussed the committee's process of determining whether there should be an internal and/or external search process, the committee's determination to do an internal search only, the review of potential internal candidates, and the interview process of the primary internal candidate. There was considerable input from and discussion among board members, revolving around the strengths of the internal candidate, the long-term succession plan that has been implemented by the current CEO, and the viability and strength of practice to promote a successor from within when the organization has a strong performance history and culture.

b. Resolution

A recommended resolution was presented by the committee for succession of the current CEO by internal candidate, Matt McCauley, along with a recommended one-year transition process. Additional discussion took place.

Motion by S. Peters, supported by B. Kennis, to adopt the Resolution as presented. Motion passed unanimously.

S. Peters asked M. McCauley to make a few remarks. He thanked the board for its support and expressed his strong commitment to the organization and to its history of responsiveness to regional needs and excellence in performance.

Strategic discussions: Talent Development Topics

a. Newton's Road

Anne Helbig, Director of Business Development, Mike Groleau, board member and owner of RJG, Inc., and Bill Myers and Nicole McGinty who are both founders and advisory committee members of Newton's Road all made a presentation about the program, its history, current activities, and planned strategic direction. There was discussion and questions were answered. They also made a formal recognition of private donors to Newton's Road, including Rod, Judie and Mike Groleau, Casey Cowell, and Mike Hill/TBAISD.

b. Changes in performance measures

E. Wood and T. Vandercook made a presentation about the changes in WIOA performance measures compared to the past WIA measures. They explained how different the new measures are and the various unknowns at this point. They then presented upcoming changes in the Offender Success (OS) performance requirements, revolving primarily on future, financial penalties and rewards for job placements and retention. E. Wood expressed concerns that the state plans to have individual performance benchmarks based on current performance for each region, without any established statewide benchmark or expectation. Therefore, one region could receive a penalty for a particular placement level and another could receive a bonus for the same level. We are vulnerable to that situation since Networks Northwest has a significantly higher placement rate as a benchmark compared to other regions. Substantial discussion took place. More will be known as the FY18 OS program contract is awarded.

Board member recognitions; comments & announcements

E. Wood formally recognized three board members who will no longer be serving after this meeting: Mike Crawford, Antrim County Commissioner; Jim Tamlyn, Emmet County Commissioner; Art Jeannot, Benzie County Business Representative. She and the board thanked them for their long-time service and dedication to Networks Northwest.

Correspondence

Various news releases, articles, and items of correspondence were included in the board packet.

Adjourn

The meeting was adjourned by consensus at 7:43 p.m.

Respectfully submitted,

Denise Culman

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Recording Secretary

Check In Sheet

✓	#	First Name	Last Name	Title
X	1	Jamie	Al-Shamma	Executive Vice President, Bay Construction
	2	Mike	Ascione - excused	CEO, American Waste
X	3	Eric	Bachmann	Regional Manager, MI Rehabilitation Services
X	4	Jim	Barnard	Owner, Barnard Engineering
X	5	Kenneth	Bollman	President, Saber Tool Company
X	6	Michael	Cain	Manager, City of Boyne City
X	7	Coury	Carland	County Commissioner, Benzie
X	8	Chris	Christensen	County Commissioner, Charlevoix
X	9	Jim	Cook	Manager, Grand Traverse County Road Commission
X	10	Alan	Cooper	Manager, Wexford County Road Commission
X	11	Michael	Crawford	County Commissioner, Antrim
X	12	Gary	Fedus	President, Mitchell Graphics
X	13	Mike	Groleau	Co-owner/Project Manager, RJG, Inc
	14	Amanda	Haworth - excused	HR Director, Boyne Resorts
X	15	Andy	Hayes	President, Northern Lakes Economic Alliance
X	16	Mike	Hill	Superintendent, TBA ISD
X	17	Beth	Holmes-Bozung	Co-Owner, SafetyNet Inc
	18	Leslie	Housler	County Commissioner, Wexford
X	19	Paul	Hresko	HR Manager, Armor Express
X	20	Art	Jeannot	Owner, jdc Jeannot Development Company
X	21	Jeff	Jennette	Superintendent, Wexford-Missaukee & Manistee ISD
X	22	Rachel	Johnson	Public Affairs, Cherryland Electric
	23	Tom	Johnson	Partner, Landmark Development
	24	Gene	Kaminski - excused	HR Director, McLaren Northern Michigan
X	25	Caroline	Kennedy	Assistant Village Manager/Clerk, Village of Elk Rapids
X	26	Bill	Kennis	Executive Director, Benzie Transportation Authority
X	27	Jane	Korthase	Human Resources Director, Grandvue Medical Care Facility
X	28	Kristine	Lagios	DHS Director, DHS -Benzie & Manistee Counties
	29	Doug	Luciani - excused	President, TC Area Chamber; Northern MI Chamber Alliance
X	30	Douglas	Mansfield	President, MI Township Association
	31	Christine	Maxbauer	County Commissioner, Traverse City
	32	Stuart	McKinnon	County Commissioner, Kalkaska
X	33	Josh	Mills	Manager, City of Frankfort
	34	Joe	Moch - excused	CEO, ACAT Global
	35	Tim	Nelson - excused	President, NMC
X	36	Pam	Niebrzydowski	County Commissioner, Missaukee County
	37	Leslie	Nowlin	HR System Administrator, Rec Boat Holdings LLC
X	38	Ken	Osborne	Vice President of Manufacturing, Boride Engineered Abrasive
X	39	Douglas	Parkes	Co-Owner, Kellie's Hallmark Shop
X	40	Tracey	Peal	Vice President, Hague Equipment company of MI Inc
	41	Steve	Perdue - excused	President & CEO, Grand Traverse Industries -GTI
X	42	Sue	Peters	Vice President-Human Resources, Munson Medical Center

X	43	Mike	Powers	Energy Solutions Consultant, Keene Technical Solutions
	44	Bob	Scheele	Vice President, Central Labor Council
X	45	Richard	Schmidt	County Commissioner, Manistee
X	46	Jim	Smith	Controls Designer, Tool North Inc
X	47	Marsha	Smith	Executive Director, Rotary Charities & NorthSky Non-Profit Network
	48	Clint	Steele - excused	Plumber & Pipefitter, UAW Local 85
X	49	John	Stephenson	Executive Director, NW MI Community Action Agency
X	50	Kelli	Stepka	Human Resource Manager, Cherry Republic
X	51	Nicole	Sulak	CPA, Plante Moran
X	52	James	Tamlyn	County Commissioner, Emmet
	53	Bill	Tencza - excused	President, Cadillac Chamber; Northern MI Chamber Alliance
	54	Tom	Vine - excused	Plant Manager, Viking Energy
X	55	Barb	VonVoigtlander	Administrative Coordinator, Village of Northport
	56	Chris	Warren - excused	General Manager, Midwest Broadcasting Company
X	57	Kim	Weckesser	Director Human Resources, West Shore Medical Center
X	58	Chuck	Welch	Parole Field Supervisor, State of MI Dept of Corrections
X	59	Ty	Wessell	County Commissioner, Leelanau
	60	Joe	Williams	Owner/President, Williams Pumping Service
X	61	Betty	Workman	Owner, Vacation Trailer Park & Sales Inc

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#	First Name	Last Name	Title
1	Elaine	Wood	Networks Northwest
2	Terry	Vandercook	Networks Northwest
3	Matt	McCauley	Networks Northwest
4	Darla	Rowland	Networks Northwest
5	Steve	Shugart	Networks Northwest
6	Denise	Culman	Networks Northwest
7	Anne	Helbig	Networks Northwest
8	Tom	Slater	video services
9	Bill	Myers	Newton's Road
10	Nicole	McGinty	Newton's Road
11	Rod	Groleau	Newton's Road
12	Judie	Groleau	Newton's Road
13	Loren	Gibbons	Newton's Road
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