



MINUTES

FVWDB Executive Committee Meeting

2:30 pm Thursday, January 14, 2026

Via Microsoft Teams

Members Present: Sarah Pantol, Jo Ann Hall, Jose Martinez, Josh Kilgas, and Gordon Hintz.

Members Excused: Laura Biehn.

Others Present: Harley Reabe – Green Lake County, and Anthony Snyder – FVWDB.

Meeting Call to Order: Chair Pantol called the Executive Committee to order at 2:43 pm.

Approval of Agenda and Previous Minutes (Action Item): A motion was made by Martinez, seconded by Kilgas, to approve and accept the agenda for the 1/14/26 Executive Committee Meeting and the minutes from the 12/18/25 Executive Committee Meeting; motion carried.

2025 Wisconsin Department of Workforce Development (DWD) Coordinated Monitoring Report: Snyder reviewed key points from the Fall 2025 DWD fiscal, governance, program and EO/ADA monitoring and provided a timeline for resolution and response.

Board Strategic Planning Discussion:

- Hall shared learnings from her outboard calls to existing Board members surrounding engagement, understanding of Board operations and their role on the FVWDB Board of Directors.
- Snyder shared preliminary research into the makeup of the Board against the largest employers in each of our six (6) counties.
- Members discussed the importance of the continued work as a “governance” body and fulfilling that requirement, but also noted that Board members who also served on one of our committees (Strategic Programs and Finance & Personnel) or the Business Solutions Team maintained a better understand of the complex work of the organization.
- Snyder briefly discussed a planned re-do of the Board’s web site in order to address some ongoing EO/ADA issues, but also to be more explanatory of our work. While this was being done for consumers and employers, the proposed changes were also going to include a more robust space for Board/Committee materials.
- Members discussed the role of staff, the role of committees and the role of the Board with a desire to ensure every level understand their role in meeting the Board’s mission.
- Following this discussion, and in light of additional work that needs to be done, no formal action was taken on Strategic Planning at this time.

Next Board of Directors' Meeting: The next meeting was planned for Thursday, February 19, 2026, via Microsoft Teams. Snyder to calendar.

Committee Discussion/Round Robin: Members were encouraged to share information on workforce issues in their areas or with their respective organizations.

Adjournment: Without objection, the chair adjourned the meeting at 4:05 pm.

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