



MINUTES

FVWDB Board of Directors Meeting

2:30 pm Thursday, February 19, 2026

Via Microsoft Teams

Members Present: Chair Sarah Pantol, Secretary Josh Kilgas, Treasurer Jose Martinez, Immediate Past Chair Laura Biehn; Directors Tony Beregszazi, Andy Buck, Brad Grant, Amy Groshek, Brian Kaminske, Jennifer Marks, Kari Meixl, Jeff Mikorski, Brian Pelon, Kirk Rademaker, Fred Rice, Shannon Seaman, Christina Stelter, Chelsea Stindt, and Craig Wehner.

Members Excused: Vice Chair Jo Ann Hall and Directors Jason Hendricks, Aimee Hostettler, and Melina Roeder.

Others Present: David Morack, Waupaca County Board Chair; and Anthony Snyder – FVWDB.

Meeting Call to Order: Chair Pantol called the Board of Directors to order at 2:31 pm.

Roll Call by Chair: Each member of the Board introduced themselves and indicated their current role at their respective employers.

Approval of Agenda (*Action Item*): A motion was made by Martinez and seconded by Meixl to approve the agenda as presented; motion carried.

Approval of Minutes from the 1/15/26 Executive Committee Meeting (*Action Item*): Motion by Kaminske, and seconded by Marks, to approve the minutes as presented; motion carried.

Board Update: Board updates were presented and discussed.

- **A Renewed Focus on Engagement, Board Member Selection/Onboarding and Strategy** – Pantol outlined her priorities for her term as FVWDB Chair. Her goals include increasing board member engagement, enhancing the recruitment and onboarding process for new members, and elevating the strategic focus of board meetings. She emphasized the importance of implementing a more robust orientation process and expanding training opportunities related to board governance. Pantol responded to board member questions and facilitated discussion around these priorities.
- **Learnings from Outbound Calls to Board Members** – In the absence of Vice Chair Hall, CEO Snyder provided an overview of her recent one-on-one meetings with FVWDB Board Members. These conversations served as qualitative outreach to better understand areas of opportunity for strengthening board engagement and leadership. Key themes and insights from these discussions were shared with the board.
- **Board Governance & Standing Committees** – Snyder reviewed the structure and responsibilities of FVWDB's three standing committees: Executive, Finance & Personnel, and Strategic Programs. He also outlined each committee's meeting cadence and primary areas of focus to reinforce clarity around governance and committee work.

- **Standing Committee Reports**

- **Strategic Programs Committee Report, Secretary and Chair Kilgas (*Action Item*):** The SPC last met on 12/4/25. Since then, the chair has met with members of SPC to discuss their experiences on the committee and to better understand their interest in serving. Kilgas also met with FVWDB staff and the subrecipient as part of this process.
 - Kilgas posed questions around outputs vs. outcomes as he described the future state of the reports the committee will review.
 - He shared some discussions with staff and the subrecipient around the contract renewal in Program Year 2026 and teed up the idea of considering lower caseloads in the future, allowing career planners to spend more time with each client, potentially leading to better outcomes for the client. There are risks in doing so as any clients that leave the program before completion would drag down performance numbers.
 - Kilgas indicated the SPC will be establishing a short-term task force (working group) to work on the focus areas of refining key performance indicators, benchmarking with other workforce board and developing recommendations. He also extended an invitation to other FVWDB Board Members to participate.

Motion was made by Martinez and seconded by Mikorski, to accept the report of the Strategic Programs Committee as presented; motion carried

- **Finance & Personnel Committee Report, Treasurer and Chair Jose Martinez (*Action Item*):** Martinez shared information on committee discussions, including details from its 2/12/26 meeting.
 - FVWDB has been outsourcing its accountant role since 4/1/18. Our current provider, Dean Dorton, has been with us since 1/1/25. Amanda Hodge joined our team in January 2026, replacing Kortni Smith, and was introduced to the FVWDB.
 - Martinez provided an overview of the November and December Board financial reviews, including the monthly fiscal reports, checks over \$5,000 and the monthly credit card statements.
 - Martinez further invited other FVWDB Board Members and non-Board members to join the committee.

Motion was made by Beregszazi and seconded by Marks, to accept the report of the Finance & Personnel Committee as presented; motion carried

- **The Current Environment** – Snyder provided an overview of the grants providing Board funding and noted end dates for each.
 - Snyder stressed the importance of considering a task force to look at new sources of funding in this calendar year.
 - Snyder discussed efforts by the Wisconsin Workforce Development Association (WWDA) to begin its own strategic planning with a focus on new funding, outreach and connections to elected public officials and noted that FVWDB Board Members may be contacted to help contribute.
- **Next Steps** – Pantol indicated FVWDB would be moving forward with a quantitative survey for Board members to go with the qualitative assessment.
 - In addition, we will begin moving forward with some incremental changes to Board selection, education and engagement strategies.
 - She invited all Board members to watch for next steps and invited them to participate fully in the process.

Report Out on Upcoming FVWDB & Partner Programs: Snyder shared information on upcoming events and invited all Board members to participate. Links to information and registration found here:

- a. [Oshkosh Job Center](#)
- b. [Regional Job Fairs](#)
- c. [Mini Job Fairs](#)
- d. [WWDA TDCON](#) April 21-22, 2026

Board Member Round Robin: Board members also were encouraged to share information on workforce development activities in their areas or at their employer. Pantol asked Board members to indicate their desire for a face-to-face vs. virtual meeting for 6/18/26, with the group settling on a hybrid model if we had the technology available to do so.

Adjournment: Motion by Kaminske, and seconded by Marks, to adjourn the meeting at 4:32 pm; motion carried.

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