



Board of Directors
Full Board Meeting—Strategic Planning Session--AMENDED
Monday, March 26, 2018
2:00 p.m. to 4:00 p.m.
Workforce Connection, Inc. Offices
2615 East Avenue South—Lower Level Conference Room
La Crosse, WI 54601

Agenda Item	Action
I. CALL TO ORDER	(2:00 p.m. to 2:05 p.m.)
A. Announcement and Introduction	
B. Approve January 29, 2018 Meeting Minutes	X
II. REPORTS	(2:05 p.m. to 2:30 p.m.)
A. Executive Director Report	X
1. Programs Report	X
B. Finance Reports	
1. Recommendation for Financial Services Auditor	Available at Meeting X
2. February 2018 Financial Status Reports	X
3. Approval of Form 990	
III. STRATEGIC PLANNING SESSION	(2:30 p.m. to 3:45 p.m.)
C. Strategic Session Information	
1. Power Point	Available at meeting
2. Discussion —Mission Backers	Available at meeting
3. Discussion—Other	
4. Next Steps	
IV. ADJOURNMENT	(3:45 p.m. to 4:00 p.m.)
A. Unfinished Business	
B. New Business	
C. Confirm Next Meeting Date—May 21, 2018	

OFFICERS AND MEMBERS

Anna Boland, Ingersoll-Rand	Chairperson
David Ring, Kwik Trip	Vice Chairperson
Kevin Zagrodnick, River Bank	Treasurer
Angela Menezes, Logistics Health, Inc.	Director
Doug Billings, Empire	Director
Anne Hlavacka, UW – La Crosse	Director
Karen Long, Organic Valley/CROPP Cooperative	Director
Tim Vondrasek, Norwinn Company	Director
Neil Kamrowski, International Assoc. of Machinists and Aerospace Workers	Director
Dimitar Dzikov, Coulee Bank	Director
Nick Goins, Mid City Steel, Inc.	Director

2017-2018 BOARD SCHEDULE

*Monday, August 21, 2017	2:00 p.m.	Oversight Committee (Billings/Kamrowski/Zagrodnick/Bear)
Monday, August 28, 2017	3:00 p.m.	Full Board
*Monday, October 30, 2017	11:00 a.m.	Annual Meeting
Monday, January 29, 2018	3:00 p.m.	Full Board
Monday, March 26, 2018	3:00 p.m.	Full Board—Strategic Focus
*Monday, May 14, 2018	1:00 p.m.	Personnel & Compensation (Hlavacka/Long/Menezes/Vondrastek)
Monday, May 21, 2018	3:00 p.m.	Full Board
Monday, June 25, 2018	3:00 p.m.	Full Board

2018-2019 BOARD SCHEDULE

Monday, August 28, 2017	3:00 p.m.	Full Board Meeting
*Monday, August 21, 2017	2:00 p.m.	Oversight Committee (Billings/Kamrowski/Zagrodnick/Bear)
*Monday, October 30, 2017	11:00 a.m.	Annual Meeting
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Monday, June 25, 2018	3:00 p.m.	Full Board

Board and committee meetings are held the 4TH Monday of the meeting month, unless otherwise noted (). Board committee meetings will be held at 2:00pm in the Workforce Connections, Inc. offices, and regular Board meetings will be held at 3:00pm in the Workforce Connections, Inc. offices.*

Board of Directors
Full Board Meeting
Monday, January 29, 2018
3:00 p.m. to 5:00 p.m.

- I. **CALL TO ORDER** (3:00 p.m. to 3:05 p.m.)
- a. **Announcement and Introduction**
Ms. Boland, Chair called the meeting to order at 3:00 pm with a quorum present. Ms. Pierce introduced the board and WCI staff presented themselves.
 - b. **Approve October 30, 2017 Meeting Minutes X**
Motion made (Ring/ Hlavacka) to approve the October 30, 2017 Meeting minutes as presented. Motion carries unanimously.
- II. **PERSONNEL AND COMPENSATION COMMITTEE REPORT OUT** (3:05 p.m. to 3:30 p.m.)
- a. **Review and Approve Recommendation**
 - i. **Organizational Goals and Objectives X**
 - ii. **Updated Pay Plan X**
 - iii. **Updated Organizational Chart X**
 - iv. **Updated Individual Accomplishment and Plan X**

Ms. Hlavacka presented the recommendation from the Personnel and Compensation Committee to the Board. Review and discussion held.

Recommendation to accept the Personnel and Compensations Committee's recommendation to move the strategic work forward with the shifts to the Organization Structure, Pay Plan, Organizational Chart, and Individual Accomplishment Plan with continued work on position titles and career pathway development for progression within the organization. Motion made (Hlavacka)
- III. **REPORTS** (3:30 p.m. to 4:00 p.m.)
- a. **Financial Reports**
 - i. **November 2017 Financial Report X**
Ms. Pierce presented the November 2017 Financial Report. Motion made (Kamrowski/ Zagrodnick) to accept the financial report as presented. Motion carried unanimously.
 - ii. **2017-2018 Budget Update X**
Ms. Pierce presented the 2017-2018 budget modifications. Motion made (Zagrodnick/ Goins) to accept the budget as presented. Motion carried unanimously.
 - iii. **Request for Proposal for Audit Firms X**
Ms. Pierce presented the draft Request for Proposal (RFP) for Audit Firms. Motion made (Ring/ Zagrodnick) to accept the draft RFP to allow the organization to enter into an RFP for Audit Firms. Motion carried unanimously.
 - iv. **Approved final 2016-2017 Audit Report X**
Ms. Pierce presented the final 2016-2017 Audit Report. Motion made (Kamrowski/ Zagrodnick) to accept the final 2016-2017 Audit Report. Motion carried unanimously.
 - b. **WCI Program's Report X**
Ms. Pierce presented the WCI Program Report. Motion made (Zagrodnick/ Menezes) to accept the WCI Program Report. Motion carried unanimously.
 - c. **Executive Director Report X**
Motion made (Goins/ Hlavacka) to accept the Executive Director Report. Motion carried unanimously.

IV. **INITIATIVES** (4:00 p.m. to 4:45 p.m.)

a. **Board of Director Activity**

i. **Offsite Meetings**

ii. **Mentorship**

Discussion held on strategies to engage and educate board members.

b. **Strategic Planning**

Discussion held on approaches to strategic planning session with an external facilitator and finding the organizations niche for additional grant opportunities.

c. **Mission Backers Updates**

Ms. Pierce gave an update on Mission Backers activities and action plans. Focus will be on building foundations of Mission Backers and consensus of future direction. Ms. Pierce will draft a business plan for review.

V. **ADJOURNMENT** (4:45 p.m. to 5:00 p.m.)

a. **Unfinished Business**

b. **New Business**

c. **Confirm Next Meeting Date—March 26, 2018**

Motion made (Hlavacka/Kamrowski) to adjourn meeting at 4:42pm. Motion carried unanimously.

Respectfully Submitted,

Ann Boland, Chair

Attendance

<u>PRESENT</u>	<u>OTHERS PRESENT</u>	<u>NOT PRESENT</u>
Ann Boland, Ingersoll Rand Kevin Zagrodnick, River Bank Neil Kamrowski, International Assoc. of Machinist and Aerospace Workers Nick Goins, Mid City Steele Ann Hlavacka, UW- La Crosse Dave Ring, Kwik Trip Angela Menezes, Logistics Health	Teresa Pierce, WCI Kelly Norsten, WCI	Karen Long, Organic Valley Doug Billings, Empire Dimitar Dzikov, Coulee Bank Tim Vondrasek, Norwinn Company