



**Board of Directors
Full Board Meeting**
2615 East Ave South, Large Conference Room
La Crosse, WI 54660
Meeting Agenda
Date: May 18, 2026
Time: 3:00 P.M. – 5:00 P.M.

I. CALL TO ORDER (3:00 P.M. – 3:05 P.M.)

- A. Welcome and Introductions (if needed)
- B. Approve March 27, 2026, Meeting Minutes *Pages 3–4*

II. EXECUTIVE REPORTS (3:05 P.M. – 3:30 P.M.)

- A. Accept Executive Director Report and Connections Report *Pages 5-13*
- B. Update NW Transitions *Pages 14-16*
- C. Accept March 2026 Financial Reports *Pages 17-26*

III. PERSONNEL AND COMPENSATION RECOMMENDATIONS (3:30 P.M. – 4:30 P.M.)

- A. Accept 2025-2026 Impact Report *Pages 27–32*
- B. Accept 2026-2027 Preliminary Budget *Pages 33-35*
- C. Review and Approve Recommendations
 - 1. Recommendation 1: 2025-2026 Pay Plan Incentive *Pages 36-37*
 - 2. Recommendation 2: 2026-2027 Pay Pool Adjustments *Pages 38-39*
 - 3. Recommendation 3: 2026-2027 Pay Plan Changes *Pages 40-53*
 - 4. Recommendation 4: 2026-2027 Personnel Policy Changes *Page 54 and Via Email*
 - 5. Recommendation 5: 2026-2027 Health Insurance, HRA and HSA *Pages 55-60*

IV. CLOSED SESSION (4:30 p.m. to 4:55 p.m.) *In accordance with the Section 1, Subchapter IV of Chapter 19.85 (1)(c) of the State Statute on open meetings, the Committee will enter into closed session to discuss personnel related topics.*

- A. Executive Director Evaluation Under Separate Cover

V. CONCLUSION (4:55 p.m. to 5:00 p.m.)

- A. Unfinished Business
- B. New Business
- C. Confirm Next Meeting Date June 23, 2025

VI. ADJOURNMENT

OFFICERS AND MEMBERS

Doug Billings—Gerrard-Hoeschler Realtors	Past Chairperson
Heather Gerken—The Insurance Center	Past Chairperson
Deb Scoville—Franciscan Sisters	Past Chairperson
Lyn Pletta—Great Lakes Cheese	Chairperson
Ted Everson—Northwestern Mutual	Treasurer
Matt Bainter—Inland Packaging	Director
Mark Wemette—Traditional Trades	Director
Tou Yang—The Watkins Company	Director
Carolyn Colleen—Fierce Foundation	Director
Mary Rohrer—ORC	Director
Vacant	

2025-2026 PROPOSED MEETING SCHEDULE

Date	Time	Meeting
Monday, September 8, 2025	1:00 p.m.	Oversight Committee (*Billings/Bainter/Everson/Rohrer/Yang/Wemette)
Monday, September 22, 2025	3:00 p.m.	Full Board Meeting
Monday, October 20, 2025	11:00 am	Annual Meeting
Monday, January 26, 2026	3:00 p.m.	Full Board Meeting
Friday, February 20, 2026	10:00 a.m.	Personnel and Compensation Committee Meeting
Monday, March 23, 2026	3:00 p.m.	Full Board Meeting (Strategic Discussion)
Friday, March 27, 2026	10:30 am	Personnel and Compensation Committee Meeting
Friday, April 26, 2026	10:00 am	Personnel and Compensation Committee Meeting
Monday, May 11, 2026	1:00 p.m.	Personnel & Comp (*Gerken/Scoville/Pletta/Colleen/Yang)
Monday, May 18, 2026	3:00 p.m.	Full Board Meeting (Personnel and Compensation Focus)
Monday, June 22, 2026	3:00 p.m.	Full Board Meeting (Finalize plans for new fiscal year)

Board of Directors-Full Board Meeting
Monday, March 23, 2026
3:00 p.m. to 5:00 p.m.
IN PERSON
2615 East Ave South Large Conference Room
La Crosse, WI 54601

I. CALL TO ORDER (3:00 P.M. – 3:05 P.M.)

- A. Welcome and Announcements
- B. Approve January 26, 2026 Meeting Minutes Page 3-4
Chair Ms. Lyn Pletta called the meeting to order at 3:07 p.m., and a quorum was present. Motion (Wemette/Rohrer) to approve January 26, 2026, Meeting Minutes as presented. Motion carried unanimously.

II. REPORTS (3:05 P.M. – 3:45 P.M.)

- A. Accept Organizational Update Report Page 5-6
- B. Accept Impact/Connections Report Page 7-11
Motion (Wemette/Billings) to accept Organizational Update Report and Impact/Connections Reports as presented. Motion carried unanimously.
- C. Accept Financial Status Report—January 2026 Page 12-22
Motion (Wemette/Rohrer) to accept Financial Status Report January 2026 as presented. Motion carried unanimously.
- D. Accept 990 Sent Separately
Motion (Rohrer/Wemette) to accept 990 as presented. Motion carried unanimously.

III. STRATEGIC DIRECTION & OVERSIGHT (Discussion) (3:45 P.M. – 4:30 P.M.)

- A. Discuss NW Expansion Governance
 - 1. Accept Letter of Intent to Contract Page 23-25
 - 2. Review Overall Projected Timeline for Transition Page 26-28
 - 3. Review and Discuss Bylaws Page 29-33
 - 4. Review and Discuss Board Governance Practices Page 34-38
 - 5. Discuss Board Membership, Meeting Formats and Meeting Schedule Page 39-40
- B. Preview Proposed Activity
 - 1. Proposed Organizational Chart Page 41
 - 2. Proposed Map and Positions Page 42
 - 3. Compare and Contrast Page 43-44

IV. CLOSED SESSION (If necessary) (4:30 P.M. – 4:45 P.M.)

In accordance with Section 1, Subchapter IV of Chapter 19.85 (1)(c) of the State Statute on open meetings, the Committee will enter into closed session to discuss personnel-related topics.

V. RECONVENE IN OPEN SESSION (4:45 P.M. – 4:55 P.M.)

- A. Take action (if any) on gathered information

VI. ADJOURNMENT (4:55 P.M. – 5:00 P.M.)

Unfinished Business

- A. New Business
- B. Confirm Next Meeting Date: May 18, 2026

Respectfully submitted,
Chair Lyn Pletta

ATTENDANCE

PRESENT:

Heather Gerken	Mary Rohrer
Carolyn Colleen	Tou Yang
Lyn Pletta	Doug Billings
Ted Everson	Mark Wemette

NOT PRESENT

Matt Bainter
Deb Scoville

OTHERS PRESENT

Teresa Pierce
Gina Brown
Patricia Soby

OFFICERS AND MEMBERS

Doug Billings—Gerrard-Hoeschler Realtors	Past Chairperson
Heather Gerken—The Insurance Center	Past Chairperson
Deb Scoville—Franciscan Sisters	Past Chairperson
Lyn Pletta—	Chairperson
Ted Everson—Northwestern Mutual	Treasurer
Matt Bainter—Inland Packaging	Director
Tou Yang—The Watkins Company	Director
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Monday, May 11, 2026	1:00 p.m.	Personnel & Comp (*Gerken/Scoville/Pletta/Colleen/Wemette)
Monday, May 18, 2026	3:00 p.m.	Full Board Meeting (P&C Focus)
Monday, June 22, 2026	3:00 p.m.	Full Board Meeting
Monday, September 14, 2026	1:00 p.m.	Oversight Committee
Monday, September 28, 2026	3:00 p.m.	Full Board Meeting
Monday, October 19, 2026	11:00 a.m.	Annual Meeting
Monday, January 25, 2027	3:00 p.m.	Full Board Meeting
Monday, March 22, 2027	3:00 p.m.	Full Board Meeting
Monday, May 17, 2027	10:00 a.m.	Personnel and Compensation
Monday, May 24, 2027	3:00 p.m.	Full Board Meeting
Monday, June 28, 2027	3:00 p.m.	Full Board Meeting