

Governance Committee Meeting

May 25, 2022



5/25/22 GOVERNANCE COMMITTEE MEETING DETAILS

Meeting Details

Meeting Agenda

Welcome

Roll Call

Public Comment

Approval of Minutes

Information / Discussion / Action Items

Other Business

Adjournment

What: Governance Committee Meeting

When: Wednesday, May 25, 2022
2:30 p.m. – 4:00 p.m.

Where: Virtual via Zoom:

LINK: <https://careersourcecf.zoom.us/j/88219512939?pwd=TjNUdiswNkZEWGpxOEVEQmR4SXYxUT09>

Dial In: 1 (929) 205-6099 / Meeting ID: 882 1951 2939

Passcode: 180608

5/25/22 GOVERNANCE COMMITTEE MEETING AGENDA

Agenda Item	Topic	Presenter	Action Item
1.	Welcome	Richard Sweat	
2.	Roll Call / Establishment of Quorum	Kaz Kasal	
3.	Public Comment		
4.	Approval of Minutes	Richard Sweat	X
<u>2/3/22 Governance Committee Meeting</u>			
5.	Information / Discussion / Action Items	Committee Discussion	
	A. Board Member Recruitment, Participation, Engagement and Development		
	1) <u>Proposed Roster for FY 2022-2023</u>		X
	2) <u>Approval of Slate of Officers</u>		
	3) <u>Board Engagement (7/1/2021 thru 4/30/22)</u>		
6.	Other Business		
7.	Adjournment		

Meeting Details

Meeting Agenda

Welcome

Roll Call

Public Comment

Approval of Minutes

Information / Discussion / Action Items

Other Business

Adjournment

Meeting Details

Meeting Agenda

Welcome

Roll Call

Public Comment

Approval of
Minutes

Information /
Discussion /
Action Items

Other Business

Adjournment

WELCOME



Meeting Details

Meeting Agenda

Welcome

▶ Roll Call

Public Comment

Approval of
Minutes

Information /
Discussion /
Action Items

Other Business

Adjournment

ROLL CALL



Meeting Details

Meeting Agenda

Welcome

Roll Call

Public Comment

Approval of Minutes

Information / Discussion / Action Items

Other Business

Adjournment

PUBLIC COMMENT



Meeting Details

Meeting Agenda

Welcome

Roll Call

Public Comment

Approval of Minutes

Information / Discussion / Action Items

Other Business

Adjournment

APPROVAL OF MINUTES



Draft
Governance Committee Virtual Meeting
Thursday, February 3, 2022 / 10:30 a.m.
MINUTES

MEMBERS PRESENT: Richard Sweat, Keira des Anges, Jeff Hayward, Eric Jackson and Charles Scherer

MEMBERS ABSENT: John Gill and Rick Walsh

STAFF PRESENT: Pam Nabors, Mimi Coenen, Leo Alvarez, Becca Bides, Steven Nguyen, Lance Willingham, Sean Masherella and Kaz Kasal

Agenda Item	Topic	Action Item / Follow Up Item
1	Welcome Mr. Sweat, Committee Chair, called meeting to order at 10:31 a.m.	
2	Roll Call / Establishment of Quorum Ms. Kasal reported a quorum present.	
3	Public Comment None offered.	
4	Approval of Minutes: <u>Approval of Minutes</u> <ul style="list-style-type: none"> Reviewed draft minutes from 8/11/21 Governance Committee meeting (attachment). 	Mr. Hayward made a motion to approve the minutes from the 8/11/21 Governance Committee Meeting. Mr. Jackson seconded; motion passed unanimously.
5	Information / Discussion / Actions Items	
	<p><u>Board Compliance to CSCF's Bylaws</u></p> <ul style="list-style-type: none"> <u>Board Representation Update</u> Reviewed current updates on Board's demographics vs. region, and historically since 2016 (attachment). Committee discussed the data and provided following recommendations: <ul style="list-style-type: none"> On historical chart, include goal per each demographic category, and just go back three years. Present data to show any deficits and trends to help with call to action. <p><u>Board Member Recruitment, Participation, Engagement and Development</u></p> <ul style="list-style-type: none"> <u>Board Engagement (7/1/2021 thru 12/31/2021)</u> Reviewed Board Engagement metrics for mid-year (attachment). Committee concurred the need to step up messaging to Board for Contribution category. <u>Board Retention Challenges</u> Discussed challenges and outreach strategies for Board retention. <p><u>Enterprise Risk Update</u></p> <ul style="list-style-type: none"> Reviewed pareto chart on CSCF's current top risks, comparison to previous year, and prioritization of phishing awareness to include staff training and stricter policy (attachment). Committee commended Mr. Nguyen and Mr. Willingham on their 	<p><i>Staff to update data, per Committee recommendations.</i></p> <p><i>Staff to reach out to chamber and other organizations to find business candidates well connected in Sumter County.</i></p>



	outstanding work with Enterprise Risk analysis. <ul style="list-style-type: none"> • Reviewed strategies being applied for talent retention. 	
6	Other Business <ul style="list-style-type: none"> • Board Retreat occurring on 4/28/22. • Governance Committee is invited to Revenue Diversity Committee meeting in March for broader discussion on organizational structure. 	
7	Adjournment Meeting adjourned at 11:52 a.m.	

Respectfully submitted,

Kaz Kasal
 Executive Coordinator

Meeting Details

Meeting Agenda

Welcome

Roll Call

Public Comment

Approval of
Minutes

Information /
Discussion /
Action Items

Other Business

Adjournment

INFORMATION / DISCUSSION / ACTION ITEMS



Proposed Roster

(7/1/22 – 6/30/23)



REGIONAL WORKFORCE BOARD (RWB) MEMBERSHIP**Central Florida Workforce Development Board, d/b/a CareerSource CentralFlorida REGION NUMBER 12**

ACTIVE BOARD MEMBERS: 29
 NUMBER OF VACANCIES: 4
 NUMBER OF NEW SEATS: 2
 EFFECTIVE DATE: 7/1/22

Orange: Vacancies / Replacements

Yellow: Expiring on 6/30/22

Green: New Seat

NAME OF RWB MEMBER	Organization/Company	AREA(S) OF REPRESENTATION	County	Current Term	Comments
Albu, Andrew	Albu & Associates, Inc.	BU	Orange	7/1/2021 - 6/30/2024	
Brandon, Wendy	UCF Lake Nona Medical Center	BU	Orange	7/1/2019 - 6/30/2022	Agreed to serve again. (auto renewal)
Conley, Kari	Duke Energy	BU	Orange	12/17/2020 - 6/30/2022	Agreed to serve again (auto renewal)
Gary, Tanisha Nunn	African American Chamber of Commerce of Central Florida	BU	Orange		Mayor Demings approved appt
Havard, Mark	Hyatt Regency Orlando	BU	Orange	7/1/2019 - 6/30/2022	Agreed to serve again/nomination letter received from CFHLA Mayor Demings approved appt
Jackson, Eric	Omega Group	BU <i>Small Business</i>	Orange	7/1/2020 - 6/30/2023	
Ortigoni, Gaby	Hispanic Chamber of Commerce of Metro Orlando	BU	Orange		Mayor Demings approved appt
Wood, Jody	Disney Parks, Experiences & Products	BU	Orange	7/1/2019 - 6/30/2022	Agreed to serve again. (auto renewal)
Olson, Sheri	South Lake Hospital	BU	Lake	7/1/2021 - 6/30/2024	
VACANT (replacing Bryan Orr)		BU	Lake		
Sprinkle, David	Veritas Recruiting Group, LLC	BU	Seminole	7/1/2021 - 6/30/2024	
Sweat, Richard	.decimal	BU <i>Small Business</i>	Seminole	7/1/2019 - 6/30/2022	Agreed to serve again (auto renewal)
Walton, Matt	MiGre Engineers, LLC	BU	Seminole	7/1/2021 - 6/30/2024	
Potential New Seat		BU	Seminole		
Hindle, Shawn	Hanson, Walter & Associates, Inc.	BU	Osceola	7/1/2021 - 6/30/2024	
Rascon, Manuel	AdventHealth CFD-South East Orlando Waterford Lakes Lake Nona	BU	Osceola	7/1/2021 - 6/30/2023	
Siracuza, Stella	Tomato Express, Inc.	BU	Osceola	12/17/2020 - 6/30/2023	
VACANT (replacing Brooke Morris)		BU	Sumter		
Bryan Orr (replacing Chris Wilson)		BU	Sumter	7/1/2019 - 6/30/22	Sumter County approved appointment

REGIONAL WORKFORCE BOARD (RWB) MEMBERSHIP

NAME OF RWB MEMBER	Organization/Company	AREA(S) OF REPRESENTATION	County	Current Term	Comments
Casel, Glen	Embrace Families	WOY (CBO representing Youth)	Multi-County	7/1/2019 - 6/30/2022	Agreed to serve again Nomination letter received
Cunha, Gui	Seminole County Government, Office of Economic Development & Tourism	GRED	Seminole	12/16/2021 - 6/30/2023	
des Anges, Keira	Division of Vocational Rehabilitation / Florida Department of Education	GRVRD	Multi-County	7/1/2021 - 6/30/2024	
Donnelly, Sean	Central Florida Electrical Joint Apprenticeship & Training Committee (J.A.T.C.) / Central Florida AFL-CIO	WOLO/WOJ	Multi-County	12/16/2021 - 6/30/2023	
Dziorney-Lukash, Jessie	International Union of Painters & Allied Trades (IUPAT DC 78), Florida Finishing Trades	WOLO/WOJ	Multi-County	12/16/2021 - 6/30/2023	
Ford, Wendy	Osceola Council on Aging	CBO	Osceola	7/1/2019 - 6/30/2022	Agreed to serve again (auto renewal)
Gill, John	Quest, Inc.	WOD (CBO representing Individuals & Disabilities)	Multi-County	7/1/2019 - 6/30/2022	Agreed to serve again Nomination letter received
Gyllin, Dr. John	Foundation for Seminole State College, Inc.	ETPA	Seminole	7/1/2021 - 6/30/2024	
Hayward, Jeff	Heart of Florida United Way	WOD/WOV (CBO representing Disabilities/Veterans)	Multi-County	7/1/2020 - 6/30/2023	
Quintanilla, Renee	Crummer Graduate School of Business at Rollins College	ETPC	Multi-County	7/1/2021 - 6/30/2022	Agreed to serve again (auto renewal)
Pending Replacement (Replacing Dr. Joseph Richardson)	Valencia College	ETPC	Multi-County	7/1/2021 - 6/30/2024	
Scherer, Charles	State of Florida Department of Children & Families	GRO	Multi-County	12/16/2021 - 6/30/2024	
Thomas, DeAnna	Lake Technical College	ETPA	Multi-County	7/1/2021 - 6/30/2022	Agreed to serve again (auto renewal)
Ushkowitz, Eric	Orange County Government	GRED	Region	7/1/2021 - 6/30/2024	
Vazquez, Dr. Maria	Orange County Public Schools	ETPA	Orange	12/16/2021 - 6/30/2024	
New Seat Michelle Sperzel	Harbor House	CBO			Nomination letter received Consortium to review/approve at its 6/23/22 meeting.

REGIONAL WORKFORCE BOARD (RWB) MEMBERSHIP**Central Florida Workforce Development Board, d/b/a CareerSource CentralFlorida REGION NUMBER 12**Key Codes:

Areas of Representation:

- BU – Business **(18 Seats)**
- WOLO – Workforce-Labor Organization
- WOJ – Workforce-Joint labor-management Apprenticeship Program
- WOD – Workforce-Community-based Organizations representing Individuals with Disabilities (optional)
- WOV – Workforce-Community-based Organizations representing Veterans (optional)
- WOY – Workforce-Community-based Organizations representing Youth (optional)
- ETPA – Education and Training Provider-Adult Education and Literacy
- ETPC – Education and Training Provider-Institution of Higher Education
- ETPO – Education and Training Provider-Other Providers (optional)
- GRED – Government Representative-Economic Development
- GRES – Government Representative-Employment Service
- GRVRD – Government Representative-Vocational Rehabilitation
- GRO – Government Representative-Other (optional) **CareerSource Central Florida operates the Wagner Peyser (GRO) function
- OTHER – Other (please specific group/program being represented) (optional)

Proposed Slate of Officers



SLATE OF OFFICERS

Proposed:

Slate of Officers FY: 2022-2023

Board Position	Nomination	Job Title	Organization
Chair	Jody Wood	Vice President, Recruitment and Talent Management	Walt Disney Parks, Experiences & Products
Vice Chair	Richard Sweat	President/CEO	.decimal
Treasurer	Eric Ushkowitz	Economic Development Administrator	Orange County Government
Secretary	Jeff Hayward	President/CEO	Heart of Florida United Way

[RETURN TO AGENDA](#)



Board Engagement

(7/1/21 – 4/30/22)



BOARD ENGAGEMENT STATUS

	PARTICIPATE*	DEMONSTRATE*	CONTRIBUTE*
GOAL	90% of Board Membership	80% of Board Membership	70% of Board Membership
KPI	Each Board Member Participates 24 Hours per Year	Each Board Member Demonstrates One Occurrence per Year	Each Board Member Contributes to Revenue Generation and/or In-kind Contribution Per Year
Status	<p>Averaging 23 Hours per Board Member</p> <p>* Through 4/30/22</p>	<p>Overall 125% Demonstrated</p> <p>* Through 4/30/22</p>	<p>Overall 48% Contributed</p> <p>* Through 5/23/22</p>

* *PARTICIPATE: board, committee, industry and staff meetings*

* *DEMONSTRATE: taking action e.g. center visit, social media, RFQ participating*

* *CONTRIBUTE: monetary, host board meeting, accept interns, sponsorship referrals*



BOARD ENGAGEMENT STATUS (VS. PRIOR YEAR)

BY CATEGORY				
	Participate		Demonstrate	Contribute **
	Meeting Participation Rate	Avg. Hours of Participation	Demonstration Rate	Contribution Rate
Prior FY: 2020-2021	78%	20	112%	73%
Current FY: 2021-2022 <i>(as of 4/30)</i>	80%	23	125%	48% <i>(as of 5/23)</i>

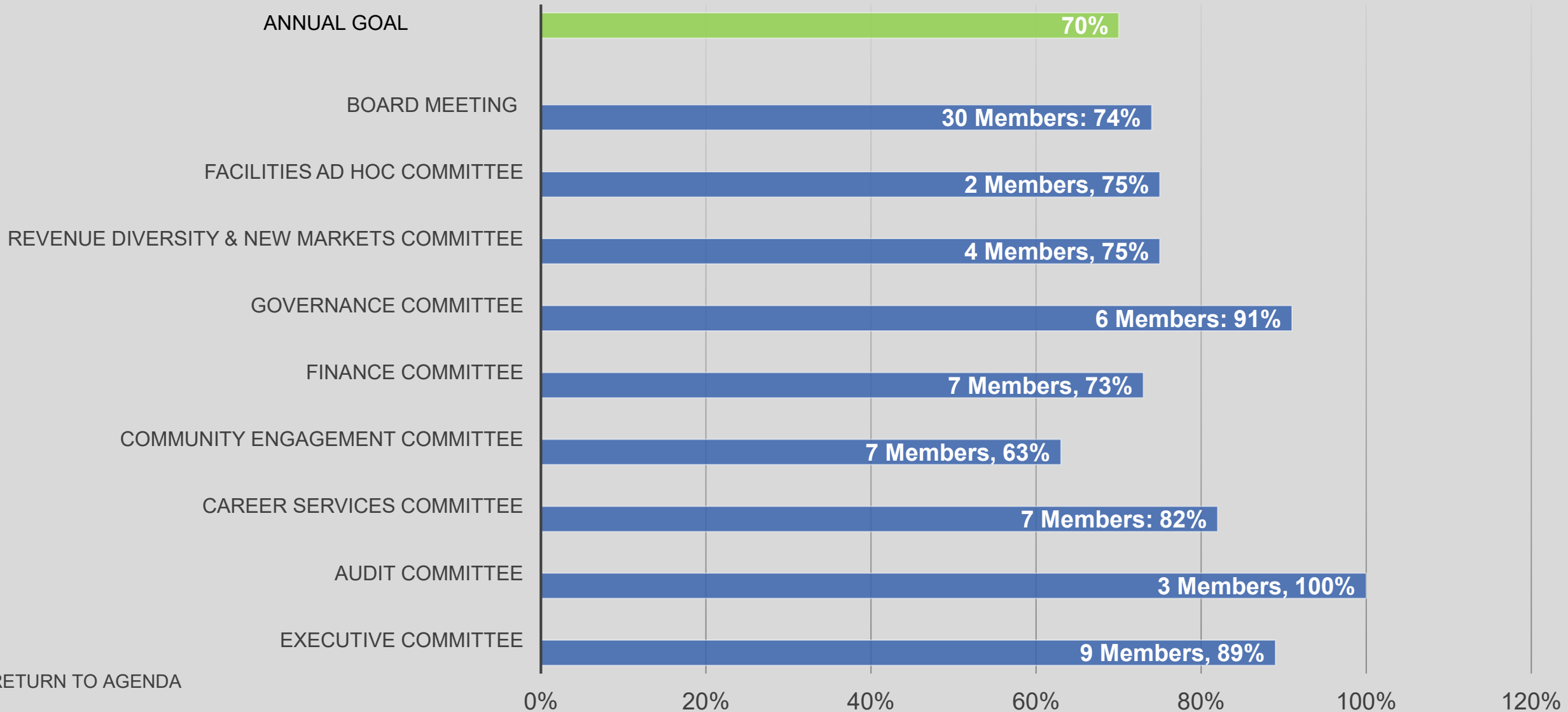
"Contribute"						
Fiscal Year	Board Member (# Contributed at least once)	Contribution Amount Received	# Participate in Fundraising Activities	Sponsor Youth	In-Kind Donation	General Donation
Prior 2020-2021	16	\$24,750	3	11	7	5
Current 2021-2022 (To Date)	10	\$31,978		5	5	3



BOARD & COMMITTEE MEETING ATTENDANCE (THRU 4/30/22)

FY: 21-22

Actual Overall 7/1/21 thru 4/30/22: 80%



Meeting Details

Meeting Agenda

Welcome

Roll Call

Public Comment

Approval of
Minutes

Information /
Discussion /
Action Items

Other Business

Adjournment

OTHER BUSINESS



Meeting Details

Meeting Agenda

Welcome

Roll Call

Public Comment

Approval of
Minutes

Information /
Discussion /
Action Items

Other Business

▶ **Adjournment**

ADJOURNMENT



THANK YOU!

[RETURN TO AGENDA](#)

