

Board Meeting - Interim (Monday, April 6, 2026)

Zoom

Board Meeting Opening Items

Call to Order | The meeting was called to order by President Brophy at 11:09 a.m.

Present | Officers: Edward J. Brophy, President; Seth Chapman, President Elect; Alicia M. Cieszykowski, Treasurer; Tamara L. Mitchell, Immediate Past President; 2023-2026 Directors: Anton Inglese, Angela Smith, Frank Williams; 2024-2027 Directors: John N. Benedetti, Cindy J. Dykas, Jennifer A. Porter; 2025-2028 Directors: Katie A. Hannigan, Ray C. Toliver Jr., Mike Vargas; Illinois ASBO: Kristopher P. Monn, Executive Director/CEO; Carla D. Paschal, Asst. Executive Director of Finance & Operations/CFO; Julie A. Warner, Sr. Administrative Director for Board Relations; Guest | Lowell Appelbaum; Absent | None

Strategic Plan - Next Steps

Strategic Plan - Next Steps | Lowell Appelbaum made the following remarks:

- 1) Remember that the board to remain at a high level in order to succeed--the board determines priority areas and staff handles the priority setting.
- 2) Determine the capacity you are working with such as: What is staff currently doing/not doing? What are we going to continue/not continue or allow to sunset?
- 3) Staff is to create a detailed 12-month operational plan to be approved by the board. The board then determines what to focus on in Years 2 and 3.
- 4) All items should concur with the budget--most organizations have an idea before they put money towards. What is the system you want to inherit so budget numbers have a purpose?
- 5) Develop a Strategy - What level and how will you share with members, i.e., President does a video? Article in a publication? Hold a Town Hall meeting to gather and garner volunteers?
- 6) Align learning/educational pieces to tie strategies not only to the board but to the members and determine how they can contribute. Broader view: Each general interest to have advisory committees--maybe just surveys allows community at large to have input.
- 7) Examination of volunteer entities to accomplish work--Do we have the correct committees, task force or ad hocs and refresh charges if necessary. Create formal ways members can participate in efforts and determine timeline needed for volunteers.
- 8) Determine how you will integrate the Strategic Plan into board meeting and how it will be implemented.
- 9) Have an annual state of impact report to the membership, i.e., here's how far we have come and share the pro's cons. It will be a direct tie to the strategies that then becomes the story. Implement into the Annual Conference what the leadership will be doing.
- 10) Transitioning/Transforming: Member experience, Board experience and Internal Staff experience.

Questions to Lowell from the Board:

- 1) *What might the metrics look like:* Translate into a dashboard of progress--bridge of resources we have and metrics needed to accomplish. Include a dashboard of progress in the board meeting. Have it be robust enough, not granular - efficient transparency that resources are being used appropriately.
- 2) *One challenge is volunteer member designed professional learning. What do you recommend to keep board in governance?* Be mindful of that responsibility and staff responsibility. Look at the highest level. See volunteer leaders as Subject Matter Experts and Staff Experts in how to run/structure meaningful learning and positive experiences, and build in a way with an intent of learning design. The board's primary volunteer role is serving on the board--this is where board members intersect with the learning. A separate committee should be formed to determine critical topics.
- 3) *What should we be mindful of with AI, and the work the board does?* This is an ever evolving topic. a) How does the organization integrate AI into functions and flows that protect and produces ways to elevate? b) Is leadership that is AI something you want to incorporate? AI recognition to gather resources and citations--how do you incorporate to make better; c) Internal Staff Experience - Operational efficiencies (internal); maybe have a dialogue with how staff uses AI.

The board thanked Lowell and Vista Cova for their guidance through the strategic plan process. The board will have another check in at the board meeting held at the Annual Conference. Executive Director/CEO Monn will work with staff after the Annual Conference to develop an initial draft.

Action Items

Approval of the Strategic Plan | *A motion was made by Treasurer Cieszykowski and seconded by Director Dykas to approve the Strategic Plan as presented. All were in favor and the motion carried.*

Approval of Nominating Committee's Recommended ASBO International Director Candidate | *A motion was made by Director Porter and seconded by Director Dykas to approve Tamara Mitchell as Illinois ASBO's official candidate for ASBO International Director. The election will take place in the Fall 2027 and the term would begin January 2028, if elected. All were in favor and the motion carried.*

Other Items

Strategic Plan | The board requested a poll be sent to determine a date in early May to meet to receive clarification of what is currently offered, what we want to see and any gaps so preliminary decisions can be made prior to the retreat.

Leadership Institute | The status of the Leadership Institute was discussed. Mike Jacoby and Craig Collins are contracted through September and are unsure of their continuance the following year. Mark Altmayer is willing to continue. Would like to identify 4 to 6 individuals, including female leaders, and put them through training so they are ready for Spring 2027.

Adjournment

Motion to Adjourn | *A motion was made by President Brophy and seconded by President Elect Chapman to adjourn the meeting at 11:51 a.m. All were in favor and the motion carried.*

Signatures

President | Edward J. Brophy

Executive Director/CEO | Kristopher P. Monn