



**Board of Directors  
Annual Meeting  
Monday, October 21, 2019  
Noon to 1:00 pm  
Black River Beach Neighborhood Center  
1433 Rose Street  
La Crosse, WI 54601**

**Agenda Item**

- |             |                                                               |                                  |
|-------------|---------------------------------------------------------------|----------------------------------|
| <b>I.</b>   | <b>LUNCH FOR BOARD MEMBERS and STAFF</b>                      | <b>(12:00 p.m.–12:15 p.m.)</b>   |
| <b>II.</b>  | <b>CALL TO ORDER and BOARD INFORMATION</b>                    | <b>(12:15 p.m.- 12:40 p.m.)</b>  |
|             | A. Announcement and Introductions                             |                                  |
|             | B. Additions to the Agenda                                    |                                  |
|             | C. Meeting Minutes (Approve October 22, 2018 Meeting Minutes) |                                  |
|             | D. Board and Committee Membership                             |                                  |
|             | 1. New Board Member                                           |                                  |
|             | 2. Slate of Officers                                          |                                  |
|             | 3. Adjust Term Limit of Kevin Zagrodnick                      |                                  |
|             | 4. Confirm Committee Membership                               |                                  |
|             | a. Oversight Committee                                        |                                  |
|             | b. Personnel and Compensation Committee                       |                                  |
|             | E. Board Recognitions                                         |                                  |
| <b>III.</b> | <b>ORGANIZATIONAL HIGHLIGHTS</b>                              | <b>(12:40 p.m. – 12:45 p.m.)</b> |
|             | A. Staff Milestones                                           |                                  |
|             | B. State of the Organization (Teresa Pierce)                  |                                  |
| <b>IV.</b>  | <b>ANNUAL MEETING PROGRAM</b>                                 | <b>(12:45 p.m. – 12:59 p.m.)</b> |
|             | A. Presentation of 2018-19 Annual Report                      |                                  |
|             | B. Success Stories                                            |                                  |
| <b>V.</b>   | <b>CONCLUSION</b>                                             | <b>(12:59 p.m. – 1:00 p.m.)</b>  |
|             | A. Unfinished Business                                        |                                  |
|             | B. New Business                                               |                                  |
| <b>VI.</b>  | <b>ADJOURNMENT</b>                                            | <b>(1:00 p.m.)</b>               |

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**OFFICERS AND MEMBERS**

Anna Boland, Ingersoll-Rand	Chairperson
David Ring, Kwik Trip	Vice Chairperson
Kevin Zagrodnick, River Bank	Treasurer
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

**2019-2020 MEETING SCHEDULE**

<b>Date</b>	<b>Time</b>	<b>Meeting</b>
Monday, September 16, 2019	2:00 p.m.	Oversight Committee (Billings/Kamrowski/Zagrodnick/Goins)
Monday, September 23, 2019	3:00 p.m.	Full Board
*Monday, October 21, 2019	Noon	Annual Meeting
Monday, January 24, 2020	3:00 p.m.	Full Board
Monday, March 23, 2020	3:00 p.m.	Full Board
Monday, May 11, 2020	1:00 p.m.	Personnel & Compensation (Hlavacka/Long/Vondrastek/Dzikov)
Monday, May 18, 2020	3:00 p.m.	Full Board
Monday, June 22, 2020	3:00 p.m.	Full Board—If needed

**Board of Directors**  
**Annual Meeting**  
**Monday, October 22, 2018**  
**12:00 p.m. to 1:00 p.m.**

**I. LUNCH FOR BOARD MEMBERS and STAFF** (12:00 p.m. to 12:15 p.m.)

**II. CALL TO ORDER AND BOARD INFORMATION** (12:15 p.m. to 12:25 p.m.)

**A. Announcement and Introductions**

*Mr. Ring, Chair called the meeting to order at 12:15 pm with a quorum present. Board, Staff and guests introduced themselves.*

**B. Additions to the Agenda**

**C. Meeting Minutes (Approve October 30, 2017 Meeting Minutes)**

*Motion made by (Kamrowski/ Zagrodnick)) to approve the June 25, 2018 Meeting minutes as presented. Motion carried unanimously.*

**D. Board and Committee Membership**

**1.Slate of officers**

*Ms. Pierce presented the slate of officers. Motion made (Kamrowski/ Hlavacka) to accept the slate of officers as presented.*

**2.Confirm Committee Membership**

**1. Oversight Committee**

**2. Personnel and Compensation Committee**

*Ms. Pierce presented the Oversight Committee Membership. Motion made (Hlavacka/ Goins) to accept the Committee memberships as presented.*

**E. Board Recognition**

*Ms. Pierce thanked and recognized the board for their commitment and dedication to serving the organization.*

**III. GUEST SPEAKER** (12:25 p.m. to 12:40 p.m.)

**A. Karl Green (SHRM WAGE Study and Alice Population)**

*Mr. Green presented on the SHRM WAGE study and Alice Population. Discussion held.*

**IV. ANNUAL MEETING PROGRAM** (12:40 p.m. to 12:55 p.m.)

**A. Presentation of 2017-2018 Annual Report**

**B. Success Stories**

*Ms. Norsten presented the annual report and success stories.*

**V. CONCLUSION** (12:55 p.m. to 1:00 p.m.)

**A. Unfinished Business**

**B. New Business**

**VI. ADJOURNMENT (1:00 p.m.)**

*Motion made by (Hlavacka / Zagrodnick) to adjourn meeting at 1:08 pm. Motion carried unanimously.*

Respectfully Submitted,

Dave Ring, Chair

**Attendance**

PRESENT

Ann Boland, Ingersoll Rand  
Tim Vondrasek, Norwinn Company  
Kevin Zagrodnick, River Bank  
Nick Goins, Mid City Steele  
Ann Hlavacka, UW- La Crosse  
Doug Billings, Empire  
Dave Ring, Kwik Trip  
Neil Kamrowski, International Assoc.  
of Machinist and Aerospace Workers

OTHERS PRESENT

Karl Green, UW- Extension  
RJ, WCI Success Story  
Teresa Pierce, WCI  
Kelly Norsten, WCI  
Amundson, Pamela, WCI  
Brown, Gina, WCI  
Brownlee, Andrea, WCI  
Burkhardt, Michelle, WCI  
Deal, Erika, WCI  
Dwyer, Jennifer, WCI  
Franek, Shannon, WCI  
Gade, Gidget, WCI  
Johll, Amanda, WCI  
Larson, Amy, WCI  
Moua, Xai, WCI  
Palmer, Wanda, WCI  
Scarborough, Amy, WCI  
Schreier, Taylor, WCI  
Tucker, Tina, WCI  
Snyder, Dell, WCI  
Stainbrook, Teri, WCI  
Ward, Jonathan, WCI  
Yeskie, Chelsey, WCI

NOT PRESENT

Angela Mattice, LHI  
Ann Boland, Ingersoll Rand  
Karen Long, Organic Valley  
Dimitar Dzikov, Coulee Bank