



Board of Directors Meeting

January 29, 2025 at 8:00am
In-Person & Zoom Virtual Meeting Hartford CT

Attendees: Maureen Adams, Todd Andrews, Maryam Bitar, Jennifer DiBella, Leonardo Dionicio, Fiona Mohring, Tom Mongellow, Lindy Lee Gold, Keith Grant, Stephen Martocchio, Richard McGeary, Bridget Quinn, Marcy Reed, Urvashi Shah, and Stephen Vaughan

Staff: Alex Johnson, Sandy Mackie, Jim Boucher, Kimberly Staley, Tracy Beckley, Elizabeth Sikorski, and Liz Saunders

Absent: Dave Beber, Lawrence Davis, Fernando Muniz, Andrew Komarow, Matt Hart, Krystal Kelly, Tracy Nixon-Moore, Melissa Otis, John Nimmons, Sandy Reis, Vinnie Valente, Dan Weiner, and Susan White

Guest: Sara Moulton, Conrad, Doug, Larry Melf, and Amy Coreia

Chairman Richard McGeary called the meeting to order at 8:13am

Chairman McGeary welcomed and thanked everyone for taking the time to join us in person and remotely this morning.

Consent Agenda:

- Approve November 20, 2024 Meeting Minutes
- Approve WIOA Direct Hire Internship Policies for DW, Adult & Youth Quarter Financials
- Approve recommended FY25 Budget Amendment
- Approve Financial Policy & Procedure Manual enhancements/updates which include the
 - Escheatment Policy
 - Travel & Conference Policy
 - Personnel Action Forms

Outcome: Lindy Lee Gold made a motion to approve all items under consent. Fiona Mohring offered a second. All were in favor; none opposed; the motion carried.

MISSION MOMENT: A Pillar of Governance – Amy Correia - EDSI

Amy Correia, Learning and Development Manager at EDSI presented and engaged the Board in a lively discussion on Board Governance titled A Pillar of Governance. A copy of Amy's presentation was sent out to all Board members.

Finance Report: Tracy Beckley

FY 23-24 Annual Audit & 990 Update

Our CFO Tracy Beckley presented an abbreviated presentation of the 990 to the Board. The full copy was included in The meeting packet. There were no questions or concerns on the 990.

Outcome: Fiona Mohring made a motion to accept the 990 as presented, Marcy Reed offered a second. All were in favor, none opposed; the motion carried.

Governance Committee –Tom Mongellow

Attendance Issue – At the Governance Committee meeting held on January 8, 2025, the topic of Board attendance was reviewed. It was noted that two Board members, Andrew Komarow and Susan White, have not attended any meetings during the FY23-24 period or thus far in FY24-25.

- **Andrew Komarow:** Despite multiple attempts to contact him via email and phone, Andrew has been unresponsive and unreachable.



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- **Susan White:** Although Susan has not attended Board meetings, she remains an active and engaged member of the Manufacturing sector partnership. She has previously expressed interest in continuing her service on the Board, but her availability for meetings remains uncertain.

In light of these circumstances, the Governance Committee is recommending the following actions:

1. **Removal of Andrew Komarow:**

Pursuant to Article III, Section 8 of the By-laws, which allows for the removal of a Board member for cause—including failure to attend three consecutive regularly scheduled meetings—the committee recommends that the Board of Directors approve the removal of Andrew Komarow as a member of the Capital Workforce Partners Board of Directors, effective immediately. This recommendation would then be forwarded to the Consortium of Chief Elected Officials for their approval.

2. **Follow-Up with Susan White:**

The committee suggests reaching out to Susan White to confirm whether she can commit the necessary time to both the Board and the Manufacturing sector partnership. If she determines that the Board commitment is unmanageable, the committee recommends seeking a suitable replacement for her position.

Outcome: Lindy Lee Gold made a motion to accept the recommendation to remove Andrew Komarow as presented, and move this to the Consortium, Fiona Mohring offered a second. All were in favor, none opposed; the motion carried.

Legislative Update – Tom Mongellow

Tom stated that considering where we are right now it might not be a bad idea to engage the Governor's office in a conversation regarding some bonding dollars that they are holding and asking them to release them to us.

Chair McGeary and Stephen Vaughan spoke that we have a philanthropist among us Lindy Lee Gold. Chair McGeary had the opportunity to tour Southern CT State University and was impressed when he saw a building named after a fellow Board member the Lindy Lee Gold Leadership Institute and wanted the entire Board to know.

President/CEO Report: Alex Johnson

- **Possible Implications to the 119th Congress & Trump Administration Workforce Policy & Funding Considerations**– Congress' failure to reauthorize the Workforce Innovations and Opportunities Act (WIOA) in late 2024, coupled with updated Trump Administration rules regarding Diversity Equity Inclusion (DEI), presents several possible implications to CWP federal funding. This document provides the present status of the reauthorization of WIOA and the new Executive Order referencing new DEI restrictions.
- The House Education and Workforce Committee for the 119th Congress, oversees reauthorization of the Workforce Innovation and Opportunity Act (WIOA). The reauthorization was stripped from the bi-partisan Continuing Resolution in the year-end bill, **A Stronger Workforce for America Act, which proposed that 50% of WIOA funds would be dedicated to skills training programming.** As discussions on reauthorization resume in early 2025, Congress is working in collaboration with the Department of Government Efficiency (DOGE), aiming to eliminate \$1 trillion in unauthorized or misused expenditures, making the WIOA funding questionable. At the same time, Congressional leaders have suggested that there is some potential for a compromise exempting WIOA from DOGE's actions, supporting a more training-focused workforce development framework.



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- The new President's Executive Order requires that organizations with federal grants must immediately cease all award activities related to DEI and DEIA. More guidelines will be issued in upcoming weeks. CWP management is recommending a process of amending its DEI(A) bylaws and reviewing all DEI(A) documents, such as contracts, policies, job descriptions, and other materials—that reference DEI(A) activities, and will meet all expectations outlined in the Executive Order guidance.
- On Monday, January 27, 2025, the Office of Management and Budget issued a memo to the heads of all executive departments and agencies of the federal government, requiring a temporary pause in all activity and a mandatory review of all funded agencies and programs. This includes organizations with federal contracts.
- **NTIA Grant Update** – President Johnson presented the highlights of the Digital Equity grant that we received under the Biden Administration. He is concerned as to whether this grant will come to fruition with the target on equity from DC. We are ahead of the process we have already been assigned a contract number and a contract officer. More information will be forthcoming.
- **WIOA Youth Graduation** – All are invited to attend a Graduation ceremony on February 19th from 3-5pm at the Society Room a flyer is attached and has been sent out to all.
- **CWP's Annual Meeting** – a Save the Date for CWP's Annual meeting is included in your meeting packet. The event will be held on Friday June 27, 2025 at the Downtown Hartford Marriott. All are invited.
- **CWP's Annual Golf Tournament** – a Save the Date for CWP's Annual Golf Tournament is included in your meeting packet. The event will be held on Thursday September 4, 2025 at Keney Park Golf Course. All are invited.

Lindy Lee Gold made a motion to empower the Executive Committee to act on behalf of the Board of Directors to review and amend the Bylaw's, to increase our line of credit from \$500,000 to \$1,000,000, with our existing bank or another bank that CWP deems appropriate and any other directives that CWP deems important from the Executive Orders. Fiona Mohring offered a second; all were in favor; none opposed; the motion carried.

ADJOURN

Chairman McGeary called for a motion to adjourn at 10:03am. and thanked everyone for attending both in person and remotely. Fiona Mohring made the motion which was seconded by Lindy Lee Gold. All were in favor; none opposed; the motion carried.