



**Executive Committee Minutes**

July 16, 2024

The H Hotel

111 W. Main Street, Midland MI 48640

**Members Present:**

Beth Ardisana  
Awenate Cobbina  
Krista Flynn  
Fadwa Hammoud  
Bobby Hopewell  
Bob McMahan

LaJune Montgomery-Tabron  
Sheldon Neeley  
Bill Pink  
Brian Rich  
Bob Sutherland  
Carla Walker-Miller

**Members Absent:**

Rosalynn Bliss  
Tom Lutz  
Mike McLauchlan

Santa Ono  
Gina Jacquart Thorsen

**Staff Present:**

Christin Armstrong  
Steve Bakkal  
Hilary Does  
Amiee Evans  
Lynne Feldpausch  
Michelle Grinnell

Ben Marchionna  
Matt McCauley  
Quentin Messer  
Jen Nelson  
Jill Trepkoski  
Michele Wildman

**I. Call to order**

Mr. Cobbina called the meeting to order at 9:20 am. He requested that Ms. Armstrong provide any necessary communications. There were no communications. A roll call was performed to determine attendance. A quorum was present. The meeting was held at the H Hotel, 111 W. Main St., Midland MI 48640.

**II. Public Comment**

Mr. Cobbins invited public comment. There was no public comment.

**III. Chairman's Report**

Mr. Cobbina asked if there were any questions, changes, or corrections to the May 22, 2024, minutes. There were none. *Krista Flynn moved to approve the minutes of the May 22, 2024, meeting and Beth Ardisana supported the motion. A vote was taken with 12 aye votes, 0 nay votes. The motion passed unanimously.*



**IV. CEO Report**

Mr. Messer thanked the committee members for their leadership and continued service. Mr. Messer provided an update on the FY25 State Budget. He then introduced MEDC's Chief Innovation Ecosystem Officer, Ben Marchionna. Ben provided an update on his first 60 days, innovation ecosystem updates and the path ahead in this area. Mr. Messer also provided updates on MEDC's key metric alignment to the Make it in Michigan pillars of People, Places and Projects as well as organizational process improvement updates.

**V. Personnel & Compensation Subcommittee Report**

Mr. Cobbina requested that Ms. Flynn and Ms. Feldpausch provide an update on behalf of the Personnel & Compensation Subcommittee. Ms. Flynn welcomed Carla Walker-Miller to the Personnel & Compensation (P&C) Subcommittee. We look forward to your feedback and insight. As a best-practice follow-up to reorganization efforts in February, MEDC conducted a post-reorganization lookback (120 days+) to determine if additional opportunities were identified, in practice, focused on continuous improvement, reduced redundancies, succession, and/or sustainability of structure. While the "functional" structure has not changed, some employee and tactical process movements have occurred and will be executed on July 22, 2024. As mentioned in May, MEDC is engaging in a thoughtful process to evaluate the existing compensation practices and policies, as well as the employee performance review process for corporate staff. The team will assess best practices, with 3<sup>rd</sup> party assistance, to develop recommendations back to P&C and ultimately the full Executive Committee for approval in a future session. Finally, MEDC is working with their insurance brokers/providers on annual employee benefit renewals. Recommendations are anticipated for the September session.

**VI. Finance Subcommittee Report**

Mr. Cobbina requested that Ms. Ardisana and Ms. Trepkoski provide an update on behalf of the Finance Subcommittee. A financial status report through June 30<sup>th</sup>, 2024, on the FY24 MEDC spending plan. was provided. Discussion occurred including a request to provide an overview on MEDC's finances and budget process to Executive Committee members. MEDC staff will do this prior to the September Executive Committee meeting.

**VII. Open Discussion**

MEDC received questions from Executive Committee members regarding programming, metrics and definitions for "diverse business assistance" and for a breakdown of the current 63% performance to diverse businesses using our existing definition. We will gather and provide the requested information to the Executive Committee members.

The meeting was adjourned at 11:45am.