



GOVERNANCE COMMITTEE MEETING

CareerSource Central Florida | 6/8/26
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6/8/26 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: Monday, June 8, 2025
2:30 p.m. – 4:30 p.m.

Where: CSCF Seminole Community Hub / East Coast Dream Center
3053 W. State Road 426
Oviedo, FL 32765

or

Virtual Option via Zoom:

Link: <https://careersourcecf.zoom.us/j/89292444888?pwd=rk1d3KCvdevdpH0c8IKO1REF60MsNM.1>

Dial In: 1 (305) 224-1968 / Meeting ID: 892 9244 4888 / Passcode: 732790

6/8/26 GOVERNANCE COMMITTEE MEETING DETAILS

Meeting Details Meeting Agenda Welcome Roll Call Public Comment Approval of Minutes Information/ Discussion/ Action Items Other Business Adjournment	Agenda Item #”	Topic	Presenter	Action Item
	1.	Welcome	Sheri Olson	
	2.	Roll Call / Establishment of Quorum	Kaz Kasal	
	3.	Public Comment		
	4.	Approval of Minutes A. 1/15/26 Governance Committee Meeting	Sheri Olson	X
	5.	Information / Discussion / Action Items A. Board Member Recruitment, Participation and Development 1) Proposed Roster for PY 2026-2027 2) Approval of Slate of Officers 3) Board Engagement Results for FY 25-26 (To Date)	Committee Review/Discussion	X
	6.	Other Business		
	7.	Adjournment		



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WELCOME



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ROLL CALL



Meeting Details

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PUBLIC COMMENT



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► **Approval of Minutes**

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APPROVAL OF MINUTES



DRAFT
Governance Committee Meeting
Thursday, January 15, 2026 / 3:00 p.m.
MINUTES

Agenda Item 4A

MEMBERS PRESENT: David Sprinkle, Mark Havard, Jeff Hayward, and Nicole Martz

MEMBERS ABSENT: Gui Cunha and Catherine McManus

STAFF PRESENT: Pam Nabors, Tadar Muhammad, Dyana Burke, Steven Nguyen, Geo Morales, Lance Willingham, Sean Masherella, and Kaz Kasal

1.

Agenda Item	Topic	Action Item / Follow Up Item
1	Welcome Mr. Sprinkle, Community Engagement Committee Chair, called meeting to order at 3:03 p.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> Reviewed draft minutes from 8/14/25.	Mr. Hayward made a motion to approve the minutes from the 8/14/25 Governance Committee Meeting. Ms. Martz seconded; motion passed unanimously.
5	Information / Discussion / Actions Items	
	<u>Board Member Recruitment, Participation, Engagement and Development</u> <u>Board Engagement Results thru 2nd Quarter</u> - Reviewed below results on PY 25-26 Board Engagement metrics thru 2nd Quarter, 7/1/2025 <u>thru</u> 12/31/2025, which are tracking well (attachment): - Participate: 58% - Demonstrate: 94% - Contribute: 63%. <u>Board Survey</u> - Reviewed below results from the "Board Survey" that was conducted in November 2025 to glean Board's feedback on CSCF's mission, strategic direction, effectiveness, meetings, decision-making, culture and well as Board's own engagement and contribution (attachment). Result highlights: - Overall satisfaction: 87% positive - Areas for improvement: - Increase board engagement in CSCF events and programs to deepen understanding of the organization's work <u>Strengthen</u> onboarding to ensure new members feel	<i>Ms. Nabors will be reaching out to those board members she has not seen in a while, and those who have not yet contributed.</i>



	included and prepared to participate - Create more opportunities for quieter members to contribute - Allocate more time to long-term strategy, workforce trends, and deeper organizational insight to strengthen board advocacy ➤ Committee Feedback: - Board Members can introduce themselves to new Board Members at Board Meetings – this can be quick intros so takes just 5 to 10 minutes. - Do another survey in a year to see if measures improve - Share results of survey to Board with an avenue for more feedback - Improve in engagement area - It would be helpful for Board Members to know what CSCF needs from them; how the Board can make CSCF best it can be <u>Enterprise Risk Update</u> • For period July 2025 through December 2025, reviewed methodology, process, pareto chart and updates on CSCF's current top five risks. Also reviewed actions staff have taken (attachment): ○ Reviewed the proactive measures and next steps to address and mitigate cybersecurity risks, including AI-related phishing attacks, which has significantly increased in sophistication. Monthly trainings with staff continue with cybersecurity awareness and AI to keep this on the forefront. ○ Next steps: - Identity Threat Detection and Response (ITDR) monitoring for risks. - Sophos Access Point upgrades at every center. - Reviewed proactive actions taken regarding Talent Retention – continuing to work with staff on learning and development for growth within the organization. - Identified future risks within the next 3 to 5 years.	
6	Other Business • None Offered.	
7	Adjournment Meeting adjourned at 3:41 p.m.	

Respectfully submitted,

Kaz Kasal
Executive Board Coordinator



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Discussion/
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INFORMATION/ DISCUSSION/ ACTION ITEMS



PROPOSED ROSTER: PY 2026-2027

Business Seats (51%+)	Mandatory Seats
<u>Characteristics:</u> • Private, for-profit businesses or organizations representing businesses • CEOs, COOs or executives who have substantial management or policy responsibility • Business owners • Appointed proportionally to relative population of 5 counties • All counties have a least two members <u>Current Business Seat Count per County:</u> Orange: 11 (Albu, Arroyo, Battista, Brandon, Gary, Mays, LeWinter, Sohi, Ortigoni, Rampal-Harrod, Santorelli) Osceola: 2 (Hindle and Siracuza) Seminole: 4 (Martz, Sprinkle, Sweat and Walton) Lake: 2 (Olson and Schaefer) Sumter: 1 (Ferguson) Region: 1 (Daugherty) Total: 21 (only counting individuals) <i>The Chair of Local Workforce Development Board must be from the business community</i>	<u>Mandatory Areas of Representation:</u> • Labor / Apprenticeship, Community-Based Organizations (CBO) - <i>at least 20% representation</i> • Education • Economic / Community Development <u>Current Mandatory Seats (all counties):</u> Labor / Apprenticeships / CBOs: 8 Donnelly (Labor & Apprenticeship) Pascal (Labor & Apprenticeship) Watford (Labor & Apprenticeship) Ford (CBO) Gill (CBO-Disabilities) Hayward (CBO-Disabilities/Vet) McManus (CBO) Sperzel (CBO) Education: 5 Kostenbauder (ETPA) Thomas (ETPA) Williams (ETPC) McKnight (ETPC) Bixler (ETPO) Economic / Community Development: 3 Simpkins (GRVRD – VR & Ind w/Disabilities) Cunha (GRED) Ushkowitz (GRED) Total: 16 (only counting individuals)
GRAND TOTAL: 37 BOARD MEMBERS	

Reference: Workforce Innovation and Opportunity Act (WIOA), Public Law 113-128, Section 107
 CareerSource Florida – Administrative Policy (#91), Section IV
 CareerSource Central Florida Bylaws, Article VI
 Central Florida Area Workforce Development Consortium - Interlocal Agreement, Section II

ACTIVE BOARD MEMBERS: 37
NUMBER OF VACANCIES:
EFFECTIVE DATE:7/1/26

Color Code:
Renewing (Expiring 6/30/26)
Vacancies/Replacements

	BUSINESS SEATS					
NAME OF RWB MEMBER	Organization/Company	AREA(S) OF REPRESENTATION	County	Appointment Date	Years Served Since 7/1/21	Current Term
Albu, Andrew	Albu & Associates, Inc.	BU	Orange	7/1/2018	5	7/1/2024 - 6/30/2027
Arroyo, Sharon	Duke Energy	BU	Orange	7/1/2024	2	7/1/2024 - 6/30/2027
Battista, Joe	Orlando Economic Partnership	BU	Orange	12/11/2025	1	12/11/2025 - 6/30/2028
Brandon, Wendy	UCF Lake Nona Medical Center	BU	Orange	10/5/2011	5	7/1/2025 - 6/30/2028
Daugherty, Michele		BU	Region	12/11/2025	1	12/11/2025 - 6/30/2028
Gary, Tanisha Nunn	African American Chamber of Commerce of Central Florida	BU	Orange	7/1/2022	4	7/1/2025 - 6/30/2028
Dorea Mays (replacing Mark Havard)	Rosen Hotels & Resorts	BU	Orange	7/1/2026		7/1/2026 - 6/30/2028
LeWinter, Lindsey	Fairwinds	BU	Orange	7/1/2023	3	7/1/2026 - 6/30/2029
Sohl, Paul (replacing Steven "Snak" Nakagawa)	Florida High Tech Corridor	BU	Orange	7/1/2026		7/1/2026 - 6/30/2029
Ortigoni, Gaby	Hispanic Economic Advancement Foundation	BU	Orange	7/1/2022	4	7/1/2025 - 6/30/2028
Indera Rampal-Harrod (replacing Brinkley Ruffin)	Universal Orlando Resort	BU	Orange	7/1/2026		7/1/2026 - 6/30/2029
Santorelli, Amy	Advent Health	BU	Orange	12/11/2023	3	7/1/2026 - 6/30/2029
Martz, Nicole	Sanford Airport Authority	BU	Seminole	7/1/2023	3	7/1/2026 - 6/30/2029
Sprinkle, David	Veritas Recruiting Group, LLC	BU	Seminole	2/22/2018	5	7/1/2024 - 6/30/2027
Sweat, Richard	.decimal	BU Small Business	Seminole	10/5/2011	5	7/1/2025 - 6/30/2028
Walton, Matt	MiGre Engineers, LLC	BU	Seminole	7/1/2018	5	7/1/2024 - 6/30/2027
Hindle, Shawn	Hanson, Walter & Associates, Inc.	BU	Osceola	7/1/2021	5	7/1/2024 - 6/30/2027
Siracuza, Stella	Tomato Express, Inc.	BU Small Business	Osceola	12/17/2020	5	7/1/2026 - 6/30/2029
Olson, Sheri	South Lake Hospital	BU	Lake	7/1/2013	5	7/1/2024 - 6/30/2027
Schaefer, Jonathan	Kalos Services, Inc.	BU	Lake	12/11/2023	3	7/1/2025 - 6/30/2028
Ferguson, Casey	Casey Ferguson Cattle, LLC	BU	Sumter	12/11/2023	3	7/1/2026 - 6/30/2029

	REQUIRED SEATS					
NAME OF RWB MEMBER	Organization/Company	AREA(S) OF REPRESENTATION	County	Appointment Date	Years Served Since 7/1/21	Current Term
McKnight, Carla	Valencia College	ETPC	Region	12/11/2025	1	12/11/2025 - 6/30/2028
Cunha, Gui	Seminole County Government, Office of Economic Development & Tourism	GRED	Region	12/16/2021	5	7/1/2026 - 6/30/2029
Simpkins, Tremayne	Division of Vocational Rehabilitation / Florida Department of Education	GRVRD	Region	12/9/2024	2	12/9/2024 - 6/30/2027
Donnelly, Sean	Electrical Training Alliance of Central Florida / Central Florida AFL-CIO	WOLO/WOJ	Region	12/16/2021	5	7/1/2026 - 6/30/2029
Ford, Wendy	Osceola Council on Aging	CBO	Region	7/1/2019	5	7/1/2025 - 6/30/2028
Gill, John	Quest, Inc.	WOD (CBO representing Individuals & Disabilities)	Region	7/1/2016	5	7/1/2025 - 6/30/2028
Hayward, Jeff	Heart of Florida United Way	WOD/WOV (CBO representing Disabilities/Veterans)	Region	7/1/2017	5	7/1/2026 - 6/30/2029
Kostenbauder, Molly	Seminole State College	ETPA	Region	7/1/2023	3	7/1/2026 - 6/30/2029
McManus, Catherine Steck	Habitat for Humanity Greater Orlando & Osceola County	CBO	Region	7/1/2024	2	7/1/2024 - 6/30/2027
Pascal, Chris	IUPAT / Florida Finishing Trades	WOLO/WOJ	Region	12/11/2023	3	7/1/2026 - 6/30/2029
Kristin Williams	Crummer Graduate School of Business at Rollins College	ETPC	Region	7/1/2024	2	7/1/2024 - 6/30/2027
Sperzel, Michelle	Harbor House	CBO	Multi-County	7/1/2022	4	7/1/2025 - 6/30/2028
Thomas, DeAnna	Lake Technical College	ETPA	Multi-County	7/1/2021	5	7/1/2025 - 6/30/2028
Ushkowitz, Eric	City of Orlando	GRED	Region	10/5/2011	5	7/1/2024 - 6/30/2027
Bixler, Robert	Orange County Public Schools	ETPO	Orange	7/1/2025	1	7/1/2025 - 6/30/2028
Watford, Richard	Ironworkers Local Union 808 / Joint Apprentice Training Committee	WOLO/WOJ	Multi-County	12/11/2023	3	7/1/2026 - 6/30/2029

APPROVAL OF SLATE OF OFFICERS



**Proposed:
Slate of Officers FY: 2026-2027**

Board Position	Nomination	Job Title	Organization
Chair	Sheri Olson	Director, Foundation, Government & Guest Relations	South Lake Hospital Foundation/ Orlando Health South Lake Hospital
Vice Chair	David Sprinkle	Managing Partner	Veritas Group, LLC
Treasurer	Eric Ushkowitz	Economic Development Administrator	City of Orlando
Secretary	Jeff Hayward	President/CEO	Heart of Florida United Way

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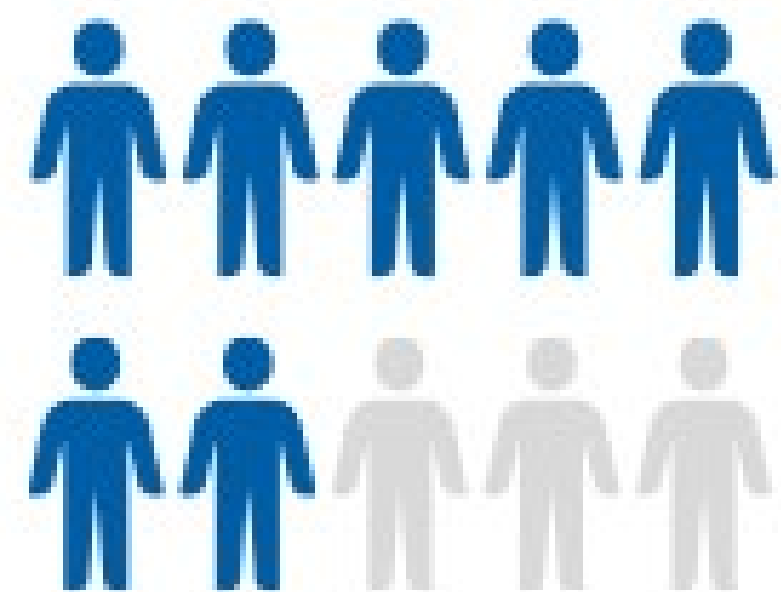
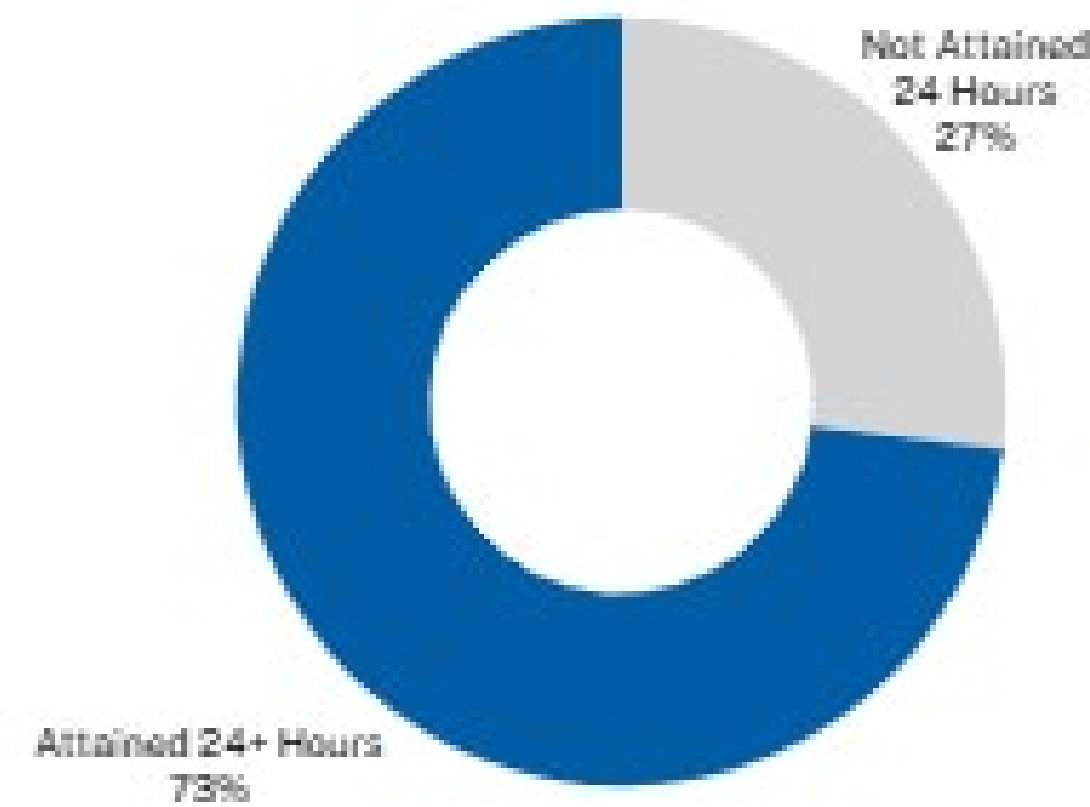
BOARD ENGAGEMENT – PY 25-26 (TO DATE)



**BOARD ENGAGEMENT: PY 2025-2026
(TO DATE)**

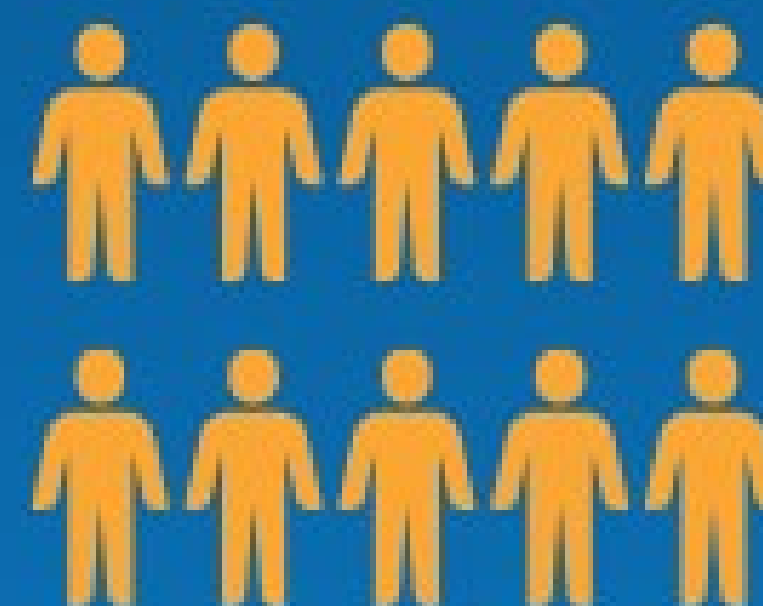
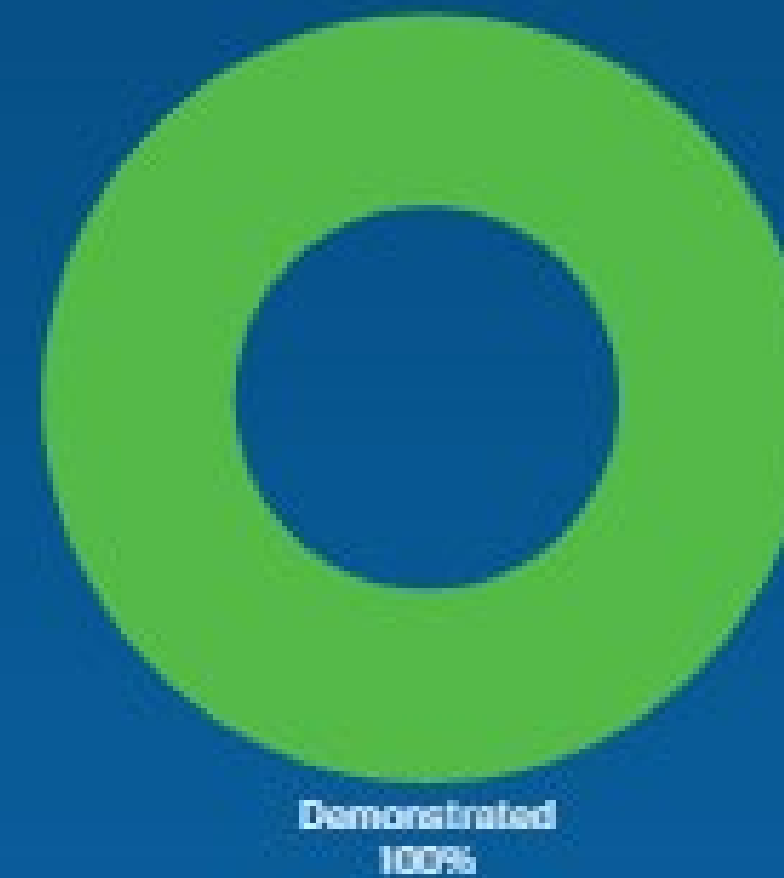
	PARTICIPATE*	DEMONSTRATE*	CONTRIBUTE*
GOAL	90% of Board Membership	80% of Board Membership	70% of Board Membership
KPI	Board Members Participate with 24 Hours per Year	Board Members Demonstrate One Occurrence per Year	Board Members Contribute to Revenue Generation and/or In-kind Contributions per Year
FY 2025-2026	73% (27 out of 37) Participated	100% (37 out of 37) Demonstrated	83% (30 out of 36) Contributed

Participate



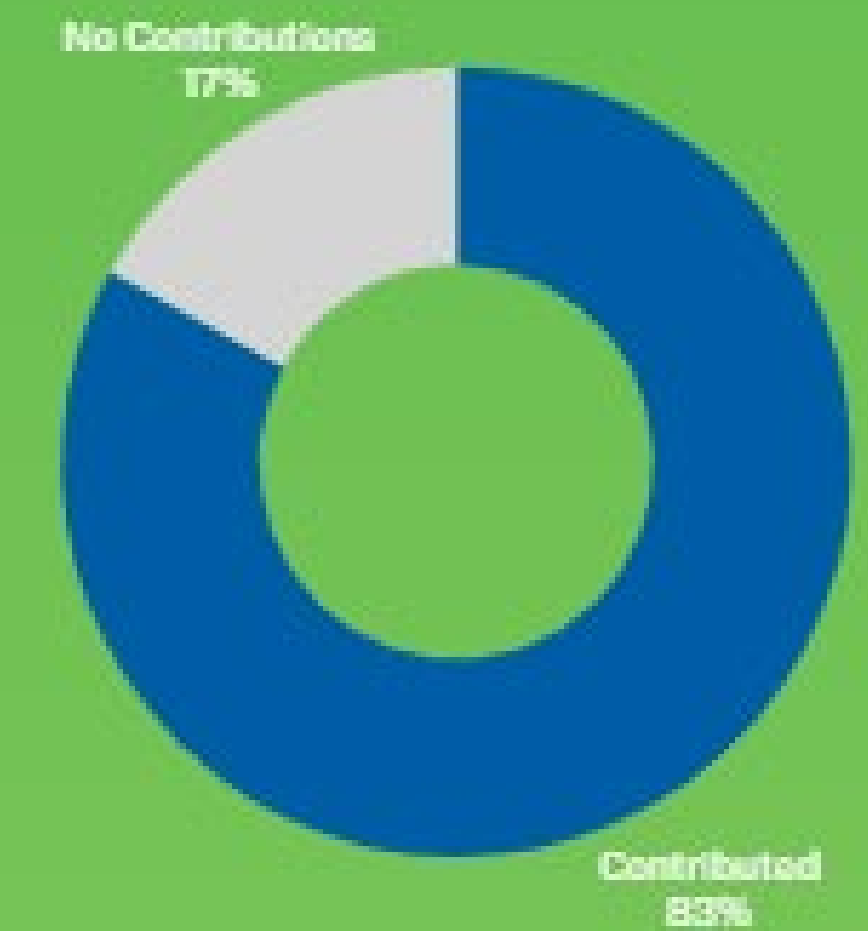
73%
about $\frac{3}{4}$ of our board
on track with 24+
participation hours to
date.

Demonstrate



100%
of our board
performed at least
one activity to
date.

Contribute



83%
of our board made at least
one contribution to date.



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Discussion/
Action Items

► Other Business

Adjournment

OTHER BUSINESS



NEXT GOVERNANCE MEETING
TENTATIVE FOR
THURSDAY, AUGUST 20, 2026



Meeting Details

Meeting Agenda

Welcome

Roll Call

Public Comment

Approval of Minutes

Information/
Discussion/
Action Items

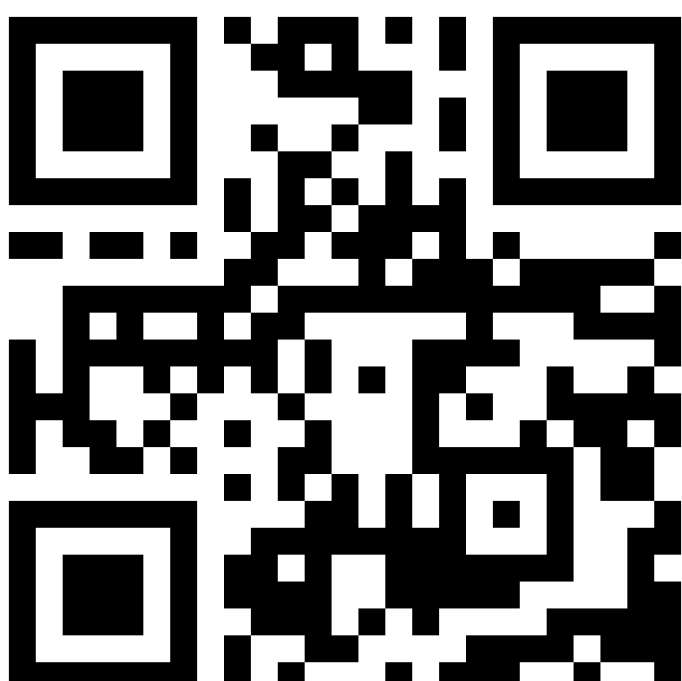
Other Business

► **Adjournment**

ADJOURNMENT



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