



## Executive Committee Meeting

**Thursday, February 19, 2026, 10:00 a.m.**

### MINUTES

**MEMBERS PRESENT:** Sheri Olson, Andrew Albu, Jeff Hayward, Lindsey LeWinter, David Sprinkle, Eric Ushkowitz and Matt Walton

**MEMBERS ABSENT:** John Gill and Richard Sweat

**STAFF PRESENT:** Pam Nabors, Leo Alvarez, Dyana Burke, Geo Morales, Vince Bruno and Kaz Kasal

**GUESTS PRESENT:** Heather Ramos / GrayRobinson

| Agenda Item | Topic                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Action Item / Follow Up Item                                                                                                                               |
|-------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1           | <b>Welcome</b><br>Ms. Olson, CSCF Chair, called the meeting to order at 10:02 a.m.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                            |
| 2           | <b>Roll Call / Establishment of Quorum</b><br>Ms. Kasal, Executive Coordinator, reported a quorum present.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                            |
| 3           | <b>Public Comment</b><br>None offered.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                            |
| 4           | <b><u>Approval of Minutes – 12/4/25 Executive Committee Meeting</u></b> <ul style="list-style-type: none"> <li>Reviewed minutes (attachment).</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <b>Mr. Albu made a motion to approve the draft minutes from the 12/4/25 Executive Committee meeting. Ms. LeWinter seconded; motion passed unanimously.</b> |
| 5           | <b>Action / Information / Discussion Items</b><br><br><b><u>Chair's Report</u></b> <ul style="list-style-type: none"> <li>Ms. Olson reported on the following: <ul style="list-style-type: none"> <li>Attended the 2<sup>nd</sup> Kroger hiring event last month representing Orlando Health, as she did at the 1<sup>st</sup> Kroger hiring event last December. The turnout was amazing.</li> </ul> </li> </ul><br><b><u>President's Report</u></b> <ul style="list-style-type: none"> <li>Ms. Nabors, CEO, reported on the following:</li> <li>Fairwinds awarded CSCF \$25,000 at their "Community Impact 2026" event on 2/10/26. A "Thank You, to Ms. LeWinter!"</li> <li>Mr. Drew Bercich, new CEO of NAWB (National Association of Workforce Boards) asked for Ms. Nabors and Ms. Olson to attend NAWB and be part of round table discussions with Keith Sonderling, U.S. Deputy Secretary of Labor and Dr. Henry Mack, U.S. Assistant Secretary of Labor who oversees Department of Labor's Employment &amp; Training. Executive Committee concurred on the importance of Ms. Nabors and Ms. Olson attending.</li> </ul> |                                                                                                                                                            |

- Lake County awarded CSCF \$360,000 to support those individuals affected by the Kroger layoffs with training, upskilling and helping with job attainment.

### **Committee Reports**

#### **Audit**

Mr. Walton, Audit Committee Chair, stated the Committee met with Finance Committee on 1/14/26. The Committee:

- Approved for Board's final approval the acceptance of 2 CFR 200 Audit Report which was performed by auditors Cherry Bekaert - no findings on compliance, no significant deficiencies or materials weaknesses.
- Approved for Board's final approval the acceptance of 403(b) Retirement Plan Audit Report - no significant deficiencies, one reportable finding on a timeliness issue with contribution remittances.
- Approved for Board's final approval the acceptance of Florida Commerce's financial monitoring results - no findings or observations. One noncompliance issue on MOU & infrastructure funding agreements with regard to chief elected official signatures. Staff working with Florida Commerce for flexibility to streamline processes.

#### **Facilities Ad Hoc**

Mr. Walton, Facilities Ad Hoc Committee Chair, stated no meeting is scheduled at this time.

#### **Career Services**

Mr. Albu, Career Services Committee Chair, stated Career Services Committee met on 2/5/26 at Seminole State College in Sanford. The Committee:

- Approved for Board's final approval the action item to add specific apprenticeship programs, as presented, to ETPL.
- Reviewed scorecard for Quarter 2 (10/1/25 through 12/31/25)
- Reviewed training and development expenditures by industry sector to date for this PY.
- Reviewed key employment factors per industry sector.
- Education and Consortium met on 12/4/25 – topic was workforce challenges with recruitment and retainage in hospitality industry.
- Interactively discussed how CSCF should approach industry sectors for next program year. Ranked each industry sector by priority of funding. Also ranked employer engagement where CSCF delivers most value and least value.

#### Community Engagement

Ms. LeWinter, Community Engagement Committee Chair, stated committee met on 1/29/26 and reviewed:

- Planning for CSCF's 30<sup>th</sup> Anniversary.
- Updated Business Survey – expected launch date in 3<sup>rd</sup> Quarter. The Committee concurred businesses that have not received CSCF services should also take the survey.
- Customer satisfaction trends PY 24-25 vs. PY 25-26. Overall CSCF received good satisfaction ratings. Based on commentary feedback, CSCF needs to focus more on consistency and clarity with communication, improved responsiveness and follow-ups.
- Final version of new home page on CSCF's website refresh. Staff are now working on the interior web pages.

#### Finance Committee

Mr. Ushkowitz, Finance Committee Chair, reported the Committee met with the Audit Committee on 1/14/26 and

- Reviewed CSCF's retirement plan which is at 90% participation. Committee approved for Board's final approval a target-date fund change from "American Century One Choice" to "Nuveen" due to better returns and lower fees.
- Approved for Board's final approval adjusting CSCF's Investment Account funds between Tier 1 and 2 in order to further diversify and enhance yields.
- Reviewed financials through 2<sup>nd</sup> quarter (7/1/25 through 12/31/25).

#### Governance

Mr. Sprinkle, Governance Committee Chair, stated Committee met on 1/15/26 and

- Reviewed Board Engagement results through 2nd Quarter:
  - Participation: 58%
  - Demonstrate: 94%
  - Contribute: 63%
- Reviewed Board Survey results: 87% overall satisfaction.
  - Areas for improvement: increase board engagement with CSCF events/programs; strengthen onboarding for new members; create more opportunities for quieter members to contribute; allow more time for deeper organizational insights to strengthen board advocacy.

|   |                                                                                                                                                                                                                                                                                                                                                                                                                                                            |  |
|---|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
|   | <ul style="list-style-type: none"> <li>Received an Enterprise Risk update for period July through December 2025. Reviewed CSCF's top risks and staff's proactive measures taken.</li> </ul> <p><u>Revenue Diversity and New Markets</u><br/>No report. Next meeting scheduled on 3/31/26.</p> <p><b><u>2/26/26 Board Meeting Agenda:</u></b></p> <ul style="list-style-type: none"> <li>Reviewed agenda for upcoming Board Meeting (attachment)</li> </ul> |  |
| 6 | <p><b>Other Business</b></p> <ul style="list-style-type: none"> <li>None offered.</li> </ul>                                                                                                                                                                                                                                                                                                                                                               |  |
| 7 | <p><b>Adjournment</b><br/>Meeting adjourned at 10:35 am</p>                                                                                                                                                                                                                                                                                                                                                                                                |  |

Respectfully submitted,  
Kaz Kasal, Executive Coordinator