



**MME Board of Directors
Meeting Minutes
Wednesday, October 22, 2025, at 10 a.m.
Zoom Video Conference**

President Bridgette Gransden called the meeting to order at 10:01 a.m.

I. Convene and Roll Call

Directors present:

Bridgette Gransden, President; Administrator/Controller; Midland County
Katie Beemer, City Administrator; Fennville
Vester Davis, Manager in Transition
Gordon Gallagher, Township Manager; Spring Lake Township
Precia Garland, City Manager; Ionia
Nathan Henne, City Manager; Owosso
Melissa Marsh, President Elect; City Manager; Madison Heights
Sarah Moyer-Cale, City Manager; Hastings
Mark Rambo, Deputy Administrator; Kent County
Jonathan Seyferth, City Manager; Muskegon
Patrick Waterman, Deputy City Manager; Wyoming
Tim Wolff, Village Manager; Lake Isabella
Tom Tanghe, City Manager; Auburn Hills
Christian Wuerth, Immediate Past President; Village Manager; Milford

Others present:

Kelly Warren, Secretary/Treasurer; Michigan Municipal League
Ray Anderson, MME Senior Advisor
Heather Carmona, The Nonprofit Spot
Darin Dood, Professional Development Committee Chairperson; Village
Manager; Lakeview
Matt Fulton, Midwest Regional Director; ICMA
Griffin Graham, DEI Committee Vice-Chair; City Manager; Grandville
Jenny James, Early Career Outreach Committee Chairperson; Deputy
County Administrator; Kent County
Nicole Klepadlo, The Nonprofit Spot
Pat McGinnis, Advocacy Committee Chairperson; City Manager; Portage
Margaret Mooney, Michigan Municipal League

Al Vanderberg, Experience Committee Chairperson; County Administrator/Controller; Kent County
Cameron Van Wyngarden, Member Support Committee Chairperson; Township Superintendent; Plainfield Charter Township
Mark Washington, DEI Committee Chairperson; City Manager; Grand Rapids
Mariah Walton, DEI Committee Member; Deputy City Administrator; Ann Arbor
Dene Westbrook, Michigan Municipal League

II. Check-In Question from the President

President Bridgette Grandsen facilitated the check-in question: “What is your favorite fall food or activity?” with the group.

III. Approval of the Agenda

Motion to approve the agenda.
Motion by: Jonathan Seyferth
Seconded by: Christian Wuerth
Motion carried.

IV. Consent Agenda

a. Approval of June, July, August 2025 Financial Statements

b. Approval of July 22, 2025 Minutes

Motion to approve the Consent Agenda.
Motion by: Christian Wuerth
Seconded by: Tom Tanghe
Motion carried.

V. Listserv Replacement - Dene

Dene Westbrook presented information including the costs associated with a possible MME Listserv replacement: wpForo. Board comments included discussion of members who may have a hard time adjusting to the new platform. The recommendation was made to have a table set up for technical assistance at the first MME event following the launch of the new Listserv to help members. Dene asked for volunteers to participate on a subcommittee to test the new platform in preparation for the transition. Mark Rambo, Pat McGinnis, Tim Wolff, Vester Davis, and Melissa Marsh volunteered. Discussion also clarified that there would be an extra fee to incorporate a “digest version” of the Listserv, which Dene estimated a \$1,500 maximum budget for.

Motion to approve moving forward with the Listserv replacement as presented and discussed.

Motion by: Patrick Waterman

Seconded by: Tom Tanghe
Motion carried.

VI. MME Operations and Support Services Contract

Heather Carmona introduced herself and provided an overview of The Nonprofit Spot's mission to help organizations "do the work" through strategic planning assistance, member engagement, fundraising, etc. Heather explained that her background is in community and economic development and shared that Nicole Klepadlo has experience in this area as well, along with other skills. Heather also presented The Nonprofit Spot's proposed three-year service contract for continued work with MME and explained that as MME's goals have evolved, the work being provided by The Nonprofit Spot has too and the contract reflects this. Board comments included discussion of contract fees and the increased rate for the final year.

Motion to approve contract as presented.

Motion by: Sarah Moyer-Cale

Seconded by: Christian Wuerth

Opposed by: Tom Tanghe

Motion carried.

VII. 2026 Budget Adoption

Kelly Warren provided an overview of the 2026 budget and shared that the primary change to the budget since the version that was presented in July is the increased IT costs associated with the Listserv replacement. With the additional \$1,500 for the Listserv "digest," the IT line would reflect a total budget of \$10,385. The only other changes to the budget are expenses for the contract with The Nonprofit Spot and slight changes to reflect increased membership revenue and events expenses. Al Vanderberg asked if the budget would support the cost of the MME website hosting an online member directory as well as MME's history that the Experience Committee has been working on. Templates for these items have been created already. Discussion concluded that Al would join the Listserv subcommittee to proceed with next steps on potential integration of the member directory with the new Listserv platform. Kelly will also explore what hosting the MME history might look like and confirm possible costs.

Motion to approve the budget with the amendment as discussed to add an additional \$1,500 to the IT budget.

Motion by: Christian Wuerth

Seconded by: Katie Beemer

Opposed by: None

Motion carried.

VIII. ICMA Updates

Matt Fulton shared that ICMA has been working to prepare for the upcoming conference, and he looks forward to seeing everyone who will be in Tampa. He also reported that attendance is set to be a bit higher than last year's conference in Pittsburgh, with 4,500 people registered. In addition, Matt explained ICMA's recent regional changes that now place Michigan in Region C and added that these changes were made to balance the number of ICMA members in each region. The regional rotation agreement for hosting conferences is still being worked on as well and ICMA will be looking to approve the agreement next year. Matt then explained that he is working on compiling information on how each state association handles certain processes, including sponsorship and members in transition. This will hopefully be a useful document, and the goal is to get it done by the end of the year. Finally, he highlighted the opportunity to submit sessions for next year's conference in November as well as ICMA's Local Government Reimagined conferences next spring.

IX. Committee Updates

a. Advocacy Committee

Pat McGinnis reported that Jared Olson will coordinate MME's participation as a vendor at the Michigan Municipal League's CapCon 2026, Gordon Gallagher will coordinate this for the Michigan Townships Association conference, and Craig Stolsonburg recently represented MME at the Michigan Association of Counties conference.

b. Diversity, Equity, and Inclusion Committee

Mark Washington thanked everyone for the discussion at the last Board meeting and shared that the Diversity, Equity, and Inclusion (DEI) Committee has since had several conversations to identify their action steps for inclusion in the Strategic Plan. These action items are professional development, respectful dialogue, and representation in the profession. In addition, there has been lots of dialogue about the Committee's name and several alternative options were considered. Ultimately, the Committee decided that maintaining their name as the Diversity, Equity, and Inclusion Committee is important for several reasons. The overall Strategic Plan names inclusion and belonging as MME values so having the Committee consider changing the terms in their name did not align. Mariah Walton added that there is always space for education on the topic of DEI, and many meetings were spent talking about justifying the DEI Committee's place as a newer MME committee. Ensuring women, people of color, and other minorities feel welcomed and valued in the profession is integral to the work of the Committee and MME's values, so remaining consistent in the name is important. Griffin

Graham added that it's ultimately up to the Board if the name needs to be changed and the Committee understands that this conversation looks different in different communities. The name shouldn't take away from the intent and the reasons for establishing the Committee and the goal no matter what is to advance the action items that have been determined.

c. Early Career Outreach Committee

Jenny James shared that the Early Career Outreach Committee is determining its next training date. She also visited Wayne State University's ICMA student chapter last night to offer resources and support for transitioning from completing an MPA to a first job/early career. The Committee is working on updating a list of internship and fellowship opportunities.

d. Ethics Committee

None.

e. Experience Committee

Al Vanderberg reported that the Patriarche Award presentation was a success, and it was great to see Tom recognized. For the other upcoming MME awards the nominees that have been submitted so far are strong candidates but there are not too many. The Experience Committee appreciates the help from The Nonprofit Spot and the Board with marketing the award nominations period. The Committee is working on a session for the Winter Institute as well and could use additional members to proceed with other projects. Tom Tanghe added that the Committee has had a problem with reaching a quorum at their meetings and committees can only accomplish as much as the number of people who consistently show up. The nominations period for the awards closes on October 29 and will be pushed to regional groups again.

f. Member Support Committee

Cameron Van Wyngarden thanked everyone who has supported members in transition and shared that even within the Member Support Committee there are a couple of members who have recently entered a transition. In addition, the Committee is working on how to support members who are dealing with health problems while serving in manager roles. Cameron asked if there may be a model from ICMA that MME could draw from to help members in this situation. He also expressed continued difficulty finding attorneys to represent managers in transition, since many are employed by municipalities.

g. Professional Development Committee

Darin Dood reported that the Professional Development Committee is in the process of planning the Winter Institute and went over all session submissions at their meeting yesterday. The agenda is nearly finalized outside of a keynote speaker that they are still determining a timeslot for, which could impact the timing of some breakout sessions. Darin added that many of the MME committees have submitted session ideas and if there are any other committee suggestions please submit them to the Professional Development Committee so that they may try to fit them into the agenda. Past event feedback has shown that people enjoy panel sessions that allow for hearing multiple voices speak on a particular topic.

X. Senior Advisor Updates

Ray Anderson reported that the Senior Advisors have quarterly meetings as a group and are engaged with other Senior Advisors in the region too. Ray also shared that he is working to get more U.P. managers involved with MME and is providing support as a Senior Advisor to managers in Wisconsin as well.

XI. Nonprofit Spot Updates

Nicole Klepadlo shared that she is in the process of securing sponsorships for 2026, especially for the upcoming Winter Institute. She explained that she has reached out to about 88 companies and there are several returning sponsors who are coming in with larger contributions than their previous sponsorship levels, which is great news. Around \$10,000 in sponsorships has already been secured for the Summer Workshop as well. At the December meeting, the Experience Committee will be presenting a scholarship process to the Board for approval. Nicole added that she will work with Kelly to get the MME history project posted on the website. Additional activities have included completing the fund development strategy and assistance with the Board and awards nominations processes. President Bridgette Gransden noted that if you have someone in mind for an award but do not feel that you know them enough to write and submit a nomination, please contact someone else who could.

XII. MML Updates

Kelly Warren reported that the MME membership drive will take place in November, and the emails will include a call to members for serving on a committee in 2026. Also coming up in November is the Mayors and Presidents Institute and later this year the League will begin its next season of Newly Elected Officials (NEO) training sessions. If you have mayors,

presidents, newly elected or seasoned officials in need of training encourage those folks to register.

XIII. Old Business

a. Strategic Plan Adoption

President Bridgette Grandsden thanked everyone who has worked on the Strategic Plan. The goal is for this to be the guiding document for MME over the next 18+ months. Nicole Klepadlo said the document will just need to be updated with MME branding and proofed once more before posting on the MME website.

Motion to adopt the Strategic Plan.

Motion by: Christian Wuerth

Seconded by: Melissa Marsh

Motion carried.

XIV. New Business

a. Memo from DEI Committee re: name

The Board discussed the DEI Committee's memo regarding a possible name change and the recommendation to maintain their current name. Comments included concerns about the political nature of "DEI" in the current environment, appreciation of the Committee's efforts to consider options, and ways the Board could proceed. Discussion concluded that by not explicitly making a motion to support or oppose the DEI Committee's recommendation, the Board would comply with Tenet 7 of ICMA's Code of Ethics which states that managers should "refrain from all political activities."

b. MME Committee Policy and Procedures

Nicole Klepadlo explained that although it will require changes from year to year, the MME Committee Policy and Procedures document aims to provide some general "checks and balances" to unify committee operations. Individuals who are interested in serving on committees should be aware of any specific term lengths and/or term limits that may apply on certain committees, including for the chair and vice-chair roles. Discussion also included comments about some committees that operate with a quorum and how to manage committee members who do not attend meetings consistently. Christian Wuerth suggested implementing a quarterly update of committee rosters to check-in with members and verify whether they wish to remain on the committee if they have not been attending meetings. Discussion concluded that the policy should be amended to reflect that any member who misses three consecutive meetings will be removed from the committee unless the absences are excused by the committee chair due to extenuating

circumstances. President Elect Melissa Marsh shared that she will be making committee chair appointments by November 1.

Motion to approve the policy with the amendments made during discussion.

Motion by: Precia Garland

Seconded by: Nathan Henne

Motion carried.

c. Agreement re: sponsorship in-kind trade with DoubleHaul

The Board discussed the sponsorship agreement with DoubleHaul Solutions for in-kind services including executive coaching and presentations provided at MME events. Comments included a mention of feedback from the Summer Workshop that the event was too heavy on DoubleHaul speakers and variety is important. Darin Dood added that this was in part due to limited presenter options.

Motion to sign a one-year agreement with DoubleHaul solutions as presented.

Motion by: Patrick Waterman

Seconded by: Nathan Henne

Motion carried.

d. Colloquium session to be decided by the MME President each year

Mark Rambo commented that one reason why the Colloquium session decision should be made by the MME President each year is that they are who will need to be present to introduce the session and Patriarche Award presentation, so it must work for their schedule.

Motion to allow MME President to select the Colloquium session.

Motion by: Christian Wuerth

Seconded by: Jonathan Seyferth

Motion carried.

XV. Comments from the Board

Marsh – We received a question from Jeff Mueller who thought this meeting was going to include the appointment of new Senior Advisors to fill the current vacancies. We will be making Senior Advisor decisions at the next meeting in December and will look at ICMA's guidelines on how to appoint Senior Advisors. President Bridgette Gransden said they are working on a selection policy since several people want to fill 1-2 Senior Advisor vacancies, and this will be discussed in December.

Wuerth – We still need nominations for the role of Vice President. If you know a past Board member who would be good for this position, please submit a nomination.

XVI. **Comments from the President**

Thank you for everyone's participation, I look forward to seeing those who will be at the ICMA conference soon.

XVII. **Adjournment**

Meeting adjourned at 12:12 p.m.