



Northwestern
COMMUNITY SERVICES BOARD
A Behavioral Health Agency
BOARD OF DIRECTORS – Training
Wednesday, February 18, 2026, 5:30 PM

1. Lisa Goshen called the room to order and introduced the training facilitator, Terrie Glass of Leadership Solutions.

2. **Board Member Attendance:** Lisa Goshen, Charolette Eriksson, Elisabeth Alger, Sharon Kessler, Mary Orndorff, Katie Jordan

Staff and Public Attendance: Ellen Harrison, Morgan Ward, Terrie Glass

3. **Training**

Terrie Glass, Leadership Solutions, led the Board in developmental training. The board participated in team building exercises and conversations regarding governance principles and board roles and responsibilities.

Lisa Goshen and Terrie Glass will partner together to host a mini make up session for board members who were unable to attend and participate in the evening's training.

4. **Approval of Minutes**

Ellen Harrison explained to the Board that board member Bisma Y. Sheikh, who was unable to attend the evening's events, requested some corrections to the presented 1/18/2026 Board Meeting Minutes. Ellen Harrison explained that the corrections were added to the presented minutes, printed copy provided at the time of the meeting and were denoted in red and underlined.

Requested Changes:

1. Page 2, Section 5. Public Comment, second paragraph, line one add at end of sentence: "because she had a previously shared inavailability for sessions during Ramadan."
2. Page 2, Section 5. Public Comment, second paragraph, addition after sentence 6, a new sentence : "It was widely agreed that scheduling of future training and development sessions should be determined by board member availability and to avoid scheduling any sessions during Ramadan."

It was agreed that the first change requested accurately reflected the discussion. Subsequent conversation focused on the second change requested, with members stating that they did not remember the decision being based around a specific holiday but rather board member availability.

Elisabeth Alger suggested to amend the second revision to state : "It was widely agreed that scheduling of future training and development sessions should be determined by board member availability." Board members agreed this was a more accurate depiction of what happened during the meeting.



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Elisabeth Alger motioned to accept the 1/18/2026 Board Meeting Minutes as amended. Katie Jordan seconded. There was no further discussion. The motion passed.

5. Announcements

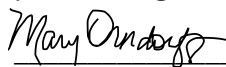
- a. Morgan Ward, Executive Assistant, announced that the CEO contract renewal process is underway and provided due dates for each step in the process.
 - 1. First week of March: Performance Evaluations mailed to Board members
 - 2. March 18, 2026: Performance Evaluations are due to HR Director
 - 3. First week of April: Executive Committee meets to discuss the results of the Performance Evaluations
 - 4. April 15, 2026: Executive Committee presents all information to the full Board.
 - 5. April 16 -May 13, 2026: Board Chair meets with the CEO to discuss the performance evaluation

- a. Megan Rhyne, March 18, 2026; FOIA and Conflict of Interest Training

6. Call to Adjourn

Charolette Eriksson motioned to adjourn the meeting. Sharon Kessler seconded. The meeting adjourned.

I, Mary Orndorff, Board Secretary, hereby certify that the foregoing minutes were duly approved by the Northwestern Community Services Board, Board of Directors at its meeting held on 03/18/2026, and that they constitute a true and correct record of proceedings.



Signature

19/03/2026

Date