

Board of Directors Meeting Minutes

FEBRUARY 5, 2026

Thursday, February 5 · 3:00 – 4:00pm

Video call link: <https://meet.google.com/ksy-pvia-jte>

Or dial: (US) +1 505-916-3117 PIN: 508 236 665#

More phone numbers: <https://tel.meet/ksy-pvia-jte?pin=6935333335877>

1. **CALL TO ORDER** - President Stacie Marchetti called the meeting to order at 3:02pm

2. ROLL CALL

- a. Executive Board - Stacie Marchetti, President; Aarón Zavala, Vice President; Claire Coleman, Treasurer/Finance Director; Liz Lange, Communications Director/Secretary; Ernest Azevedo, Program Director; Daniel Leonardich, Membership Director; Olympia Williams, Conference Director; Candice Rankin-Mumby, Immediate Past President
- b. Region 1 Co-Chairs: Denise Garcia, Toni Oasay-Anderson, Jasmine Ortega, Em Nguyen, Cody Einfalt
- c. Region 2 Co-Chairs: Shawn Smith, Nicole Stark, Joana De Sousa
- d. Region 3 Co-Chairs: Femi Omotesho, Ash Kumar
- e. Region 4 Co-Chairs: Christina Leard, Rosa Ramos
- f. Region 5 Co-Chairs: Karen Clark, Juan Heredia, Jari Nunez
- g. Other attendees: Kevin Kilkenny, Pat Martel

3. APPROVAL OF MINUTES

a. Approval of the Minutes from the January 9, 2026 Meeting

- i. Recommendation: Approve the Minutes of the [January 9, 2026](#) Meeting.
- ii. **Motion to approve by Femi and seconded by Daniel. The motion passed.**
Ayes: Stacie, Aarón, Claire, Liz, Ernest, Daniel, Olympia, Candice, Denise, Toni, Em, Cody, Shawn, Nicole, Joana, Femi, Ash, Christina, Rosa, Karen, Juan, Jari
Noes:
Abstain:

Absent: Estefania, Kolby, Christian, Dago, Alexxiss, Rebecca, Ayush, Brad, Joe, Vanessa, Kenny, Jamie

4. UNFINISHED BUSINESS

- a. None

5. NEW BUSINESS

a. MMANC Mentor Program - Pilot

- i. Recommend keeping the program small in the first year; not-to-exceed 40 pairs
- ii. Free program only for MMANC Members
- iii. Have a culminating event at the Annual Conference
- iv. Recommend at least 30 minutes for meetings
- v. Make sure we promote this as open to anyone, regardless of their career aspirations
- vi. Send Stacie feedback on the program within the next week before the Executive Board meets
- vii. Stacie will provide an update on this pilot program at the next Board meeting

6. EXECUTIVE BOARD UPDATES

a. President

- i. New Sponsor in 2026 - Workday (Platinum Partner)
- ii. MMANC + MMASC Everywhere - November 2026
 1. MMASC is excited to do this event with us this year!

b. Vice President

- i. Aarón and Stacie are on the Cal-ICMA Board this year
- ii. Aarón in the process of getting onboarded onto ILG Board
- iii. Has been working on planning the Cal-ICMA Call-a-Thon; 36 coaches this year

c. Finance Director/Treasurer

- i. Review of 2025 Financials
 1. As of December 31, 2025, there were some pending accounts payable and accounts receivable that are not reflected in this balance sheet
 2. Overall, we are doing well and running a balanced budget

3. Received more revenue than originally budgeted, mostly due to membership dues, CGL, and UpNext; but spent more than anticipated (credit card fees, Annual Conference, UpNext, WLS)
4. Approximately \$14k deficit for 2025; still have strong reserves

d. Membership Director

- i. First Quarterly Membership Meet and Greet scheduled for March 19 from 11-11:30
- ii. Monthly membership reports are being distributed to all region co-chairs
- iii. Doing membership outreach
- iv. From Femi: the link to renew membership was not working
 1. Stacie and Kevin will look into this

e. Program Director

- i. Women's Leadership Summit - May 21st in Roseville
- ii. Save the date: Summer Symposium - July 9th in Palo Alto
 1. Partnering with UpNext
- iii. Thank you to the region co-chairs for being the backbone of MMANC

f. Communications Director/Secretary

- i. Recording from social media training saved [here](#); Comms Cheat Sheet saved [here](#)
- ii. [Newsletter request form](#): submit by Monday's at noon
- iii. Retreat photos saved [here](#)
- iv. 2026 Events calendar linked [here](#)
- v. Support our sister organization MMASC by following them on social media

g. Conference Director

- i. Have 29 people volunteering on the Committee: Programming, Marketing & Outreach, and Special Events
- ii. Planning to have tracks for everyone that attends the conference
- iii. Working with UpNext on coordinating events
- iv. Committee kickoff meeting will take place in February

h. Immediate Past President

- i. Awards Committee update
 1. Thank you to everyone who reached out to be in the committee
 2. Awards committee will be comprised of Candice (chair), Estefania (region 1), Joana (region 2), Femi (region 3), Vanessa (region 4), Jamie (region 5)

7. COMMITTEE UPDATES

a. WLS Planning Committee

- i. WLS planning is underway. Met with committee members and identified leads for programming, logistics and marketing. Site visit will take place on February 6. Requesting region co-chairs to continue to share out WLS marketing. wls@mmanc.org
- ii. Theme will be announced next week on social media

b. Membership Committee

- i. In the process of filling the vacancy for the Region 2 representative

8. REGION UPDATES

a. Region 1

- i. Hosting a networking webinar with up and coming leaders in city government and special districts

b. Region 2

- i. Welcome Nicole and Kolby to region 2 co-chairs
- ii. Had their first region meeting this morning
- iii. Planning a happy hour for March

c. Region 3

- i. A CGL session will be hosted in Elk Grove in August with Toni Taber (San Jose City Clerk)

d. Region 4

- i. CV Sanitary District Tour on April 16 from 2-4:30pm
- ii. Will host Membership Meet and Greet in June
- iii. Fiscal new year event in July

e. Region 5

- i. Finalizing Q1 Membership Meet and Greet- scheduled for March 19
- ii. Starting outreach to potential Executive Members; have 2 new Executive Members
- iii. Presented at CPRS District 7 board/general membership meeting
- iv. Potential networking event in Manteca in April

9. PARTNER UPDATES

a. UpNext

- i. 36 Total Participants (Including Boardmember Denise Garcia)
 1. Kick-Off February 26th and 27th in San Francisco.

b. ICMA

- i. ICMA Conference will be in Long Beach this year. There will be up to 3 scholarship opportunities for MMANC members to attend the conference, which will cover full registration costs.
 1. Recommend to complete the scholarship application process by May
- ii. Hotels will sell out fast, so book early in June
- iii. One of the Board's goals for 2026 is to have MMANC representation at the ICMA conference

10. OTHER ITEMS & ANNOUNCEMENTS

a. ARC- no updates

b. Upcoming Events

- i. February 11-13: City Manager's Conference
 1. Stacie and Aarón will be attending this conference next week and will share back on their experience at the next Board meeting

11. ADJOURNMENT - President Stacie Marchetti adjourned the retreat at 4:01pm



To: MMANC Board of Directors

From: Stacie Marchetti, 2026 MMANC President

Date: February 2, 2026

Subject: MMANC Mentor Program – Pilot

Program Overview

The MMANC Mentor Program is a structured, professional development initiative designed to support emerging and mid-career municipal management professionals through intentional mentorship. The program pairs experienced local government professionals (mentors) with MMANC members (mentees) to foster leadership growth, career readiness, and professional connection within the municipal management field.

The program will leverage the MMANC Executive Members and the UpNext program as the recruitment and coordination platform for mentors, while mentees will be drawn exclusively from MMANC's membership. The pilot program will run from April through September, culminating at the MMANC Annual Conference.

Program Goals

- Support the professional growth and career development of MMANC members.
- Strengthen the local government leadership pipeline.
- Increase meaningful engagement and retention of MMANC members.
- Expand professional networks across jurisdictions and disciplines.
- Provide structured, yet flexible, mentorship aligned with participants' schedules.

Program Design & Structure

Participants:

Mentors – Recruited through the Executive Members of MMANC and the UpNext program current cohort and alumni; experienced local government professionals committed to leadership development.



Mentees – Current MMANC members seeking guidance, skill development, and career insight.

Program Model:

- One annual cohort running April–September.
- Mentor/mentee pairs matched by MMANC for the full program duration.
- MMANC Program Committee to provide email touch points related to coaching and mentorship through the duration of the program – monthly to ensure people get their meetings scheduled

Participant Expectations:

- Pairs meet at least once per month.
- Meetings may be in person or virtual.
- Pairs encouraged to set and revisit goals throughout the program.

Program Timeline

February – Applications Open

- Mentor and mentee applications released.
- Outreach via MMANC communications and UpNext networks.

March – Matching & Orientation

- Matches finalized through small committee designated by President.
- Orientation materials distributed via email.

April 6 – Program Launch

- Virtual Kick Off Event (optional but highly recommended).
- Monthly meetings begin.

July – Mid-Program Check-In

- Informal check-in “opportunity” during the MMANC Summer Symposium.

September 30 – Program Conclusion

- Final meetings completed.
- Program culminates at the MMANC Annual Conference.
- Special Happy Hour Event for Mentor Program Participants at the Annual Conference.
- Post-program survey distributed.



Roles & Responsibilities

MMANC Board of Directors and Program Committee:

- Program oversight and coordination.
- Promotion, applications, and matching.
- Resource development and evaluation.
- Engage with program participants monthly to provide emailed conversation starters and mentoring/coaching “toolkits”.

Mentors:

- Commit to monthly meetings.
- Provide guidance and professional insight.

Mentees:

- Actively engage in meetings and goal-setting.
- Take lead in setting meeting times with mentors.

Success Measures & Outcomes

Key Metrics:

- Number of mentor/mentee pairs – Target 40 Pairings
- Participant retention – Participants sited re-engagement with MMANC in post-program survey
- Meeting frequency – Pairs meet at least once per month.
- Satisfaction survey results – Participants site value add to professional growth

Sustainability & Future Growth

The program may be expanded in future years to include larger cohorts, group mentoring, point systems for engagement, longer program duration (full year).

MMANC
Balance Sheet
As of December 31, 2025

	<u>Total</u>
ASSETS	
Current Assets	
Bank Accounts	
1100 US Bank Checking	140,696.05
1120 US Bank Money Market	365,197.90
Total Bank Accounts	\$ 505,893.95
Other Current Assets	
1300 Uncategorized Asset	0.00
Total Other Current Assets	\$ 0.00
Total Current Assets	\$ 505,893.95
TOTAL ASSETS	\$ 505,893.95
LIABILITIES AND EQUITY	
Liabilities	
Total Liabilities	
Equity	
3000 Opening Balance Equity {3}	69,676.80
3200 Retained Earnings	450,169.67
Net Income	-13,952.52
Total Equity	\$ 505,893.95
TOTAL LIABILITIES AND EQUITY	\$ 505,893.95

FINAL

MMANC
Actual vs. Budget
For the 11 Months Ending
December 31, 2025

	Current Month	Year to Date	Annual Budget	Variance	% of Budget
Income					
Contributions, Gifts, Grants					
Corporate Partnerships		62,360.00	60,000.00	2,360.00	103.93%
Credentialed Government Leader Program	525.00	8,400.00	1,125.00	7,275.00	746.67%
HdL Scholarship to LGSJ		0.00	0.00	0.00	
Pause for Change		0.00	0.00	0.00	
UpNext	51,000.00	166,750.00	122,500.00	44,250.00	136.12%
Total Contributions, Gifts, Grants	\$ 51,525.00	\$ 237,510.00	\$ 183,625.00	\$ 53,885.00	129.35%
Events					
Annual Conference	30.00	207,078.75	240,000.00	-32,921.25	86.28%
Equity Summit - Income		20,695.00	0.00	20,695.00	
Region Event					
Region 1 Income		8,862.50	500.00	8,362.50	1772.50%
Region 2 Income		0.00	500.00	-500.00	0.00%
Region 3 Income		0.00	500.00	-500.00	0.00%
Region 4 Income		45.00	500.00	-455.00	9.00%
Region 5 Income		90.00	500.00	-410.00	18.00%
Total Region Event	\$ 0.00	\$ 8,997.50	\$ 2,500.00	\$ 6,497.50	359.90%
Summer Signature Symposium		0.00	7,000.00	-7,000.00	0.00%
Winter Forum	295.00	4,350.00	7,000.00	-2,650.00	62.14%
Women's Leadership Summit	500.00	57,365.00	35,000.00	22,365.00	163.90%
Total Events	\$ 825.00	\$ 298,486.25	\$ 291,500.00	\$ 6,986.25	102.40%
Interest Income	166.00	1,806.29	240.00	1,566.29	752.62%
Membership					
New Associate Members	230.00	805.00	1,050.00	-245.00	76.67%
New Full Members	855.00	24,110.00	14,250.00	9,860.00	169.19%
New Student Members		300.00	250.00	50.00	120.00%
Renewal Associate Members		920.00	1,050.00	-130.00	87.62%
Renewal Full Members	2,090.00	46,730.00	42,750.00	3,980.00	109.31%
Renewal Student Members		100.00	100.00	0.00	100.00%
Total Membership	\$ 3,175.00	\$ 72,965.00	\$ 59,450.00	\$ 13,515.00	122.73%
Total Income	\$ 55,691.00	\$ 610,767.54	\$ 534,815.00	\$ 75,952.54	114.20%

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MMANC
Actual vs. Budget
For the 11 Months Ending
December 31, 2025

	Current Month	Year to Date	Annual Budget	Variance	% of Budget
Expenses					
Direct Event Expenses					
Merchant Processing	764.98	20,899.63	15,000.00	5,899.63	139.33%
MMANC Programs					
Annual Conference					
2024 Annual Conference		1,733.37	0.00	1,733.37	
2025 Annual Conference	4,186.42	272,815.92	235,000.00	37,815.92	116.09%
2026 Annual Conference	10,000.00	10,000.00	15,000.00	-5,000.00	66.67%
Total Annual Conference	\$ 14,186.42	\$ 284,549.29	\$ 250,000.00	\$ 34,549.29	113.82%
Equity Summit - Expense	1,740.53	13,531.74	0.00	13,531.74	
Region Events					
Region 1 Expenses		8,256.21	500.00	7,756.21	1651.24%
Region 2 Expenses		131.32	500.00	-368.68	26.26%
Region 3 Expenses		202.17	500.00	-297.83	40.43%
Region 4 Expenses	154.23	154.23	500.00	-345.77	30.85%
Region 5 Expenses	182.00	182.00	500.00	-318.00	36.40%
Total Region Events	\$ 336.23	\$ 8,925.93	\$ 2,500.00	\$ 6,425.93	357.04%
Summer Signature Symposium		102.53	5,000.00	-4,897.47	2.05%
Up Next		181,342.77	120,000.00	61,342.77	151.12%
Winter Forum	2,335.47	2,456.07	7,000.00	-4,543.93	35.09%
Women's Leadership Summit		37,800.87	30,000.00	7,800.87	126.00%
Total MMANC Programs	\$ 18,598.65	\$ 528,709.20	\$ 414,500.00	\$ 114,209.20	127.55%
Total Direct Event Expenses	\$ 19,363.63	\$ 549,608.83	\$ 429,500.00	\$ 120,108.83	\$ 2.67
Grants and Similar Amounts					
Credentialed Government Leader Program	754.71	819.71	150.00	669.71	546.47%
ICMA Conference Scholarships		0.00	4,500.00	-4,500.00	0.00%
MMANC Conference Sponsorships		0.00	4,500.00	-4,500.00	0.00%
Total Grants and Similar Amount	\$ 754.71	\$ 819.71	\$ 9,150.00	-\$ 8,330.29	8.96%

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MMANC
Actual vs. Budget
For the 11 Months Ending
December 31, 2025

	Current Month	Year to Date	Annual Budget	Variance	% of Budget
Memb. Participation in Other Prof. Events					
Non MMANC Meetings					
ICMA Annual Conference	2,255.78	5,193.14	3,500.00	1,693.14	148.38%
ICMA Local Government Reimagined		0.00	1,300.00	-1,300.00	0.00%
League Annual Conference		0.00	1,200.00	-1,200.00	0.00%
League CM Dept Meeting		1,074.68	1,300.00	-225.32	82.67%
League Policy Committee		954.36	2,700.00	-1,745.64	35.35%
MMASC Annual Conference	1,262.78	1,262.78	3,500.00	-2,237.22	36.08%
Total Non MMANC Meetings	\$ 3,518.56	\$ 8,484.96	\$ 13,500.00	-\$ 5,015.04	62.85%
Total Memb. Participation in Other Prof. Events	\$ 3,518.56	\$ 8,484.96	\$ 13,500.00	-\$ 5,015.04	62.85%
Other Expenses					
Insurance		1,230.62	1,300.00	-69.38	94.66%
MMANC Board Meetings	728.12	4,463.53	6,000.00	-1,536.47	74.39%
Printing, Pub, Postage, and Shipping	388.83	737.21	300.00	437.21	245.74%
Professional Administration	3,750.00	45,750.00	44,100.00	1,650.00	103.74%
Subscriptions	623.40	4,235.68	3,000.00	1,235.68	141.19%
Supplies and Services		0.00	700.00	-700.00	0.00%
Website		9,389.52	9,000.00	389.52	104.33%
Total Other Expenses	\$ 5,490.35	\$ 65,806.56	\$ 64,400.00	\$ 1,406.56	102.18%
Total Expenses	\$ 29,127.25	\$ 624,720.06	\$ 516,550.00	\$ 108,170.06	120.94%
Net Income	\$ 26,563.75	-\$ 13,952.52	\$ 18,265.00	-\$ 32,217.52	-\$ 0.07

FINAL

Programs Director Update


February 2026 | Ernest Azevedo

2026 Vision: Building a cohesive programming ecosystem that's **relevant, accessible, and connected**. My role as Programs Director is to provide support and coordination—not added workload—helping connect regional trainings, leadership development, and signature events so they work together.

SIGNATURE EVENTS

Summer Symposium: Stacie is the Executive Sponsor and will provide updates.

Women's Leadership Summit (May 21, Roseville): WLS Co-Chairs will share their update.

 **Ask:** If you have contacts interested in sponsoring WLS, please share the sponsorship packet and encourage them to reach out to the WLS chairs!

REGIONAL HIGHLIGHTS

Region Meet & Greets

Thank you to all Region Co-Chairs for your work on these vital events! **Region 5 has developed a Standard Operating Procedure** they'll be sharing with other regions—great example of cross-region collaboration.

- **March 19 (11am-11:30am):** Q1 Meet & Greet – Region 5
- **June (TBD):** Q2 Meet & Greet – Regions 4
- **Jul/Aug (TBD):** Q3 Meet & Greet – Region 2
- **Oct/Nov (TBD):** Q4 Meet & Greet – Regions 1

UPCOMING EVENTS

Next Gen Speed Coaching

 **April 29, 11am–2pm**


A fantastic opportunity for emerging leaders to connect with experienced professionals. More details coming soon!

CGL Events

 **August 13, 8am–1:30pm | CGL Core Course**

Co-sponsored by the City of Elk Grove, featuring **Toni Taber**. Topic coordination with CGL Committee in progress.

 **December (TBD) | CGL Winter Event**

 **Ask:** Interested in helping with either CGL event? Even light-touch logistics support would be appreciated—reach out to programs@mmanc.org!

Shared MMANC Calendar

Working with the Executive Board to develop a shared calendar so we can track all events and avoid conflicts. Region Co-Chairs will get access to add regional events soon.

CALLS TO ACTION

1. **WLS Sponsorship:** Share the packet with your networks
2. **Next Gen Speed Coaching:** Save the date – April 29
3. **CGL Events:** Reach out if you'd like to help (August or December)
4. **Region 5 SOP:** Watch for this resource to support your Meet & Greets

KEY DATES AT A GLANCE

Event	Date	Notes
Q1 Meet & Greet	March 19	Region 1
Next Gen Speed Coaching	April 29	11am-2pm
Women's Leadership Summit	May 21	Roseville
Q2 Meet & Greet	June (TBD)	Regions 3
Summer Symposium	July 9	Stacie – Exec Sponsor
Q3 Meet & Greet	July/or August	Regions 2
CGL Core Course	August 13	Elk Grove, Toni Taber
Annual Conference	Sept 27-30	Tenaya, Yosemite
Q4 Meet & Greet	October	Regions 1
MMANC Everywhere	November 12	
CGL Winter Event	December (TBD)	Volunteers welcome!
Politically Astute Leader	December (TBD)	Winter Event

Thank you for everything you do to keep MMANC relevant, connected, and member-driven!