

Board of Directors Meeting Minutes

MARCH 5, 2026

Thursday, March 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 AND ESTABLISH QUORUM***

- a. Executive Board: **Stacie Marchetti, President; Aaron Zavala, Vice President; Liz Lange, Communications Director/Secretary; Ernest Azevedo, Program Director; Candice Rankin Mumby, Immediate Past President; Daniel Leonardich, Membership Director; Olympia Williams, Conference Director**
- b. Region 1 Co-Chairs: **Denise Garcia**, Toni Oasay-Anderson, Jasmine Ortega, Estefania Vargas, Emeline Nguyen, Cody Einfalt
- c. Region 2 Co-Chairs: **Shawn Smith**, Joana De Sousa
- d. Region 3 Co-Chairs: **Femi Omotesho**
- e. Region 4 Co-Chairs: **Christina Leard**
- f. Region 5 Co-Chairs: Kenny Lipich, **Karen Clark**, Juan Heredia, **Jaritza Nunez**, Jamie Achterberg
- g. Other attendees: Pat Martel

***Bold names indicates voting members for the meeting**

3. **APPROVAL OF MINUTES**

- a. **Approval of the Minutes from the February 5 Meeting**
 - i. Recommendation: Approve the Minutes of the [February 5, 2026](#) Meeting
 - ii. **Motion to approve by Shawn and seconded by Daniel. The motion passed.**
 - iii. **Ayes: Stacie, Aaron, Liz, Ernest, Daniel, Candice, Denise, Shawn, Femi, Karen**
 - iv. **Noes:**
 - v. **Abstain:**

- vi. **Absent: Olympia, Claire, Emeline, Toni, Cody, Kolby, Nicole, Christian, Dagoberto, Aishwarya, Alexxiss, Rebecca, Ayush, Brad, Christina, Joe, Vanessa, Rosa, Juan, Jaritza**

4. UNFINISHED BUSINESS

a. MMANC Mentorship Program Pilot

- i. Recommendation: Approve the MMANC Mentorship Pilot Program
- ii. Discussed the proposed pilot program, limiting participation to 20 mentees and 20 mentors, and allowing MMANC student members to participate. Plan is to fully launch the program in 2027.
- iii. **Motion to approve by Aarón and seconded by Ernest. The motion passed.**
- iv. **Ayes: Stacie, Aaron, Liz, Ernest, Daniel, Candice, Denise, Shawn, Femi, Christina, Jaritza**
- v. **Noes:**
- vi. **Abstain:**
- vii. **Absent: Olympia, Claire, Emeline, Toni, Cody, Kolby, Nicole, Christian, Dagoberto, Aishwarya, Alexxiss, Rebecca, Ayush, Brad, Joe, Vanessa, Rosa, Juan**

5. NEW BUSINESS

a. None

6. EXECUTIVE BOARD UPDATES

a. President

- i. Cal Cities CMD Conference Update: MMANC got a ton of support from City Managers at this conference.
- ii. Corporate Sponsors at non-MMANC Conferences: if you see our current corporate sponsors at an event, engage with them and thank them for being a partner.
- iii. ICMA Session Selected for 2026 ICMA Conference: Building the Next Generation: How Associations for Mid Career Professionals Strengthen the City Management Pipeline
 - 1. Speakers: Candice Rankin Mumby (2025 MMANC President), Jonathan Royas (2025 MMASC President), Stacie Marchetti (2026 MMANC President) and Joseph Cisneros (2026 MMASC President)
 - 2. Session Overview: MMANC and MMASC will be presenting on how regional professional associations can intentionally cultivate connection, leadership development, and long-term engagement

in local government careers. Drawing on a combined organizational experience, the session will highlight how MMANC and MMASC have built strong pipelines for early- and mid-career professionals through mentorship programs, networking opportunities, and targeted professional development. The goal is to provide attendees with actionable tools to strengthen existing associations or establish new networks that support the next generation of public sector leaders, while showcasing MMANC and SC's leadership and innovation on a national stage.

b. Vice President

- i. Annual Conference Updates (deferred to Olympia)
- ii. Partnerships & Sponsorships
 1. Meetings with Comcast & ThreeFoldAi
 2. Scheduled meeting with California City Management Foundation
 3. Institute for Local Government onboarding - 3/17
- iii. Attended the UpNext event last week at their kickoff last week
 1. More information about UpNext will be shared at the April board meeting

c. Finance Director/Treasurer (*absent; Stacie provided verbal updates*)

- i. Attended CSMFO conference last week and met with vendors and MMANC corporate partners
- ii. Exploring alternate options for a bank: won't need to do a formal RFP, but will be collecting informal proposals and quotes. Made connections with 3 banks.

d. Membership Director

- i. Potential conference sessions:
 1. Breakfast with legacy members (10+ years of MMANC membership)
 2. First time attendee networking
- ii. Membership committee
 1. Region 2 update: filled by Daniel Sanchez from County of Napa
 2. "Voices of MMANC" membership spotlight campaign: will launch this in April

e. Program Director

- i. [Written report attached in materials folder](#)
- ii. Value Vault: 77 registrants for March 19 inaugural session
- iii. CGL Core Subject Training Series: 3 courses pending committee approval

1. 3-hour sessions scheduled to take place in June, August, and December
 - iv. Speed Coaching & Networking: April 30, Burlingame (w/ Next Gen SV & CAL-ICMA)
- f. Communications Director/Secretary**
- i. Inside MMANC email series: plan to do send this on a quarterly basis to MMANC members
 - ii. Social media metrics: gained 45 Instagram followers and 155 LinkedIn followers since January 1. Targeted emails have higher open and click rates compared to our newsletter
 - iii. New for this year: send all targeted emails through Memberclicks (Kevin will send it out for us). Reach out to Liz if you have questions about this process.
 - iv. Reminder to send emails to Liz to the *Communications* email, not the *Conference* email address
- g. Conference Director**
- i. Logo design for the Conference! Theme is “Navigating Change, Leading with Purpose”
 1. Tracks: Trailhead, Half Dome, El Capitan, Sequoia
 - ii. Call for Conference session proposals process: will go out in the next couple weeks
 - iii. Keynote speakers: want speakers that have a direct connection to leading in local government. Focus on organizational resilience. Bring in more fireside chats and intentional networking opportunities.
 - iv. Suggestion from Ernest: consider registration option for family or spouses
- h. Immediate Past President**
- i. No update

7. COMMITTEE UPDATES

a. CGL Committee

- i. Update on ICMA Coach Connect Program: program is now only available to ICMA members

b. WLS Planning Committee

- i. May 21 at The Grounds in Roseville, 9am-4pm.
- ii. Planning an onsite post-event mixer & the committee is working to get a hotel room block.
- iii. Registration updates:

1. March 13 – Member-Only Registration Opens (\$155): 1 registration per membership account
2. March 18 – Non-Member Registration Opens (\$185): can register multiple attendees at the same time

c. Awards/Scholarships Committee

- i. Written update only
 1. The committee has met and has a representative from each region and is chaired by the Past President.
 2. [Rising Star nominations](#) are open through March 15
 3. MMANC Scholarships to ICMA Conference in Long Beach
 - a. There will be up to 3 scholarship opportunities for MMANC members to attend the conference
 - b. ICMA is waiving the registration cost for scholarship winners, and MMANC will fund up to \$1,000 per scholarship recipient for travel and lodging
 - c. Recommend to complete the scholarship application and selection process before June 10

d. Cal Cities Policy Committees

- i. Community Services (report from Brad Olson)
 1. Top priorities for this committee during 2026 are (1) Seniors and Aging; (2) Parks, Recreation, and Access to Open Space; and (3) Early Learning, Childcare, and Youth Programs
- ii. Environmental Quality (report from Candice Rankin Mumby)
 1. Top priorities for this committee during 2026: disaster response funding, energy and utility affordability and water conservation and management
 2. California Earthquake Authority is expected to present a report this spring responsive to SB 254 that will address funding for natural disaster recovery, including wildfire recovery
 3. Committee voted to make minor changes to their policy and guiding principles to reflect topics from the previous year and adopt the 2026 work plan. MMANC representative voted in support of both motions.

8. REGION UPDATES

a. Region 1

- i. Upcoming webinar on April 15 from 12-1pm. Webinar will be geared towards emerging leaders

b. Region 2

- i. Pints & Public Service Cocktail Hour April 9, 2026 at 5:30pm
- ii. Location: Crooked Goat in Petaluma, CA

c. Region 3

- i. April 1: Hosting a virtual Region 3 Meet and Greet featuring a New City Manager in the Region as our special guest - from 12-1pm. Focus on leading through hard times.
- ii. August 13: Hosting a CGL Core Training event this summer

d. Region 4

- i. Tour of CV San on April 16 from 2-4pm
- ii. Value Vault in June

e. Region 5

- i. Preparing for first Value Vault: March 19, 11-11:30 am on Zoom
- ii. Continuing Executive Member outreach: have added 3 members in Q1 of 2026
- iii. Sending welcome postcards to new members
- iv. Planning "Cast your Net" Networking Event at Brethren Brewery, Manteca- April?

9. PARTNER UPDATES

a. ICMA/Cal-ICMA (Pat Martel)

- i. Had over 1,000 registrants for the SheLeadsGov webinar
- ii. March 18: ICMA hosting a free coaching webinar
- iii. ICMA will opening up a call for volunteers to be on ICMA committees

b. ILG - March newsletter out now <https://conta.cc/4bfPrUI>

10. OTHER ITEMS & ANNOUNCEMENTS

a. [Link to 2026 Activities Calendar](#)

- i. Reach out to Ernest or Liz if you want to add items to the calendar

b. ARC Updates

- i. No Updates

c. Travel Reimbursement Policy

11. ADJOURNMENT - President Stacie Marchetti adjourned the meeting at 4:02pm



MENTOR PROGRAM

PILOT YEAR 2026

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

Cohort Size & Pairing

- Up to 20 mentees (1:1 mentor matching preferred)
- Eligibility to Participate (must be involved with MMANC in one or more of the following groups):

- MMANC Board of Directors
- Active CGL Participant
 - Note: This program is not intended to replace or serve as the coaching component for CGL participation.
- MMANC Committee member, supporting an MMANC event or initiative
- Matching based on:
 - Career interests
 - Functional area
 - Professional goals

Time Commitment

- **Mentors and Mentees commit to:**
 - One structured meeting per month (45–90 minutes)
 - Completion of program worksheets
 - Participation in program survey at conclusion
 - Attendance at one MMANC event together (encouraged, not required)

Estimated total commitment: 10–12 hours over six months.

Program Timeline

- **March – Applications Open**
 - Mentor and mentee applications released.
 - Outreach via MMANC networks.
- **Early April – Matching & Orientation**
 - Matches finalized through small committee designated by President.
 - Orientation materials distributed via email.
 - What to expect in participating in the program
 - High level outline of monthly prompts
 - Sparketype link and information
 - SMART Goals worksheet
 - Individualized information about Mentee and Mentor
- **Week of April 27 – 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
 -

Monthly Themes

Emailed to all participants at the beginning of each month and outlined in orientation packets. These are optional themes for mentor/mentee pairs to use as conversation starters if needed. They will be provided to all participants but are not required topics to discuss.

- **April – Get to Know You & Goal Setting**
 - **Focus:** Establish foundation and define success
 - Career background sharing
 - Discuss career aspirations
 - Mentor shares career journey
 - Establish one primary SMART goal for duration of program
 - Completed Goal-Setting Worksheet
- **May – Professional Identity & Leadership Style**
 - **Focus:** Understanding and articulating strengths
 - Review Sparketype (free) or similar assessment
 - Discuss leadership style
 - Craft 60-second Leadership Statement
 - Identify 3 strengths + 1 development area
- **June – Behind the Curtain: The Reality of Local Government**
 - **Focus:** Transparency and practical insights
 - AMA (Ask Me Anything) on career progression
 - How did you move from your first role to where you are now?
 - What mistakes did you make early in your career?
 - When did you know you were ready to promote?
 - How do you know when to leave an agency?
 - How do you navigate political dynamics?
 - What actually matters in interviews?
 - What do hiring managers look for but don't say?
 - Interviewing strategies
 - Navigating organizational politics
 - Lessons learned from leadership
- **July – Continuing Education & Career Strategy**
 - **Focus:** Professional growth planning
 - Certifications and credential pathways
 - MMANC leadership involvement
 - Skill development strategies
 - Identify one 12-month development action
- **August – Strategic Visibility & Career Positioning**
 - **Focus:** Building influence intentionally
 - What do you want to be known for?
 - Building professional reputation
 - Stretch opportunities
 - Networking with purpose
- **September – Conference Strategy & Program Wrap-Up**
 - **Focus:** Maximizing conference season
 - How to prepare for conferences
 - Networking with intention
 - Session selection strategy
 - Post-conference follow-up

- **Wrap-Up:**
 - Reflect on SMART goal progress
 - Program feedback survey
 - Recognition of participants

Program Governance & Oversight

The MMANC Mentor Program Pilot Year (2026) will be administered by MMANC Mentor Program Committee, spearheaded by President and Membership Director

- Responsibilities include:
 - Marketing and recruitment of program annually
 - Participant selection
 - Mentor/mentee matching
 - Program communication
 - Data collection and evaluation

Selection Criteria

If applications exceed 20 mentees, selection will consider:

- Demonstrated commitment to local government
- Active engagement in MMANC
- Clarity of professional goals
- Commitment to full program participation

Program Evaluation Metrics

Success indicators include:

- % of mentees completing SMART goal
- Participant satisfaction (target: 85% positive feedback)
- Increased MMANC engagement post-program
- Interest in serving as future mentors

2026 Vision: A cohesive programming ecosystem that's relevant, accessible, and connected providing support and coordination across regional trainings, leadership development, and signature events.

REGIONAL PROGRAMMING

Value Vault: Unlocking Your Membership

Our new quarterly virtual Meet & Greet series has exceeded expectations—77 registrants and climbing ahead of the inaugural session on March 19th (11:00–11:30 AM, Zoom), hosted by Region 5. For a brand-new pilot, this validates the concept and demonstrates strong engagement across all five regions. We've shifted to final reminder mode.

Upcoming: Region 4 (June), Region 2 (Aug/Sept), Region 1 (Oct/Nov). Handoff planning underway.

Region Highlights

- **Region 5:** Executive member outreach (+3 in Q1), welcome postcards, “Cast Your Net” networking event at Brethren Brewery (Manteca). Developed a Meet & Greet SOP to share with all regions.
- **Region 3:** Virtual Meet & Greet with a new City Manager (late March/early April). Hosting August 13th CGL Core Training in Elk Grove.
- **Region 4:** CV Sanitary District Tour (April 16th). Q2 Value Vault host (June). Fiscal new year event planned for July.
- **Region 1:** Emerging leaders networking webinar (April 15th). Home to April 30th Speed Coaching (Burlingame) and August 7th San Jose Giants Game.
- **Region 2:** Co-chairs met in February to map out 2026 programming. Planning a welcome/recruitment happy hour in Petaluma (late March/April) and will host the Q3 Value Vault session. See Region Reports for full update.

CGL CORE SUBJECT TRAINING SERIES

Three course proposals submitted to CGL Committee. Pending approval (anticipated early–mid March), Save the Date launches for the full series. Marketing materials in development with Communications.

- **June 3rd** – Dr. Frank Benest, ICMA-CM: *Storytelling: A Powerful Way to Communicate & Lead* | Effective Communication | Santa Clara
- **August 13th** – Toni Taber, MMC: *From Ideas to Impact: Strategic Thinking in Local Government* | Creative & Critical Thinking | Elk Grove
- **December (TBD)** – Drew Corbett: *The Politically Astute Leader* | Elected/Appointed Officials | Sunnyvale – exploring afternoon start time to host happy hour networking afterwards.

Half-day courses (8:30 AM–12:00 PM), 1 CGL Core Credit each. Pricing: \$30 CGL / \$40 Members / \$50 Non-Members.

PARTNER & UPCOMING PROGRAMMING

Speed Coaching & Networking Event

Thursday, April 30 | 11:30 AM–2:00 PM | Burlingame Community Center – Partnership with Next Gen Silicon Valley and CAL-ICMA. Emerging leaders paired with executives for coaching. \$40/person (pairs required). Box lunches provided. Registration deadline: April 15th.

Summer Symposium

Thursday, July 9th | Lucie Stern Community Center, Palo Alto – First-year collaboration between MMANC and UpNext, with Joe Carozza as Co-Chair. Venue confirmed. Programming includes keynote, collaborative governance panel, CGL/UpNext sessions, and fireside chat. Save the Date expected late March, registration in early May.

Women's Leadership Summit

May 21 | @the Grounds, Roseville – Special thanks to Co-Chairs Rosa Ramos and Christina Leard and the entire WLS Committee for their incredible work. Site visit complete, subcommittees active, speaker recruitment underway, and WLS is seeking executives (ACM/Directors) for roundtable leaders. Committee will report separately.

Registration opens soon: Members Early Access March 13th (\$155) | General Registration March 18th (\$185). Credit card or p-card only at registration; no group registration or invoicing.

CALLS TO ACTION

1. **WLS Registration:** Members Early Access opens March 13th. Register ASAP once it opens, promote and encourage registration on social media and within your organizations when it opens to all on March 18th. Share the sponsorship packet with your networks.
2. **Speed Coaching:** April 30th, Burlingame. Register by April 15th.
3. **CGL Series:** Pending CGL Committee approval. Save the Date launch expected mid-March. Volunteers welcome (programs@mmanc.org).

KEY DATES AT A GLANCE

Event	Date	Notes
Value Vault (Q1)	March 19	Region 5 11–11:30am Zoom
WLS Early Access Reg	March 13	Members \$155
WLS General Reg	March 18	\$185 credit card/p-card only
Region 3 Meet & Greet	Late Mar/Apr	Virtual New City Manager
Region 4 Tour	April 16	CV Sanitary District 2–4:30pm
Speed Coaching	April 30	Burlingame 11:30am–2pm
Women’s Leadership Summit	May 21	@the Grounds, Roseville
CGL: Benest	June 3	Santa Clara Effective Communication
Value Vault (Q2)	June (TBD)	Region 4
Summer Symposium	July 9	Lucie Stern, Palo Alto w/ UpNext
CGL: Taber	August 13	Elk Grove Creative & Critical Thinking
Annual Conference	Sept 27–30	Tenaya Lodge, Yosemite
MMANC Everywhere	Nov 12	All Regions w/ MMASC
CGL: Corbett	Dec (TBD)	Sunnyvale Politically Astute Leader

Thank you for everything you do to keep MMANC relevant, connected, and member driven. | programs@mmanc.org